

GENDER ACTION PLAN

PROJECT OUTPUTS	GENDER TARGETS AND ACTIVITIES	TIMELINE	BUDGET¹	RESPONSIBILITY	MEANS OF VERIFYING THE ACHIEVEMENT OF TARGETS
Output 1. Battery Energy Storage System in Tongatapu	1.1 During design and implementation, all community consultations will have a target of at least 50% female participation, including women only consultations in all the sites (baseline: 0)	Q2 2018 – Q2 2022	USD 4,000 (estimated)	Implementing Agency (TPL) and through SGS during implementation	Sex disaggregated data of attendees in semi-annual GAP progress reports
	1.2 Requirement for contractors to hire at least 20% women in both technical and non-technical work *(baseline: 0)	Q3 2019 - Q2 2021	Contractor's budget	Principal contractor	Sex disaggregated pay sheets
	1.3 Provide separate toilet and sanitation facilities for men and women Ensure women-friendly design by providing reliable water supply, proper lock and lighting (baseline: 0)	Q3 2019 - Q2 2021	Contractor's budget	Principal contractor	Site visits and site maps include separate male and female toilets
	1.4 Ensure equal pay for equal work between male and female workers	Q3 2019- Q2 2021	Contractor's budget	Principal contractor	Sex disaggregated pay sheets
	1.5 Contractor will be required to provide safety gear and protective to keep both men and women workers safe on the job	Q3 2019 - Q2 2021	Contractor's budget	Principal contractor	Site visit and inspection reports require sighting protective equipment
Output 2: Grid-connected renewable energy generation on 'Eua and Vava'u islands	2.1 During design and implementation, all community consultations will have a target of at least 50% female participation, including women only consultations (baseline: 0)	Q3 2018 – Q2 2022	USD 4,000 (estimated)	Implementing Agency (TPL) and through SGS during implementation	Sex disaggregated data of attendees in semi-annual progress reports
	2.2 Requirement for the contractor to hire 20% women in both technical and non-technical work *(baseline: 0)	Q3 2019 – Q2 2021	Contractor's budget	Principal contractor	Sex disaggregated paysheets
	2.3 Provide separate toilet and sanitation facilities for men and women, Ensure women-friendly design by providing reliable water supply, proper lock and lighting (baseline: 0)	Q3 2019 – Q2 2021	Contractor's budget	Principal contractor	Site visits and site maps include separate male and female toilets
	2.4 Contractor will be required to provide safety gear and protective equipment to keep both men and women workers safe on the job Contractors appointed for construction will be informed of the required facilities before bidding	Q3 2019 – Q2 2021	Contractor's budget	Principal contractor	Site visit and inspection reports require sighting protective equipment
	2.5 Ensure equal pay for equal work between male and female workers	Q4 2019 – Q2 2021	Contractor's budget	Principal contractor	Sex disaggregated paysheets

Output 3: Renewable-based hybrid system and mini-grids on outer islands.	3.1 During design and implementation, all community consultations will have a target of at least 50% female participation, including women only consultations in all the sites (baseline: 0)	Q2 2018 – Q2 2022	USD 8,000 (estimated)	Implementing Agencies (TPL and MEIDECC) and through SGS during implementation	Sex disaggregated data of attendees in reports
	3.2 Requirement for the contractor to hire 20% women in both technical and non-technical work*	Q1 2020 – Q1 2022	Contractor's budget	Principal contractor	Sex disaggregated paysheets
	3.3 Provide separate support to women such as toilet and sanitation facilities. Ensure women-friendly design by providing reliable water supply, proper lock and lighting	Q1 2020 – Q1 2022	Contractor's budget	Principal contractor	Site visits and site maps include separate male and female toilets
	3.4 Ensure equal pay for equal work between male and female workers	Q1 2020 – Q1 2022	Contractor's budget	Principal contractor	Sex disaggregated paysheets
	3.5 Contractor will be required to provide safety gear and protective equipment to keep both men and women workers safe on the job	Q1 2020 – Q1 2022	Contractor's budget	Principal contractor	Site visit and inspection reports require sighting protective equipment
	3.6 At least 90% of all female headed households and businesses have electricity connection prioritized. (Baseline: 0%) **	By Q4 2021	Contractor's budget	Principal contractor with supervision from TPL	Records of newly connected households with verification on women-headed households/businesses
Output 4: Capacity Building and Project Management Support	4.1 All staff in MEIDECC, TPL and contractors involved in the project will receive awareness session on sexual harassment. The contractors will submit to TPL a policy against sexual harassment to be implemented during the entire project duration	Q3-Q4 2019	MEIDECC and TPL operating budget	All the tasks to be implemented by the Implementing Agency through the SGS	Report from sexual harassment awareness training. Sexual harassment policy
	4.2 Enhance community electric societies' management capacities through facilitation of inclusion of at least 30% women in Electric Management Committees (baseline: 0)***	Q4 2019 – Q3 2022	MEIDECC budget	Principal contractor	Electric management committee reports
	4.3 Provide yearly business skills training on income opportunities from increased electricity supply with 50% women participation in each of the project site (baseline:0)	Q4 2019 – Q3 2022	USD 6,000 (estimated)	Principal contractor /TPL	Sex disaggregated data of trainees in reports
	4.4 A minimum of 30% women in key decision-making committees for the project	Q4 2019	No budget required.	Implementing Agency - TPL	Key reports listing committee members
	4.5 Include training on intrahousehold decision-making and sharing household labor, financial access and control with indicators to be built into the monitoring and evaluation framework to track women's and men's perceptions and behavior on economic and personal empowerment measures before, and after business skills trainings	Q4 2019 – Q3 2022	USD 5,000 (estimated)	SGS to lead the perception study and engage an expert to assist	Perception study report pre-project, during project and on project completion Training reports

4.6	Conduct at least 2 consumers' training on power budget management with a minimum of 50% female participation for each of the project community**** (baseline: 0)	Q4 2019 – Q4 2022	USD 5,000 (estimated)	Implementing Agency (TPL and MEIDECC) and through SGS and qualified trainer to be engaged	Training reports with sex disaggregated data
4.7	Conduct annual workshop with a minimum of 30% female participation on demand side management for community electric societies' customers (Ha'apai and Niuafu'ou)**	Q4 2019 – Q4 2022	Contractor's budget	Principal contractor	Workshop participant reports with sex disaggregated data
4.8	Conduct at least 2 trainings per year on project planning and asset management maintenance for MEIDECC, TPL staff and the community electric societies (Ha'apai and Niuafu'ou) with a minimum of 30% female participants. *****	2019 -2022	USD 8,000 (estimated)	Resource Persons from TPL or qualified training to be engaged by TPL	Training reports with sex disaggregated data
4.9	Conduct workshop in the beginning of the project with a minimum of 30% female participants from MEIDECC and TPL staff on procurement, anticorruption and safeguards	Q3 2019	MEIDECC and TEPL operating budget	ADB working closely with MEIDECC and TPL	Workshop participant reports with sex disaggregated data
4.10	Conduct at least one training of the Implementing Agency on collecting sex disaggregated data and inclusion in the progress, monitoring and evaluation reports	Q3 2019		SGS or expert to be engaged by MEIDECC	Training report and all progress, monitoring and evaluation reports
<p>Note: (*) Target (20%) is based on learning on what is achievable from the Tonga Outer Island Renewable Energy Project (Project 43452-024) (**) Approximately 208 households in total across the 5 islands. Female headed households estimated to be approx. 20 households across the 5 islands. The project aims to connect at least 90% of female headed households to the mini-grid in the first tranche of connections, providing cheaper electricity sooner. (***) Target (30%) is based on learning on what is achievable from similar activities in the Tonga Outer Island Renewable Energy Project (Project 43452-024). There are currently no women involved in the Electric Societies in project locations (****) Female headed households will be prioritized.(*****) Target (30%) is based on learning on what is achievable from similar activities in the Tonga Outer Island Renewable Energy Project (Project 43452-024)</p> <p>A Social Development and Gender Specialist (SGS) will be engaged to assist the implementing agency in implementing and monitoring GAP implementation and providing capacity building activities. In addition to the Specialist, there will be at least one female member to the project team in charge of community consultation, information and training activities. A project brief will be held among traditional women and men leaders on the project including gender targets and their rationale. A dedicated semi-annual GAP progress and monitoring report will be submitted with gap performance indicators disaggregated by gender. Project performance reporting and annual reports will also collect and include gender disaggregated data and total number of female beneficiaries in the project.</p>					

ⁱ The estimated budget to implement the activities of the GAP will be made available by the Government and the Contractor as part of their legal commitment to the project. Other activities will be funded by existing MEIDECC or TPL operational budget.