

Online Resources for Integrating Gender into Energy Operations

Step 2: Gender Action Plan Resources | Results and M&E Tools

Available on www.ESMAP.org

Gender Action Plan – Template & Example

The GAP document should be around 10 to 15 pages. It should be presented for approval to the client. Once this has been done it can be circulated to other stakeholders.

1. Introduction

This section sets out the rationale for gender mainstreaming.

It sets out the background to the process (eg request from client for assistance with gender mainstreaming) and the methodology employed to develop the GAP (eg use of Tools 1 and 2; validation workshop).

2. Gender Assessment

This section presents the results of the gender assessment which identifies gender gaps and issues which need to be addressed within the programme.

3. Gender Goals

This section gives the gender goals, objectives and outcomes for the programme which relate to the addressing the gender gaps and issues identified in Section 2.

4. Actions

This section details the actions necessary for reaching the goals, objectives and outcomes identified in Section 3. It specifies responsibilities for delivering these actions.

5. Monitoring and Evaluation Framework

This section describes the monitoring and evaluation framework (see Tools 18 and 19) to track progress with achieving the goals, objectives and outcomes specified in Section 3. The responsibilities, the form and the frequency of monitoring and evaluation reporting should be specified.

The framework includes indicators and targets to support the tracking process of progress with the actions specified in Section 3 (Tool 13).

6. Timeline & budget

A timeline sets milestones for the implementation of the GAP. The budget relates to the actions in section 4 and the monitoring and evaluation described in Section 5. There should also be a contingency to cover any unexpected events.

Annexes

This sections should include all supporting documents.

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Example 1: ADB financed Nepal Rural Electrification and Renewable Energy¹

In rural Nepal, where 88 percent of the country's population resides, absolute poverty is close to 44 percent. ADB's Rural Electrification and Renewable Energy Project, aims to accelerate rural electrification and renewable energy schemes across 18 districts in western and mid-western regions where only 25 percent of the people have access to electricity which severely limits economic activities.

Gender analyses conducted in the Project areas show that (i) the majority of women are illiterate and have a higher level of food insecurity; (ii) women's daily wage rate is 70% of men's; (iii) incomes for female-headed households are, on an average, 30 percent of those of male-headed households; and (iv) increased mobility in search of employment has increased women's vulnerability to trafficking and HIV/AIDS. A Gender Action Plan for the project was developed to ensure women's participation and benefits, and to avoid negative impacts. The Gender Action Plan included the following:

- Targets: 10 percent of construction labor contracts is reserved for women with equal pay for equal work;
- Target: 10 percent of the Project team and 33 percent of trainees for new project positions are reserved for women;
- Gender responsive land acquisition process and Resettlement Action Plans was ensured by having at least one woman member on resettlement committees and providing direct support to women through the Social Development Fund;
- Actions to facilitate electricity connection for the poor female-headed households and other disadvantaged groups in the subproject areas.;
- A gender-disaggregated monitoring and evaluation system with periodic monitoring of project's gender practices and outcomes is in place;
- Plans for gender training to project staff; and
- A gender specialist is included to implement the gender plan.

¹ Asian Development Bank (Year?) Source to be confirmed.

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Example 2: Gender Action Plan for Mali's Rural Energy Agency – AMADER

Example forthcoming