

GENDER ACTION PLAN

Results from DMF	Activities, Targets, Indicators
Outcome: Clean power delivered to the domestic grid increased	<p>Increase employment of women in the company</p> <p>1. Share of jobs provided to women during operation reached at least 24% by 2024 (FY 2018 baseline: 12%)</p>
Output 1: Solar Power installed	<p>Ensure women participation in environment and social assessments and consultations to design and implement mitigation measures</p> <p>1. By 2024, all people directly affected by project construction and operation are engaged in meaningful consultation for additional action plans of which 50% are women (FY 2018 baseline: NA)</p>
Output 2: Local employment generated	<p>Enhance economic opportunities women and girls</p> <p>1. 50% of all livelihood and skill development trainings to be provided to women by 2023 (FY 2018 baseline: NA)</p> <p>2. Support girl child education by introducing programmes aimed at increasing enrollment of girls in schools by 2024 (FY 2018 baseline: NA)</p>
Output 4: Gender awareness raised	<p>Improve company's gender performance through awareness raising</p> <p>1. By 2023, 100% of employees and contractors attended/participated trainings to raise awareness in maintaining (i) gender-sensitive respectful workplace; (ii) health and safety (i.e. construction sites meet the safety and sanitary requirements, including proper lighting, adequate number of separate toilets/rest rooms for male and female employees); and (iii) measures to reduce communicable diseases/infections (FY 2018 baseline: NA)</p> <p>2. Promote improvement of health and sanitation of women in affected villages by providing sanitation facilities through CSR program by 2024 (FY 2018 baseline: NA)</p> <p>3. Designate gender focal person to facilitate the implementation of a gender action plan and support the CSR and human resource teams in implementation of Gender Action Plan targets by 2020 (FY 2018 baseline: NA)</p>

CSR = corporate social responsibility, DMF = design and monitoring framework, NA = not applicable.