

## GENDER ACTION PLAN

Components and Outputs	Performance Targets and Activities	Primary Responsibility
<b>Output 1. Five grid-connected solar power plants put into operation by Solomon Power</b>		
Construction of solar power hybrid systems at five provincial grids	<ul style="list-style-type: none"> <li>• During design and implementation, community consultation and participation activities will include at least 50% women involvement, and consultations will be scheduled at a time when women can easily attend</li> <li>• Encourage employment of women in support activities (administration, clerical, clearing of vegetation, tree lopping) during design and construction phase (at least 30%) and provide institutional support such as separate sanitary facilities for women. Contractors appointed for construction will be informed of the required facilities before bidding.</li> <li>• Women's wages will be paid directly to them.</li> <li>• Provide income earning opportunities during construction.</li> <li>• Construction workers and community members will be provided orientation/information on HIV/AIDS and STD issues and concerns.</li> <li>• Contractors will be required to pay equal wages to men and women for work of equal value.</li> </ul>	<p>PMU</p> <p>PMU and Contractor</p> <p>Contractor Contractor PMU</p> <p>Contractor</p>
<b>Output 2. Capacity building program undertaken for implementing agency</b>		
Capacity development activities through the project implementation consultants for Solomon Power.	<ul style="list-style-type: none"> <li>• Provide gender awareness training to PMU/project staff.</li> <li>• Enhance capacity to Solomon Power to include gender perspective into its operations through gender awareness training for Solomon Power management: at least 50% of Solomon Power management staff receives gender awareness training by 2016.</li> <li>• Implement training program for 10 Solomon Power staff in solar power plant operation, including on-the-job training during construction and operation as well as course work accreditation (including target 20% women participation) by December 2020</li> <li>• Provide orientation/training of Civil work contractors' staff and workers on HIV/AIDS/STD concerns and prevention interventions.</li> <li>• Disaggregate project performance indicators by gender to track progress of performance indicators in DMF, along with proposed activities in the GAP.</li> <li>• Report the progress of GAP activities in regular quarterly progress reports.</li> <li>• Include a Social Specialist who will assess, consult, train and help manage the implementation of GAP.</li> <li>• Include at least one woman member in the grievance redress mechanism.</li> <li>• Conduct procurement and financial management training for PMU staff (minimum 20% women) and Solomon Power management, including gender awareness training by September 2018</li> </ul>	Social Specialist
<p><b>Implementation Arrangements:</b>                      The Project's GAP will be implemented by the Project's Management Unit (PMU) which will hire a social development/gender specialist in the Project team. The specialist will be responsible for incorporating the GAP into project planning and program, including awareness workshops and establishment of gender-disaggregated indicators for project performance and monitoring. The PMU will include reporting on progress of GAP activities in quarterly progress reports to the ADB and the Government.</p>		

ADB = Asian Development Bank, DMF = design and monitoring framework, GAP = gender action plan, PMU = Project Management Unit