

Gender Action Plan
Tina River Hydropower Development
Project

January 31th, 2017

List of Abbreviations

CBSP	Community Benefit Sharing Pilot
CDF	Community Development Fund
CLCs	Community Liaison Committees
EAP	East Asia Pacific
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
GAP	Gender Action Plan
JSDF	Japan Social Development Fund
LALRP	Land Acquisition and Livelihoods Restoration Plan
M&E	Monitoring and Evaluation
MECDM	Ministry of Environment, Climate Change, Disaster Management and Meteorology
MMERE	Ministry of Mines, Energy and Rural Electrification
MWYCF	Ministry of Women, Youths, Children and Family Affairs
SP	Solomon Power
SWOT	Strengths, Weaknesses, Opportunities and Threats

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Introduction

The Tina River Hydropower Development Project (TRHDP) is a 15 megawatts hydropower scheme on the island of Guadalcanal, Solomon Islands, 30 km south of the capital Honiara. The TRHDP is managed by a dedicated Project Office under the supervision of the Ministry of Mines, Energy and Rural Electrification (MMERE), and will supply power to the Honiara grid – providing more reliable and plentiful power than the current overburdened supply from diesel and reducing the retail price of electricity for consumers. The hydropower infrastructure will be constructed, operated and owned by an independent power producer and will sell electricity to Solomon Power (SP), the national utility. The TRHDP is complemented by an additional grant-supported operation funded by the Japanese Social Development Fund (JSDF – the “JSDF Project”), with the objective of establishing the institutional arrangements and capacity for affected communities to effectively manage benefit sharing revenues from the TRHDP as well as improving their basic services through financing investments in access to clean water and electricity.

This Gender Action Plan (GAP) has been put together to guide the mainstreaming of gender into the TRHDP with a particular focus on ensuring that women are not negatively impacted by the project and promoting equal opportunities for women and men to participate in project benefits, supported by the World Bank’s East Asia Pacific (EAP) Gender and Energy Facility. While the Tina River Project will have national impact through the provision of more reliable and affordable electricity, this GAP is principally concerned with the impact of the project on the lives of communities within its immediate footprint area. This focus of the GAP mirrors the localized approach adopted by the Project towards impact mitigation and benefit sharing.

Areas of focus within the project for gender assessment and analysis included:

1. Land Acquisition and Livelihoods Restoration Plan (LALRP)
2. Environmental and Social Management Plan (ESMP) (which itself was based on the ESIA, and will also inform the ESMP of the Project Company)
3. Community Benefit Sharing Pilot project, supported by the Japanese Social Development Fund (JSDF)
4. Community consultation, participation and decision making
5. Organizational capacity within the project team

Given the baseline of gender inequality in its footprint area, the Tina River Hydro Project has an opportunity to include design and monitoring measures that will, at a

minimum, not exacerbate existing challenges faced by women, while at the same time aim to promote their participation and wellbeing. This opportunity is strengthened by i) recent national level policy commitments on gender equality, and the support of donors for the same; ii) the willingness and openness of the Project Office, as the main entity responsible for implementation, to promote gender equality; and iii) dedicated resources for supporting gender mainstreaming in the project through the World Bank's EAP Gender and Energy Facility and within the proposed JSDF Project.

Research Process and Findings

This GAP was prepared based primarily on interviews with project-affected women and men, with project office staff, and with government and other key stakeholders conducted during fieldwork, as well as on an initial review of project documents. Fieldwork was carried out in the Solomon Islands between November 14th and 26th 2015. Data was gathered from a combination of Honiara-based key informant interviews and field visits to villages in the project area. The goals of this in-country research were:

- i) To participate in and observe the Project Office (PO) staff and consultants as they carry out meetings and consultations, with a view to understanding the extent to which gender issues are relevant to, and mainstreamed in, project work;
- ii) To conduct focus groups with groups of women in a selection of villages throughout the project area to understand their priorities, challenges and participation in the project to date;
- iii) To verify understanding about the project history and plans as gleaned from document review, and source additional data on gender from the PO;
- iv) To consult with the PO team on the project's key gender issues, and the extent to which these can be/are being actively incorporated in daily work and future strategy;
- v) To consult with the key stakeholders, who will be responsible for implementing the gender action plan, on potential priorities and challenges;
- vi) To gather further data from relevant government representatives about gender in the national policy and legislative context.

Focus groups and interviews with men and women were conducted in the following communities during fieldwork:

1. **Horohotu 1:** A village of 62 households located in the downstream area of the Bahomea district, on the west banks of the Ngalimbui River. It is a settler community (i.e. made up of families who are not indigenous to the project area and who typically have no inherited land rights there).

2. **Managikiki:** This village is upstream of Horohotu in the core project area and is inhabited by 38 households, all of whom are indigenous to the Bahomea region or territory.
3. **Grass Hill:** This village is downstream from Managikiki and close to the current access road from Honiara. It has 7 households.

Fieldwork findings represent combined observations and analysis from interviews, focus groups and community visits; these are organized under the following thematic areas, which will form the basis for recommendations made in the GAP:

- 1) Gendered Division of Labor
- 2) Access to and control over land and productive resources
- 3) Needs, Priorities, Challenges and Perspectives
- 4) Participation and decision making
- 5) Access to project benefits
- 6) Organizational capacity for gender mainstreaming
 - Capacity for gender mainstreaming in responsible institutions
 - Gender balance in project staffing and implementation
 - Collection and analysis of gender disaggregated data
 - Existing measures aimed at promoting gender equality

Gendered Division of Labor

- The project has done a very good job of collecting a representative data sample from the project area on gendered division of labor, as part of the SIEA process. This data sample establishes a useful baseline from which to measure changes to men's and women's activities and time use as the project progresses (see pre-mission note on Gender in the Project and Country Context).
- Women describe themselves as farmers, with the responsibility of working on the land. Some of the produce grown is consumed in the home, but most is sold at the market in Honiara. Women also have responsibility for managing the costs and income associated with sale of produce, and arranging transport to and from the market.
- Consequently, women commonly earn a significant proportion of household income. One government interviewee noted that women are often beaten up because they hide money from their husbands. This interviewee emphasized the importance of including men in any livelihood extension or small business development scheme that is aimed at helping women to augment their incomes.
- With the advent of the project, women perceive both opportunities and potential threats to the value they gain from the sale or consumption of crops. To the extent that productive land, trees and crops are lost, displaced or compromised by the project, there is a concern about the difficulty of establishing access. However, with the improved road and inflow of people the project will bring, women recognized that there could also be opportunities

for small roadside stands and potentially more frequent transportation to and from the Honiara markets.

- Additionally, women are responsible for running the household – this extends to management of household income for settling debts and purchasing consumables and equipment for the household, as well as looking after children, performing household chores and ensuring their families are clothed and nourished.
- Both in the focus group and in the interviews with female tribal leaders, women appeared initially at a loss when asked to describe the work that men did in their households. There was some laughter when one woman said ‘nothing, really’, but at the same time there was tacit agreement about the truth of this statement. A few women mentioned hunting or fishing as an occasional activity carried out by men; men were also credited with clearing land and construction-related activities. During interviews and discussion, men themselves echoed these answers, stating a strong preference for cash-based work, which was sporadic, unreliable and often difficult to find. Both sexes acknowledged that, to a far greater extent than women, men tended to occupy their time with decision-making and leadership matters in the community.
- Interviews with the Project Office staff reiterated fieldwork findings, and also highlighted the practice of what is termed ‘allowance farming’, whereby village participants (mainly male) attend government or donor meetings about developments happening in their area, motivated primarily by the prospect of being well compensated for their time with per diem and allowances. Although the project has ended this practice, staff stressed that significant effort was required to try to change expectations around it.
- Many villages lack an easily accessible source of running water. Women therefore have the responsibility for fetching and carrying water from the nearest river or stream for household use, which is physically wearing, time-consuming and presents water safety issues when the river is flooding.
- The tribal women leaders noted that the degree to which men helped their wives and female relatives by sharing the workload varied on a household-to-household basis. The practice was generally acknowledged to be quite rare, but more common in households where women were educated and comfortable with asserting themselves. When asked about why the division of labor was practiced by gender in the way they described, most women cited ‘culture’ and ‘tradition’. However, when questioned about how they saw and would like to see the roles of women evolving and changing for their daughters and granddaughters, several women expressed a strong hope for increased opportunities for girls and for greater parity between men and women.
- Women noted that infrastructure improvements brought about by the project (for example improved access roads, rural electrification and clean water access) had the potential to reduce the burden of labor they faced on a daily basis. Of these three improvements, clean water access seemed to elicit the most interest from women. The project has taken this priority on board, and

clean water access is the focus of one of the three working groups currently being established to plan responsible spending of the community benefit share. To date, the majority of interest in working group participation has been from women.

Access to and control over land and productive resources

- As cited above, women are the primary users of productive land in the project area. However, perhaps given the proximity to Honiara, none of the villages visited during fieldwork appeared to be wholly - or even majority - reliant on self-grown produce. The shift away from a subsistence economy is already well advanced, with the SIEA documenting that rice, canned fish and other store-bought products form staples of the household diet.
- The project's impact on land access issues is also tempered by the fact that land acquisition will not lead to any relocation; only a relatively small number of food gardens and trees will require re-establishment and the relevant owners have been identified. In recognition of the importance of productive land access to women, the project has already recommended that senior females in households where food gardens are lost will be compensated with a cash grant once they have planted a new garden out-with the acquired land. The Project LALRP details the proposed mechanism for establishing ownership, identifying new land, and administering cash grants; ensuring gender disaggregated monitoring of changes in land access and use will be key to evaluating the success and inclusiveness of this mechanism as the project progresses.
- Land (and access to it) was nonetheless given significant emphasis by both women and men during interviews and focus groups. As mentioned in the pre-mission note on Gender in the Project and Country Context, while land descent is matrilineal in the project area, societal norms remain patriarchal. Moreover, in practice most families follow a 'virilocal' pattern of residence whereby following marriage, women move to live with their husband's family and work on their land. With the advent of the project, many women therefore find themselves in a situation where they have no recognized/formal right to make decisions about the land on which they depend for daily farming. In interviews however, many women expressed relative confidence that despite their lack of recognized land claim, they could still contribute views and participate in decision making. Of much greater concern to women was the issue of potential misappropriation of land rentals and royalty payments (elaborated below).
- The Project Office team observed that land, and the central importance attached to its control, is a key context in which gender inequalities are played out. Relative to legal regimes elsewhere in the world, the recognition given to customary tenure in Solomon Islands and other Pacific Island nations confers not only greater potential opportunities for traditional landowners to share in the upside of investment projects - but also a greater likelihood of contestation and complexity in determining land ownership at inception.

- One of the most important determinations that the Project made was to define eligibility for the benefit-sharing arrangements. It was decided that the benefit sharing area should include all villages in the Malango and Bahomea cultural areas, both within Malango Ward, including some communities along the Tina River that will be subject to impact mitigation/livelihood restoration measures of the TRHDP by the Project Company. A total of 88 villages are in the area, distributed among 3 main clusters: 28 villages in the Tenaru Area; 24 villages in the Tangaresu River Area; and 36 villages in the Tina River Valley. These villages are located above the Guadalcanal Plains and within the three adjacent catchments of the Tina River, Tangareso Stream and Tenaru River.
- In the benefit-share area, according to project staff, the landowner narrative is *“fraught with elite capture, intransigent middle aged men, royalties and rent-seeking, the exclusion of women (and the majority of other men), and corruption”*. One interviewee noted: *“in most parts of the world, large infrastructure projects acquiring land have to deal with NIMBY – Not In My Back Yard. In Solomon Islands, it’s PIMBY – Please In My Back Yard. At the beginning of the project, a certain group of non-representative, dominant men were pushing for their tribal lands to be acquired because they saw opportunities for their own financial gain....”*.
- In response, the Project Office has adopted a considered strategy to reframe the language of the project’s land acquisition away from privatized assets (‘landownership and royalties’) and focus instead on the language of the community benefit share. As a result, both project staff and women leaders reported in interviews that the previous group of rent-seeking men who tended to dominate negotiation on behalf of the tribes - and who refused to accommodate female participation - have now given way to a different group of representatives and leaders (including women) who are largely perceived to be more inclusive and more representative in land transactions.
- During interviews, tribal women leaders expressed a strong preference for foregrounding the inheritance of landowning rights in the project through the traditional system of matriarchal descent. The project has taken this on board (see below under ‘Access to Project Benefits’).

Needs, Priorities, Challenges and Perspectives

- Training for women, especially young women, was a high priority in the focus group setting. Women were very focused on training that could be leveraged to earn an income – either in terms of job readiness training for work during the dam construction, or in terms of skills training (sewing, food processing, gardening etc) that they could harness to start a small enterprise. Women generally expressed a feeling of helplessness that they lacked both the skills and the education to support themselves and their families outside of traditional village work, and felt ill prepared for change in the community. Women stated that they would like to be prioritized for any available jobs, even temporary and part-time work. It was clear that the project will have to

continue carefully framing the number and nature of potential opportunities that may be available, in order to avoid raising unrealistic expectations.

- Women also considered training, work and gainful leisure opportunities for youth as priorities, a view that was equally shared by men. Looking to the future and safeguarding the fabric of communities, protecting cultural heritage in the face of modernization and improved access into the area were also important issues flagged by women during focus groups.
- Securing a safe and accessible source of potable water for household use was an area of significant concern, particularly for women, and was linked both to fears about potential water contamination and to an interest in reducing the time demands and physical strain of fetching river water on a daily basis.
- Women expressed fears about potential dam collapse and flooding. In part this appeared to arise from confusion between the engineering design and functions of a hydroelectric dam on the one hand, and the tailings dam for the Gold Ridge Project on the other. In recent months the latter has been declared structurally unsound and in danger of collapse due to heavy rainfall and disrepair; should this happen, the consequence would be widespread environmental devastation. It will therefore be important to ensure that all villagers – and especially women, who may not be as vocal or as likely to be educated and literate – understand more about the operational aspects of hydro dams, and specifically the parameters of safety associated with the Tina River structure.
- Both tribal women leaders and village women in the focus group expressed a high level of concern about potential repetition of the negative social impacts they had witnessed with the advent of the Gold Ridge Mine. These included alcoholism, anti-social behavior among youth, family divisions, corruption and violence. Several men also voiced this same concern, though it was noticeably more prominent in discussions with women.
- Other issues identified by women included the need for better access to primary healthcare - especially for expectant mothers. Interestingly the data on maternal mortality rate (MMR) shows that while nationally, the average MMR is only 1% for both home and clinic births, the highest provincial rate is in Guadalcanal, at 6% of home births and 3% of clinic births. However, the data for Honiara is 1% for home births and 0% for clinic births, presumably reflecting the fact that the Guadalcanal figures are skewed by areas of the island (for example, further inland from the project area and on the Weather Coast) that are much harder to reach. While the Honiara figures would be closer to those in the project area. There are currently no functioning primary healthcare facilities in the project area and most families access the tertiary medical facilities in Honiara – access which will be improved by the upgrading of the road under the project.
- Additionally, schooling is an urgent need. Currently children from many villages must walk long distances (more than 8km) to and from school, and the schools themselves lack qualified teachers and are poorly equipped. Tribal women leaders spoke of the need to help parents to understand the benefits

of education as a long-term investment which will in turn better equip tribal youth to participate in the changes brought about by development. One woman stated: *“Most of the people who are not educated don’t participate properly, this is a worry because so much development is happening now. We need already to be thinking about the future and preparing our children and grandchildren (for it).”*

- Women also spoke enthusiastically about their desire to build a women’s development center in the village to house training, business activities, reading classes, and a childcare crèche. This was linked to small business aspirations: for example, with the provision of electricity, women identified the possibility of sewing uniforms as a potential source of income.

Participation and decision-making

- The project has tried to avoid large meetings, which attract rent-seeking behavior and make it more difficult for youth and women to participate, given the cultural taboo around contradicting more powerful relatives and neighbors. Instead, the project has taken to organizing regular small meetings in each community, a strategy that appears to be working relatively well.
- In the three villages visited during the mission, meetings were attended by approximately equal numbers of men and women. However, in each place, youth participation by both sexes seemed low. This may have been because young people were either at school or working away from their villages, although several older women expressed concern that young people seemed less interested in the project despite the fact that it will impact their future.
- In the settler village (Horohutu 1), 16 women and 12 men were in attendance at the meeting. Two women took front row positions alongside the two male chiefs, and participated very vocally in the discussions. Although the rest of the village women sat in a group slightly apart from the main meeting space, they nevertheless contributed to discussion by raising questions and concerns; these were generally listened to respectfully and often further emphasized by men. When asked about gender and leadership roles, all participants agreed that while women and men could (and did) work together cooperatively, there was a strong feeling that education was a vital criterion for becoming a credible representative of the village and its interests. The apparent tolerance for inclusion in this village may partly be a function of the fact that an Australian aid worker, married to a local woman, has lived there for several decades and together with his wife and daughter may have helped to change norms through encouraging and modeling equality of opportunity for women and girls. Project staff also noted that settler communities tend to be less hidebound by tradition and more open and enterprising, possibly reflecting the self-selection bias of the original families who migrated to start afresh there.
- In one of the three communities visited (Managikiki), despite the fact that there were more women in attendance than men, none of them participated actively in discussion; discussion was dominated instead by an English-

- speaking male former Gold Ridge employee who lived in the village dominated. When invited to join a female-only focus group, women stated that in the joint setting with men, they often felt unable to convey their points because of the expectations of custom. The majority of women strongly supported the notion of women-only consultations, and also expressed a desire to ensure that women would be involved in negotiations. This measure was seen as a means of ensuring transparency against corruption and assuaging the fear that their interests would not otherwise be safeguarded.
- The project's experience so far with measures aimed at the inclusion of women in formal decision making structures has met with mixed success in terms of community cooperation and acceptance. For example, during the signing of the process agreement, the stipulation that two of the five signatories from each tribe should be women was met with resistance from several tribal leaders who had already allocated all five positions to men. After negotiations, a compromise was reached by having a total of seven signatories (including an additional two women). This incident highlights some of the difficulties the project is faced with in trying to balance inclusiveness with respect for local custom and traditional village authority.
 - At the same time, there are also a few very active and strong male leaders in the project areas who are supportive of women and their involvement in project decision-making. One male village leader who was interviewed stated that his tribe has a committee that was set up because of the project. The committee has 7 members in total including two spaces reserved for women (a principle that the tribe embraced voluntarily). The committee is already active, interfacing as an interlocutor between the community and the project. It is hoping to set up a long-term Development Plan for the community and to this end is seeking assistance with training and facilitation from the project. It may be possible for this tribe to serve as a model of good practice for other communities.

Access to Project Compensation and Benefits

- Both women and men expressed trepidation about potential squandering and elite capture of benefit flows, a perspective that appeared closely linked to the experience of Gold Ridge. One woman said: *"Men get all the benefits but women are the landowners – men are made trustees of the land, women appoint them, then they take the money and spend it."*
- Women in the focus group saw their own involvement as crucial to ensuring accountability, but expressed concern that without an external mechanism for their inclusion, it would be too difficult for them to assert a role. They therefore looked to the project to put this in place.
- Women leaders expressed a strong opinion that communities should work together in groups rather than individually to manage and spend the funds from the project. They emphasized the importance of making investments with a long-term perspective, for example funding scholarships for children

- and establishing women's development centers for assisting women and young girls with training and small business support.
- The project office has taken these preferences on board, with an assertive stance on design measures for compensation payments that try to avoid the pitfalls of elite capture. In terms of land compensation eligibility is restricted to members of the 5 core tribes whose land was acquired by Government. 100% of people belonging to the 5 core tribes have been identified. Upon the establishment of Tribal Cooperatives for each of the 5 core land tribes, the project is working with a local bank to set up individual bank accounts for every man, woman and child in the Tribal Cooperatives, and to offer basic financial training on their use¹. There will also be a customized financial product for children: a savings account from which the only withdrawals permitted will be checks for school fees until the child reaches aged 18. This measure may also help to encourage better school attendance.
 - The same Tribal Cooperative accounts that are set up for the receipt of land acquisition compensation and livelihood restoration will also be used to receive the 1.5% royalty that was agreed as part of the Process Agreement (which provided landowner consent for Government land acquisition) as well as income from the land lease paid through the Tina Core Land Company (the joint Government-Landowner company that will own and manage the Core Land), both of which will only be received during the PPA period. Each of these cooperatives was constituted as follows: a register of tribal members was made with full community participation, based on wontok membership rather than residence. Everyone on this registrar became a shareholder of the cooperative society when it was established. New applications to join the cooperative society (for example, new babies born and other people who want to be recognized as tribe members) can be made to a "Matrilineal Membership Committee". This committee will be made up of women and the committee will recommend who should be accepted as a member. The final decision on whether to accept any new member will be made by all the shareholders together at the annual general meeting by a vote. Membership is for life, so those who move away from the project area will still be eligible.
 - The cooperative structure adopted by the project for governance has a number of benefits in terms of gender equality and inclusion: for example, shareholding in cooperative societies will be designed to mirror the general principle of matrilineality. Only the children of the women in the tribe will inherit the right to be in the cooperative. The project is further proposing that the membership committee – charged with collecting and discussing ideas that individuals put forward for activities to be financed from the benefit sharing revenue - will be all female, with a portion of funds set aside to pay for a professional administrator to take care of compliance. Although, as stated above, the actual decision-making of which new members to admit and what activities to approve for funding will be made at cooperative AGMs and will therefore include men to ensure gender equity - this type of structure could

¹ This will also include children born after the project commences.

potentially positively influence the perception and practice of women's roles as leaders and decision makers. Conversely, it could create tensions and resistance in the community, particularly among male leaders; in order to avoid misperceptions, the project will have to conduct careful messaging and consultation as the structure is explained to the shareholders in order to gain their buy-in.

- The project office is also putting considerable thought into ensuring that inclusive structures are established for the spending of funds, proposing a Charter that lays out pre-agreed eligible uses of funds, with a small amount of discretionary space in the annual budget. The project has already begun conversations in communities about establishing working groups to identify spending priorities – preliminarily, these are water, conservation and education – an exercise in which women have been heavily active.
- The project's emphasis on encouraging long-term investments in development appears to be a view held by many in the community. One male chief interviewed spoke enthusiastically about his hope of setting up a community business and offering financial literacy training to tribal members, and conversely his wish to avoid cash handouts.
- In addition to the Tribal Cooperatives which will transfer funds to individual members, SIG is planning to establish a Benefit Sharing Fund, essentially a community development fund, which would receive a regular stream of funds from revenue generated from the Power Purchase Agreement and last as long as the PPA is in effect. These funds would not be transferred to individual accounts, but rather managed in a pooled fund for use in investments with broad community benefit such as water supply and sanitation, education, roads, etc. The governance arrangements for the Fund has yet to be established, but the PO aims to establish an even balance of men and women as board members/directors of the Fund.

Organizational capacity for gender mainstreaming

- As the primary entity responsible for project planning and implementation, it is important the Project Office has both the will and capacity to introduce and monitor gender-mainstreaming measures. In terms of modeling gender balance to communities, during the mission only one female national community outreach worker appeared to be part of the team (and as a contractor, rather than office-based staff), with one other female (international) consultant in a key role as legal advisor.
- Given consistent feedback from women on their preference for regular women-only consultations, the project should train and hire at least one permanent female outreach worker. As it appeared that the majority of the project office team had no significant prior experience of working on gender issues, appointing and training a gender focal point in the project office is required in order to coordinate, monitor and report on the progress of the GAP. Ideally this person could also work in partnership with an equivalent

counterpart in the MMERE, the Ministry charged with supervising the project. From conversations with the MMERE representative, there appeared to a growing awareness and support for gender mainstreaming in other aspects of the Ministry’s energy portfolio.

- Routine gathering and analysis of sex-disaggregated data is an area where the project needs to improve, particularly going forward in the run-up to implementation, and is a requirement of World Bank funded projects. Although project documentation includes some useful gender analysis (e.g. the ESIA and the Livelihoods Restoration Plan), the project should start tracking and disaggregating meeting attendance and participation by gender, which would enable them to identify patterns and ensure that community needs/concerns are met in an inclusive way.
- From a social protection perspective, the Project has developed comprehensive mechanisms in line with international best practice. For example, the Project Company’s ESMP includes anti-sexual and gender based harassment as well as socially and culturally acceptable behavior in villages, drugs and alcohol use, and protocols around interacting with local women. The Project Company is required to provide training to workers to familiarize them with the conduct code. The ESMP also requires the Project Company and contractors to identify a quota for women and put in place strategies to ensure that this quota is fulfilled by female workers on equal pay to male workers.

Fieldwork also identified gender differences in the perception of potential adverse impacts and risks as a result of the Hydro Project. The most often repeated concerns overlapped with the findings of the ESIA assessment, which included female groups in interviews but which did not include household data or and was, for the most part, not sex-disaggregated in terms of the analysis of data. Disaggregating data analysis by gender for the GAP allowed for patterns to emerge and a few additional fears to be identified, as summarized below:

Concerns voiced by women	Concerns voiced by men
River contamination, affecting community water supply and health	River contamination, affecting community water supply and health
Mistrust/lack of understanding/ fear around how dams operate, and potential collapse as a threat	Disruption of fishing
Fear of social dislocation (alcoholism, drugs, anti-social behavior) from misuse of benefit streams	Risk to community security and integrity with the arrival of illegal squatters
Fear of elite capture of benefit streams	Fear of missing out on land compensation

Fear of lack of voice and exclusion from decision making processes	Concern that newcomers or 'others' in the community would take all the available jobs
Breaking down of cultural traditions as a result of land changes and newcomers	Concern to see that project benefits would be invested sustainably, to start community owned businesses
Fear of missing out on potential economic opportunities like jobs, training etc.	Fear of elite capture of benefit streams
Concern that community youth were not sufficiently interested in or involved with the project	Concern that decision making respects local customs and systems of authority

Organization of the GAP

The GAP recommendations are structured into strategic objective areas, each of which loosely corresponds to the categorization of fieldwork findings, as summarized below:

Category of Fieldwork Findings	Strategic Objective Area
Gendered Division of Labor	Reducing the burden of work on women and improving their livelihood opportunities through access to resources and services
Access to and control over land and productive resources	
Needs, Priorities, Challenges and Perspectives	Ensuring gender equality in opportunities for education, skill building, training and safe employment
Access to project benefits	
Participation, decision making and community safety	Promoting the voice, participation and empowerment of women, and reducing opportunities for elite capture of funds and risks to women and girls
Organizational capacity for gender mainstreaming Collection and analysis of gender disaggregated data	Increasing organizational capacity for gender mainstreaming

Following an analysis of Strengths, Weaknesses, Opportunities and Threats to mainstreaming gender in the project, the GAP recommendations are presented in an Action Plan with an accompanying results framework.

Rationale

The Solomon Islands Government has recently enacted a number of national level commitments on gender equality; the Tina River Hydro Project is an important opportunity for gender mainstreaming in the energy sector, for the following reasons:

- The Project is high profile and a high priority for the government. It represents the most significant large-scale investment in infrastructure in the recent history of the country, and therefore will provide a model for investments that follow;
- The Project will also provide significant benefit streams, which (if managed equitably and well) offer the potential to create long term improvements for families in affected communities;
- The Project (and the JSDF intervention which will precede it) may present distinct impacts, challenges and potential benefits for men and women, who may have different needs and responses. These issues should be taken into account in the planning/pre-implementation stage that the project is currently in;
- Although the Project Office has already started to diagnose existing gender inequalities in affected communities (for example, through the Livelihoods Restoration Plan, and Environmental and Social Management Plan) and has begun to structure ways in which the project can help, there is as yet no overarching framework or institutional structure in place to support or monitor and report on these efforts;
- Gender inequalities in affected communities – as in the rest of the country – are pronounced and entrenched, particularly in the arena of participation and decision-making. This exclusion translates through to the economic realm where it contributes to the impoverishment of women as well as to inefficiencies and lost productivity, negatively impacting the whole society;
- Employing a gender perspective from design through to monitoring and evaluation offers insights that allow for better targeting and improved efficiency of energy sector programs.

Strategic Objectives

As summarized above, this Plan is organized around the following strategic objective areas:

1. Reducing the burden of work on women and improving their livelihood opportunities through access to resources and services
2. Ensuring gender equality in opportunities for education, skill building, training and employment

3. Promoting the voice, participation and empowerment of women, and reducing opportunities for elite capture of funds
4. Increasing organizational capacity for gender mainstreaming

SWOT Analysis

As part of the GAP process, a SWOT analysis (Strengths, Weaknesses, Opportunities and Threats) has been performed using information from the Fieldwork Findings & Analysis report.

The SWOT analysis serves to identify those internal factors (Strengths and Weaknesses) and external factors (Opportunities and Threats) that are most relevant to implementing the gender mainstreaming process, links them to the relevant interventions, and gives an indication as to whether the objectives of each are attainable.

Strengths

SWOT Factor	Relevant Intervention	Outlook
Project Office established and highly functioning as lead entity for coordinating project implementation, with willingness and commitment to mainstream gender	Basic gender sensitization training for the Project Office – specifically for community liaison officers / assistants, and for a gender focal point from the existing staff (whose appointment is recommended in this GAP)	A dedicated expertise on gender is created within the Project Office, and a specific focal person is made responsible for coordinating and tracking gender mainstreaming efforts
The Project Office has already implemented / planned several initiatives that aim to create equal opportunities for women and ensure their inclusion in the project	Build on the existing measures to incorporate gender in the project, and combine with complementary mainstreaming measures that are both practical and align with a strategic plan (laid out in this GAP)	The project has a sensible, actionable and coherent strategy for gender mainstreaming that has the support of the Project Office, and that fully avails of the opportunities to advance gender equality during implementation

Solomon Islands Government has high level policy commitments on gender equality; government line ministries and stakeholders are supportive of gender mainstreaming agenda	Semi- annual progress reporting on the GAP implementation is included as a separate section in Project Office reports	Government has a sense of ownership and involvement in the GAP; gender mainstreaming measures are implemented in partnership with MWYCFA; MMERE leadership are engaged in monitoring and become champions of gender mainstreaming within, and potentially beyond, the project
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Weaknesses

SWOT Factor	Relevant Intervention	Outlook
Lack of clarity as to the long term institutional arrangements for gender mainstreaming in the project – and in particular the role of the Project Company which currently has no plans for gender mainstreaming	Begin involving the Project Company in gender mainstreaming awareness via inviting their participation in the Tina River Sub-Committee with responsibility for overseeing the GAP, to which the Project Office will report on an annual basis	Key long-term project stakeholders have an opportunity to gain knowledge and capacity on the importance of gender mainstreaming in the project, ensuring ongoing support for this agenda
Currently, the project does not routinely offer women separate single-sex consultations as part of community visits	Routinely begin offering single sex consultations to project affected women and recruit additional female community liaison officers / assistants to help with this	Improved ability of community women to feel included and comfortable with making their opinions on the project heard
Women are already a more vulnerable group in the community, and as such more prone to adverse impacts	Mandate the inclusion of women as equal decision makers in several key community bodies / structures that the project is putting in place; ensure gender	No women experience a deterioration of living conditions or opportunities as a result of the project

	disaggregated monitoring of project impacts	
Currently, limited disaggregation of data by sex in project reporting	Disaggregate data by sex where possible and analyze quarterly/annually to assess progress against GAP objectives	Just-in-time adjustments can be made to project implementation based on feedback from gender analysis

Opportunities

SWOT Factor	Relevant Intervention	Outlook
The project will create meaningful benefit streams that offer the potential to improve the lives of families (including women) in affected communities	The utilization of benefit sharing cash flows can be designed to prioritize interventions that create broad, inclusive benefits for families and women – for example, clean water access, health and education	Benefit sharing funds are spent in a transparent way that reflects priorities of the whole community, particularly women and children
The project is creating new structures, systems and institutions for decision-making at community level and has an opportunity to make these inclusive of women	Mandate the inclusion of women as equal decision makers in several key community bodies / structures that the project is putting in place	Women’s voices and concerns are represented and they are given some control over decisions that affect their lives; new institutions help to create a new model for gender equality in community decision making
Lessons from implementing the GAP have the potential to be transferred to other sectors and future projects in the country	Reporting and M&E built into the GAP	Successful approaches to gender mainstreaming are successfully extended to other projects and sectors. Unsuccessful approaches are analyzed and used as learning to guide future interventions

Threats

SWOT Factor	Relevant Intervention	Outlook
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Measures to include women in project decision-making have previously met with resistance among some of the community men	Training offered to community men and women on gender equality using locally appropriate content and examples	Cultural norms and behavior shift towards accepting gender equality
Project planning and processes are still evolving, posing a challenge to ensuring mainstreaming is completely comprehensive at this stage; some aspects of the GAP may need to be tweaked at a later stage	Put in place an institutional structure (the Tina River Sub-Committee and Gender Focal Point in the Project Office) with the mandate to adjust and tweak the GAP in real time based on ongoing analysis of performance.	Gender mainstreaming efforts are adjusted as required in real time to ensure continued appropriateness and effectiveness, and ability to reach all audiences whether literate or not, or with disabilities.
Previous experience with project cash-flows (from the Gold Ridge Project) has been highly negative as a result of elite capture of funds by a small group of men. Communities noted a marked increase in social dislocation, alcoholism, anti-social behavior, family abandonment and violence. This has caused particular duress for women given their roles as caregivers, and their relative lack of voice in community decisions.	Establish individual accounts for every single tribal member to avoid elite capture. Also, establish a Benefit Sharing Fund to be used for small investment projects that have broad community benefit and ensure that the governance arrangement for the Fund is inclusive of women.	All individual tribal members benefit equally from compensation, royalty and land lease income and all community members experience a high level of satisfaction with benefit sharing arrangements

Ownership

The Project Office as the main implementing entity will be responsible for ensuring that the GAP recommendations are mainstreamed into daily operations and into the relevant structures as they are set up at community level. This will include hiring required expertise and engaging Development Partners such as the World Bank, to design and implement the recommended gender trainings, and to advise on gender in monitoring and evaluation, as detailed in the Action Plan below. The MMERE, as

Government owner of the project and Ministry overseeing the Project Office, will have overall ownership of the GAP.

Other key stakeholders – for example, the Ministry of Environment, Climate Change, Disaster Management and Meteorology; the Ministry of Women, Youths, Children and Family Affairs; Solomon Power; the World Bank; and the Project Company as well as any other key donor / partner to the project – will have the opportunity to play a key executive role in GAP implementation through participating in the Tina River GAP Steering Committee, which will have the official mandate for monitoring overall Tina River Hydro project implementation, including the GAP. The set-up of the Steering Committee will be managed by the PS of the MMERE and supported by the Project Office; the MMERE will decide on and invite initial members, with a view to adding additional members (such as the Project Company) as the project progresses.

The World Bank will play a key role in implementing the GAP through supporting the Solomon Islands Government to prepare and implement the project, providing technical guidance and through advising on select gender mainstreaming activities in support of the Tina River Hydropower Project and the design and implementation of the community benefit sharing mechanism with support from the JSDF (as marked below on the Action Plan).

Resource Requirements

Most of the measures in the GAP are covered by the TRHDP project preparation funds or under the JSDF Project. The following items will be included in the Technical Assistance component (Component 4) of the TRHDP project to be financed with IDA and Australian grant resources:

- i) **Community Liaison Officer (female):** Local, full-time consultant to conduct regular community consultations, and to be the primary Gender Focal Point in the PO. This consultant will conduct trainings and workshops together with a specialized gender specialist, and collect data to measure the progress of the GAP.
- ii) **Training:** Short term consultancy services for a local gender consultant, and event costs, associated with running a one-day training program for the Project Gender Focal Point, members of the Tina River Steering Committee, and other key stakeholders in Honiara. The goal of this training program would be to familiarize all attendees about the gender context and dynamics in the project area, to ensure they understand the contents and purpose of the GAP, and to support them in developing the knowledge and confidence to play an active role in GAP implementation and oversight.

- iii) **Workshops:** Local consultant (individual facilitator) plus event costs to conduct community level workshops in the project area, offering gender sensitization trainings for men and women in affected communities.
- iv) **Data collection & analysis:** Consulting firm to conduct a household survey and focus groups in the project area, ensuring that data collected is sex disaggregated, to provide a baseline for social impact monitoring and reporting for the project. While this exercise will provide a baseline relevant to the GAP, it will also be broadly useful in tracking the socio-economic impact of the project over time. (As the baseline will need to be followed up once the project is operational, the budget estimates reflect the costs of these two surveys.)

The survey will provide a baseline for indicators suggested in the table below, and would cover income and expenditure; transit time to tertiary healthcare services in Honiara; distance to the nearest clean water supply; and current household energy sources and consumption levels. Separate female/male focus groups carried out following the planning phase will be used to investigate qualitatively issues such as: Do women and men feel informed about the road and the hydro dam, and understand their impacts? To what extent do women and men feel empowered to participate in decision making at household and community level? Do women and men feel that they have the opportunity and skills to make spending decisions over the money in their bank account? Do women and men feel that their priorities are reflected in the spending decisions for project revenues?

PAD Indicators

The following key results indicators from the table below are suggested for inclusion in the project PAD:

- % change in project-affected community household income before and after hydropower facility commissioning (sex disaggregated)
- % of quarterly meetings of the GAP Steering Committee taking place in a year
- % of women who are satisfied with the way in which their individual Tribal Cooperative account funds, and those of their children, are spent

Action Plan and Results Framework²

Objectives	GAP Measures	Outputs	Outcomes	Baseline	Indicator	Timeframe ³
<p>1. Reducing the burden of work on women and improving their livelihood opportunities</p> <p>TRHDP</p>	<p>1.1 Where food gardens are lost as a result of the project, provide compensation in the way of a cash grant once a new garden has been replanted outside of the acquired land. Cash grants to be given to whomever is the primary person who works the land, regardless of gender</p> <p><i>(Action also specified in LARLP.)</i></p>	<p>Eligible male and female householders receive cash compensation.</p> <p>(The Project has already determined eligible householders based on the work of the livelihoods consultant who carried out a thorough survey of crop and garden inventory as well as an ownership register and notation of the primary person working the land. There findings were verified at community level via consultation meetings with women and men.)</p>	<p>Women are empowered to invest in continued food security and land based livelihoods</p>	<p>Number of displaced gardens</p>	<p>% of displaced gardens re-established with cash grant awarded to eligible householder (and % of those who are women)</p>	<p>Prior to and post construction of the access road</p>
<p>JSDF</p>	<p>1.2 Provide clean water access in project communities in</p>	<p>Clean water is provided at more accessible sites for project affected</p>	<p>Community goodwill and trust of the project</p>	<p>Number of households in the project area with reliable,</p>	<p>Number of households in the project area with reliable, consistent</p>	<p>Prior to and post construction of clean water access</p>

² The source of funds for each activity are identified in the far left column: e.g. World Bank, JSDF or TRHDP

³ Specific dates to be added once contract is signed with a Project Company, or when otherwise agreed with relevant stakeholders.

	<p>advance of the Tina Hydro project commencing and afterward</p> <p><i>(Action included as part of JSDF benefit sharing activities)</i></p>	<p>communities, reducing reliance on river water ahead of the project starting and afterward, as well as reducing the distance for women to travel to access water</p>	<p>increases ahead of implementation as a result of tangible benefits</p>	<p>consistent access to safe, clean water</p> <p>% of households with clean water access within 100 meters</p>	<p>access to safe, clean water</p> <p>% of households with clean water access within 100 meters</p>	
JSDF	<p>1.3 Provide access to grid-connected or other appropriate electricity generation technologies in advance of the Tina Hydro project commencing and afterward</p> <p><i>(Action included as part of JSDF benefit sharing activities)</i></p>	<p>Affordable grid-connected electricity is provided to households within project affected sites</p>	<p>Quality of life improves for households</p>	<p>% of households in the project area that have access to electricity</p> <p>% of female-headed households with access.</p>	<p>% of households in the project area that have access to electricity</p> <p>% of female-headed households with access.</p>	<p>Prior to and post electrification program</p>
TRHDP	<p>1.4 Construct access road for the project, which will reduce the time taken to access tertiary health care in Honiara.</p>	<p>Reduction of time required for people in the project area to access tertiary healthcare</p>	<p>Healthcare is more readily accessible</p>	<p>Average transit time (minutes) from villages in the project area to Honiara</p>	<p>Average transit time (minutes) from project area villages to Honiara</p>	<p>Prior to and post road construction</p>

JSDF	1.5 Allocate funding from the JSDF to improve water and sanitation facilities at the local clinic. <i>(WASH activities included under JSDF project activities)</i>	Women and men in project villages have access to primary healthcare with adequate water and sanitation facilities	Healthcare facilities are more hygienic and able to treat more patients	Number of patients seen by local clinic (% of which female)	Number of patients seen by local clinic (% of which female)	Prior to and post construction of sanitation facilities at the clinic
2 Ensuring gender equality in opportunities for education, skill building, training and safe employment TRHDP	2.1 Offer financial management and budgeting training to i) tribal cooperative members ii) workers employed by the project, as well their spouses, and to women householders in the project area. Provide support to potential business ventures, including those set up by women, via a dedicated business support advisor for core land tribes	Women and men gain new skills in budgeting and financial management	Financial management skills improve for women and men	Number of participants who are able to successfully carry out the range of skills taught by the program (% of which females) (assessed by training providers) Average income before the project (sex disaggregated)	Number of participants who are able to successfully carry out the range of skills taught by the program (% of which females) (assessed by training providers) Average income before the project (sex disaggregated)	Prior to and post FM training Prior to FM training and following project construction

	<i>(Specified in JSDF benefit sharing activities and ESMP)</i>					
TRHDP	<p>2.2 Establish a bank account for every woman, man and child belonging to a coop, into which royalties and compensation monies will be received</p> <p><i>(Specified in LALRP)</i></p>	Bank accounts established and functioning for all eligible beneficiaries	Women and men have the tools and skills to save and manage their own finances	<p>% of eligible men, women and children who possess an individual bank account having been provided with financial literacy, management and equitable financial decision-making training/ guidance</p> <p>% of women who are satisfied with the way in which their individual account funds and those of their children are spent</p>	<p>% of eligible men, women and children who possess an individual bank account having been provided with financial literacy, management and equitable financial decision-making training/ guidance</p> <p>% of women who are satisfied with the way in which their individual account funds and those of their children are spent</p>	<p>Prior to and post FM training and account setup</p> <p>Annual survey of female Tribal Cooperative members</p>

	<p>2.3 Provide access road and hydropower plant construction-related pre-employment and/or business opportunity training to women who are interested, in particular women from the project area</p> <p><i>JSDF skills development component and Project Company training</i></p>	<p>Women participate in pre-employment and/or business opportunity training to acquire construction-related jobs or establish other income-generating activities</p>	<p>Women have improved knowledge and skills to acquire construction-related jobs or other income-generating opportunities such as food sales</p>	<p>% project area households with women who participate in pre-employment or business opportunity training</p>	<p>% project area households with women who participate in pre-employment or business opportunity training</p>	<p>Throughout project implementation</p>
<p>3 Promoting the voice, participation and empowerment of women, and reducing opportunities for elite capture of funds and risks to the safety of women and girls</p> <p>TRHDP</p>	<p>3.1 Instigate a parallel women's consultation program to visit communities at least once a month, headed up by a female community liaison officer. Use this as a space for women to gain confidence in articulating their views, with the goal of having them speak up</p>	<p>Women have a regular, safe space to participate in the project and a dedicated forum for their voices to be heard and captured on record</p> <p>Women's participation in the project increases</p>	<p>Women experience increased sense of agency and confidence that the project is taking their concerns seriously</p>	<p>% of people who feel that their priorities are reflected in the spending decisions for project revenues</p> <p>(score of 7 or higher on a 10 point scale, with 0 completely disagree and 10 completely agree)</p>	<p>% of people who feel that their priorities are reflected in the spending decisions for project revenues</p> <p>(score of 7 or higher on a 10 point scale, with 0 completely disagree and 10 completely agree - sex disaggregated)</p>	<p>Throughout the project life cycle</p>

	more often in community wide meetings			agree - sex disaggregated)		
	Specify in ESMP					
TRHDP	3.2 Ensure all community members, including and especially women, have access to information and training sessions on hydro dam safety, construction issues and road and water safety awareness	All community members, including women, are equipped with accurate information on the main risks and changes that may result in their lives with project implementation	Community-wide trust in the project increases Road safety features including sidewalks through settlements, crossings and speed limits are in place	Number of road safety features on the Tina access road % of women and men who agree that they feel fully informed about the road and the hydro dam, and understand their impacts (score of 7 or higher on a 10 point scale, with 0 completely disagree and 10 completely agree)	Number of road safety features on the Tina access road % of women and men who agree that they feel fully informed about the road and the hydro dam, and understand their impacts (score of 7 or higher on a 10 point scale, with 0 completely disagree and 10 completely agree)	Prior to trainings and after trainings / following construction of the access road

TRHDP	3.3 Conduct gender sensitization trainings for men and women in affected communities to encourage men to create space and opportunity for women to participate	Trainings are conducted and attended by community men and women, including male leadership	Women are able to participate as equal partners at the household level and in decision making in the community Men's acceptance of gender equality in the household and the community increases	N/A % of women and men who agree that they feel able to participate in decision making at household and community level (score of 7 or higher on a 10 point scale, with 0 completely disagree and 10 completely agree)	Number of male and female participants in training events % of women and men who agree that they feel able to participate in decision making at household and community level (score of 7 or higher on a 10 point scale, with 0 completely disagree and 10 completely agree)	During training Prior to training and following training
	3.4 Conduct training for both project communities (men, women and youth) and Project Company staff and contractors to protect women, in particular, from the potential negative effects of labor influx	Trainings are conducted and attended by community men and women and Project Company staff and contractors	Community members are more aware of the risks of hosting a large number of laborers, especially to women, and workers follow guidelines for appropriate behavior in line	% of households participating in training % of Project Company staff and contractors participating in training	% of households participating in training % of Project Company staff and contractors participating in training	Throughout construction period

			with compliance with WB Performance Standard 2 on Labor and Working Conditions			
TRHDP	<p>3.5 Include both women and men in delivering community education on the provision of electricity, including safety, productive uses of electricity in the home, and managing the household energy budgeting</p> <p><i>(Specified in JSDF benefit sharing activities)</i></p>	Women and men in the project area understand how to use electricity safely and productively in the home	Electricity is used safely and productively in the home	N/A N/A	% of training attendees who are female % of trainers who are female	Prior to construction
TRHDP	3.6 Ensure there is female representation at leadership level in all key community level institutions including the Tribal Cooperatives Governing	Women participate equally alongside men in project decision making structures	<p>Male tolerance of and support for women in leadership roles increases</p> <p>Women experience increased confidence and</p>	N/A N/A N/A	% of female representation in the Tina Core Land Company, Tribal Cooperative Governing Committees, and Benefit Sharing Fund Governing Committee/Board	Prior to and during construction

	Committees ⁴ ; the Community Liaison Committees (CLCs)		sense of agency as decision makers in their communities Spending of project benefit share funds reflects the priorities of men and women		% of female leadership in CLCs	
TRHDP	3.7 Form all-women matrilineal membership committees for the tribal cooperative groups, with membership rights ascertained and inherited through traditional matrilineal principles	All female coop membership committees established and running successfully	Coop structure empowers women to re-assert their traditional matrilineal leadership role in communities and within the Landowner Company Incidences of elite capture are avoided	N/A	No. of coops established with all female membership committee	Prior to construction
4 Increase Organizational Capacity for Gender Mainstreaming	4.1 Appoint and train a gender focal point in the Project Office, responsible for	Gender focal point established and functioning	Regular reporting and analysis on gender issues	N/A N/A	% of the project's social indicators that use sex-disaggregated data ⁵	Prior to construction

⁴ Provisionally, it is envisaged that the Governing Committee will be a body composed of 7 men and women, elected by the membership of each of the Tribal Cooperatives at their Annual General Meetings.

⁵ These indicators will be finalized with the drafting of the project PAD, which has not yet been written.

TRHDP	liaising on gender issues between Project Office management, field staff, project monitoring unit, Tina sub-committee and other external stakeholders		Dedicated channel of communication for gender issues between project and Tina sub-committee, as well as other external stakeholders		% of project reports to the Bank that include gender analysis	Over the project lifetime
World Bank	4.2 Provide basic gender awareness and analysis training to the dedicated gender officer (field-based) as well as those who will run the PO, in addition to training for Project Company staff (which should include familiarization with the GAP and their role in supporting its implementation)	Key project office staff and Project Company staff are trained in gender awareness and analysis	Regular, high quality reporting on gender integrated into project monitoring systems Project Company understands and supports GAP Project representatives in the community are equipped to support gender mainstreaming efforts	N/A	% of the project's social indicators that use sex-disaggregated data % of project reports that include systematic gender analysis Number of project staff and stakeholders trained on gender analysis and monitoring/evaluation (sex disaggregated)	As soon as gender officer is recruited

TRHDP	4.3 Include responsibility for monitoring the GAP in the mandate of the Project sub-Committee convened by the Ministry of Mines, Energy and Rural Electrification (MMERE). This committee will also include representatives from the Ministry of Environment, Climate Change, Disaster Management and Meteorology (MECDM); Ministry of Women, Youths, Children and Family Affairs (MWYCFA); World Bank; Solomon Islands Electricity Authority (SIEA); Guadalcanal Provincial Administration; and Korea Water	Tina sub-committee appointed and trained in GAP, reporting to MMERE as overall project supervisor	Active, engaged steering committee ensures gender remains a priority throughout project implementation Strong government support for GAP		% of meetings of GAP steering committee taking place on a quarterly basis Evidence of Project Sub-committee including GAP implementation on agenda of meetings and actions taken to respond to any issues identified	Annually or bi-annually (TBD by MMERE)
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	(Project Company)					
World Bank	4.4 Conduct a household income and expenditure survey in the project area <i>(Include in LALRP and ESIA)</i>	Income of women and men in households tracked in project monitoring and reporting	Income of male and female household members in the project area is monitored and supported with appropriate interventions	Average income before the project (sex disaggregated)	Average income once the project is operational (sex disaggregated) (other indicators dependent on M&E matrix for social impacts)	Pre-construction and post commencement of project operations
TRHDP	4.5 Amend the template used by the project field staff for recording consultations, to include 2 additional columns: i) number of women present and ii) concerns / questions raised by women	The level of female participation as a proportion of overall participants remains consistent or increases over time	Data is analyzed to provide a means of measuring efforts to improve women's participation in the project	N/A N/A	% and No. of women attending mixed sex consultations % and No. of women attending women-only consultations No. of grievances raised, % of which resolved (sex disaggregated)	Over the life of the project

TERMS OF REFERENCE

Gender Action Plan (GAP) Steering Committee Tina River Hydropower Project – Solomon Islands

Summary

The Solomon Islands Government has enacted a number of important policy commitments to gender equality. In the energy sector, gender mainstreaming is a key priority for the Ministry of Mines, Energy and Rural Electrification (MMERE). A Gender Action Plan (GAP) has therefore been prepared in support of the Tina River Hydropower Project and the accompanying World Bank Japanese Social Development Foundation Benefit Sharing Program. The GAP aims to help ensure that women will have equitable access to project benefits and equitable voice in project-related activities. As part of ensuring accountability for this plan as well as full national ownership of its implementation, a GAP Steering Committee will be established by the MMERE.

Background / Context

The Tina River Hydropower Project is being implemented against a backdrop of existing gender inequalities and social exclusion. The challenges include poor representation of women at all levels of decision-making; higher reliance by women on land-based livelihoods (particularly the cultivation and sale of market produce); landowners' prior negative experience of the social disruption associated with the Gold Ridge Mine; the lower education and literacy rates of women; and the prevalence of certain ingrained cultural attitudes – particularly amongst some of the male elites in the project area - that normalize the subordination of women and create resistance towards gender equality efforts.

In addition, experience of hydropower projects in other parts of the world, and of large scale infrastructure projects (such as mining) in the Pacific Islands, suggest that the initial disadvantages and inequalities faced by women are often multiplied by the unintended adverse impacts of these investments, that expose women to disproportionate risk. For example, loss of productive land or changes in the availability of water can negatively impact the ability of women – as the main agricultural producers - to provide food security for their families. Similarly, if women are excluded from decision making around project benefit flows into communities, they are less likely to realize meaningful gains or opportunities.

Given these risks and the baseline of gender inequality in its footprint area, the Tina River Project has an opportunity to include design and monitoring measures that

will, at a minimum, not exacerbate existing challenges faced by women, while at the same time aiming to promote their participation and wellbeing. The GAP summarizes these measures.

Convening of the Committee

The Steering Committee will be formed and headed by a senior representative from the MMERE, with the support of the Project Office. Initial members will be invited to sit on the committee prior to project implementation beginning, with the possibility to later expand membership as new stakeholders become active on the ground (for example, the Project Company).

Membership of the committee will be at the discretion of the MMERE, but is envisaged to include mid-senior level representatives from the Ministry of Environment, Climate Change, Disaster Management and Meteorology; the Ministry of Women, Youths, Children and Family Affairs; Solomon Power; the World Bank; and the Project Company as well as any other key donor / partner to the project. Efforts will be made to ensure gender diversity within the committee's membership. The Gender Focal Point from the Project Office will also sit on the Steering Committee.

The World Bank will support training for the membership of the Committee. It is suggested that the committee be convened semi-annually, coinciding with the existing reporting schedule for the project, to review progress in implementing the GAP.

Scope of Work

The functions of the Steering Committee will include:

- Ensuring that all new members receive training and orientation (provided by the World Bank)
- Semi-annual review of GAP implementation reports, provided by the Project Monitoring Unit and supported by an external consultant
- Recommendations for corrective action to improve outcomes for women provided to the Project Office, if required, based on review of implementation reports
- Coordination with the Gender Focal Point in the Project Office on any additional issues
- High level coordination with project partners to ensure their buy-in and to raise additional resources or support as required for GAP implementation
- Dissemination and publicity on the results and insights gained from the Gender Action Plan implementation
- With the assistance of an external consultant hired by the World Bank, produce an annual status report summarizing the key insights and lessons from GAP implementation