

GENDER ACTION PLAN

Activity	Indicators/Targets	Responsibility	Timeframe
Output 1: Nuku'alofa electricity network system improved			
1.1 Increase access to climate and disaster proofed connections.	1.1.1 1,240 customer connections (including all female headed households) climate and disaster proofed. (2022 baseline: 0)	TPL	By October 2026
1.2 During project construction, employ women on project sites.	1.2.1 30% of female workers on project sites. ^a (2022 baseline: 0) 1.2.2 At least 25% of technical workers on the project sites are women ^b (Female line mechanics, planning and design, etc.) (2022 baseline: 0)	TPL	Q1 2023 to project completion
1.3 Conduct a user-education program and village-based training programs on safety and energy efficiency based on TPL 'safety tips' and 'energy efficiency tips' with women as a priority target group. ^c	1.3.1 At least 50% of the participants in the user education program are women. (2022 baseline: 0) 1.3.2 100% of women participants report increased knowledge and skills on electricity safety measures. (2022 baseline: 0)	TPL/Project Implementation Gender Specialist	June 2023 to October 2026
Conduct a 'training of trainers' program on the user-education program and establish a core group to support the village community.	1.3.3 At least 50% of the trainers will be women. (2022 baseline: 0)		June 2023 to October 2026
1.4 Enhance community safety for villages affected by power outages during disasters, with priority for elderly, women, children, and persons with disabilities.	1.4.1 At least one workshop conducted in each village to raise awareness around the safety concerns of women, children, the elderly and people with disabilities. (2022 baseline: 0) 1.4.2 Consultations with key stakeholders conducted—TPL and village level—to identify context-specific and culturally appropriate measures to enhance the safety of women, children, the elderly and people with disabilities. At least one safety measure implemented in each village. (2022 baseline: 0)	TPL/Project Implementation Gender Specialist	June 2023 until project completion
1.5 Develop and conduct livelihoods training for MSME development for BPL/'no income' women, female-headed households (FHH). ^d	1.5.1 All the BPL/'no income' female respondents who indicated a preference for establishing MSMEs receive livelihood training ^e (2022 baseline: 0)	TPL/Project Implementation Gender Specialist	June 2023 until project completion
1.6 Establish energy/ICT technology pilot enterprises for women.	1.6.1 At least three incubator energy/ICT technology-based enterprises established headed by these women ^f (2022 baseline: 0)	TPL/Project Implementation Gender Specialist	June 2023 to project completion

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Outputs 2: Project implementation capacity and gender inclusiveness of TPL operation enhanced			
2.1 Develop a set of guidelines to systematically integrate gender considerations in TPL programs and projects or a gender strategy. ^g	2.1.1 Gender mainstreaming guidelines in TPL approved and adopted by management. ^h (2022 baseline: 0 guidelines)	TPL/Project Implementation Gender Specialist	June 2023 to project completion
2.2 TPL project management capacity improved.	2.2.1 TPL staff, including at least 30% women, trained on project management. (2022 baseline: 0)	Project Implementation Gender Specialist	June 2023 to project completion
2.3 Prepare a knowledge product/case study as a learning tool to strengthen gender mainstreaming capacity in the energy sector.	2.3.1 At least one case study prepared based on existing TPL projects developed with a focus on: ⁱ <ul style="list-style-type: none"> • The impact of employment of female line crew on community perception in the project areas; • How gender mainstreaming impacts on the work culture of TPL, as well as the female and male line crew, and builds social/community resilience in the project areas. (2022 baseline: 0)	Project Implementation Gender Specialist	June 2023 to project completion
Implementation arrangements			
A national gender and development specialist to accompany and monitor GAP implementation recruited. Monitoring/evaluation system established. GAP progress report (ADB template supplied) submitted quarterly together with a project progress report. Conduct end-line survey, and focus group discussions among the villages on the project results and gender equality results, 3 months prior to project completion.			

ADB = Asian Development Bank, BPL = below poverty line, FHH = female-headed households, GAP = gender action plan, ICT = Information and Communication Technology, MSMEs = micro, small, and medium enterprises, Q = quarter, TPL = Tonga Power Limited.

^a These targets are based on the baseline for the TPL workforce profile in Area 3 where similar activities are being implemented.

^b Workers requiring trade certificates/qualifications or working towards trade certificates and qualifications. The project will be counted towards the practical requirements needed for women to pass their trade qualifications.

^c Tonga Power Limited. *Outdoor safety and indoor safety tips*.
<https://www.tongapower.to/index.php/Electricity%20Safety%20Tips>.

^d Baseline figures for FHH is being collected for the 2021 census and this will be reflected in the GAP when available. The focus to be on renewable energy/ICT technology-based enterprises—internet kiosks, mobile phone repairs, solar lanterns, others.

^e Focus of livelihood training will be on areas of interest for BPL/no income women. Initial consultations highlight technology and internet based MSMEs are of interest.

^f Among the respondents to the survey question on women's preferences for MSME development in project sites, five women in the six villages indicated that internet cafes were their preferred MSME-type.

^g The guidelines will be based on the Gender Mainstreaming Handbook of the Government and Kingdom of Tonga 2019 and complement the Sector Guidelines. It will draw from the GAP implementation activities in the Outer Island Renewable Energy Project (OIREP), Tonga Renewable Energy Project (TREP) and other energy sector projects, with a focus on the phases of project preparation, implementation and monitoring and evaluation.

^h Currently, no gender mainstreaming guidelines exist. Develop a set of guidelines to systematically integrate gender considerations in TPL programs and projects—or a gender strategy. The guidelines will be based on the Gender Mainstreaming Handbook of the Government and Kingdom of Tonga 2019 and complement the Sector Guidelines. It will draw from the GAP implementation activities in the Outer Island Renewable Energy Project (OIREP), Tonga Renewable Energy Project (TREP) and other energy sector projects, with a focus on the phases of project preparation, implementation and monitoring and evaluation.

ⁱ Existing projects to be considered include OIREP, TREP, and others.

Source: Asian Development Bank.