

Fiji Rural Electrification Fund (FREF) Support Programme

Gender, Equity and Social Inclusion Plan

27 May 2024

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1 INTRODUCTION

1. The Republic of Fiji is one of Pacific Island states, consisting of over 300 islands, of which 106 have permanent residents. Fiji is a diverse country where many differences in economic, social, and geographic aspects are intertwined. The total population recorded 884,887 in 2018 and the sex ratio stood at 1.03 male(s) to one female. Considering age make-up of the population, people aged 24 years and under account for almost half of the total population.
2. This gender overview has been prepared based on existing information, relevant data and reports available from the Fiji government and international reports from such organizations as World Bank were studied, to provide a high-level picture of the gender situation in Fiji. Site specific gender-disaggregated population data is collected for each site as part of the site selection and suitability confirmation process and then reported in the site profiles.
3. The background information is provided to provide context for the Gender Action Plan, which is the focus of this document.
4. The impact of electrifying communities has heterogeneous effects by gender. Global findings suggest that men who receive electricity start working more hours in their primary occupation and are less likely to have a second job. Although this time reallocation may have non-monetary benefits in the long-run, for example, better specialization, their earnings remain unchanged. For women on the other hand, the effects are startlingly different. Female earnings rise by approximately 30% in areas that get access to electricity.
5. Through this project, FREF envisages to set the foundations for such sizeable economic growth as access to electricity allows women to perform more productive activities and earn more. Based on initial community engagements carried out by community engagement partners engaged by FREF, some of the key benefits of electrification and auxiliary services to women include:
 - Women in electrified households reading more.
 - 2-3 hours per day saving in avoided journeys for battery charging, kerosene purchasing, and household activities such as fishery preservation.
 - Improving homework and school performance, avoiding eye problems, increased enrolment of girls.
 - Increased opportunities for self-employment in electrified households such as sewing for sale and greater control over their income.
 - Maternal health benefits from electrification of clinics and access to auxiliary services.
6. Apart from ensuring that gender centric data and information parameters are collected to inform the development of FREF solutions, this project will assist FREF empower women to be active members in informing fit for purpose design specifications and services for FREF. This will be achieved by utilizing the following, but not limited to, 'work arounds' to overcome gender barriers:
 - Peer to peer learning and exchange between active women's groups in urban areas/communities/villages and those communities that would be electrified by FREF. This is expected to create an enabling space for women to discuss what they need out of FREF, their aspirations to inform future design proofing, and ultimately contributing to decision making on FREF solutions for their community.
 - Establishing mandatory positions for women on village power committees that would be developed as part of FREF/UNDP community engagement work.
 - Develop gender specific training programmes for women helping them understand how they can make the best use of FREF services, optimize daily households' obligations and maximise productivity to start up MSMEs and other venture of their choice – alleviate time poverty.
 - Special tariff rates could be offered to women led households to help incentivize buy-in and support for FREF services buy women.
 - Use UNDP's networks to link gender empowerment projects with communities benefiting from FREF. This would entail delivery of online training sessions for women in rural communities to build life skills, understand family planning options, access tuition services for girls and more.

- Establish easy and clear mechanisms for women to safely raise concerns and seek support related to FREF services.
 - Develop a Gender, Equity and Social Inclusion (GESI) Action plan for the project to guide community engagements, decision making empowerment and post implementation capacity building – See Risk Log
 - Incorporate GESI centric data collection, analysis and visualization using the FREF data hub to help inform decision making – See Risk Log
7. Overall, it is considered that the nature of the components of the project means the project is unlikely to exacerbate the gender (in)equality and vulnerability of women or girl children (or men or boy children). Benefits of clean renewable energy will benefit both men and women on each target island. The project has a potential to enhance gender equality and capacitate girls and women to fully enjoy the benefits of the project: This requires the following key interventions:
- well-designed benefit-sharing arrangements (e.g. quota-based female employment and skill training with concrete target percentages for PV system installation and associated construction) and
 - gender mainstreaming measures (e.g. ensuring the equal participation of women in community consultation, decision-making platforms at all levels).

2 POLICY, LEGAL AND INSTITUTIONAL CONTEXT

8. The Fijian government seeks to promote women's right and gender equality by pursuing different government acts and initiatives, and by approving or ratifying international conventions.

2.1 INTERNATIONAL COMMITMENTS

9. The Fijian government has approved or ratified following international conventions and treaties in relation to women's rights and gender equality:
- UN Convention on the Rights of the Child (Ratified, 1993): UNCRC recognizes civil, political, economic, social, health, cultural and human rights of any child under the ages of 18, including girls. The convention seeks to intervene with different gender issues including early marriage and sexual abuse against underage.
 - UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) ratified by Fiji in August 1995
 - ILO Equal Remuneration Convention (Ratification, 2002): The convention tackles inequality in wage or payment at work between men and women for the same value of work they do.
 - UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (Accession, 2017):
 - ILO Discrimination in Employment and Occupation Convention (No.111) (Ratification, 2002)
 - UN Underground Work (Women) Convention (Ratification, 1974): The Convention seeks to protect women from working underground or in the mining industry.
 - UN Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages (Succession, 1971): The Fijian government defined the minimum age for marriage as 18 in Marriage Act 1968 based on its commitment to protecting the underage from early marriage.
10. In relation to climate change and environmental protection, Fiji also ratified the following two UN environmental conventions. There are relevant to rural women in Fiji, in particular:
- UN Convention on Biodiversity (ratified 1993): This multilateral treaty seeks to conserve biodiversity, ensures sustainable use of its components, and share the benefits from bioresources fairly and equitably.
 - UN Framework Convention on Climate Change (ratified 1993)

11. The Fiji Government regularly attends the annual sessions of the Commission on the Status of Women (CSW). The commission's agreements provide recommendations to support progress in the implementation of the Beijing Platform for Action, the SDGs and overall human rights of women and girls.

2.2 LAWS AND POLICIES ON GENDER EQUALITY

12. The Constitution of Fiji (2013) stipulates all Fijian people's rights to equality and freedom from discrimination on the grounds of "*his or her actual or supposed characteristics or circumstances, including race, culture, ethnic or social origin, colour, place of origin, sex, gender, sexual orientation, gender identity and expression, birth, primary language, economic or social or health status, disability, age, religion, conscience, marital status or pregnancy*"¹
13. Women's rights and gender equality are incorporated in domestic laws such as Family Law Act (2003), Employment Relations Act (2007), and the Domestic Violence Act (2009). With these national commitments, the Fijian government has been striving to encourage women to live free from physical and structural violence, as well as to participate various forms of economic activities and decision-making processes in society.
14. Fiji has a National Gender Policy (2014) that advocates for a gender perspective and advancing women's empowerment in 19 different areas, and a Women's Plan of Action (2010-2019) that outlines five priorities for the promotion of women's rights: formal sector employment and livelihood, equal participation in decision-making, the elimination of violence against women and children, access to basic services, and women and the law.
15. Other policies aimed at protecting women's rights include the National Policy on Sexual Harassment in the Workplace (2007), and the Fiji National Action Plan to Prevent Violence Against Women and Girls (2023 – 2028). Fiji created history in June 2023 when it became the first Pacific Island Country and second of its kind in the world alongside Australia, to develop and launch a whole-of-government, whole-of-population, inclusive, costed, and evidence-based national action plan that explicitly focuses on the prevention of violence against all women and girls.

2.3 COMMITMENT TO REGIONAL ARRANGEMENT

16. Fiji is also participating in different regional initiatives on gender equality. These form the regional leadership in identifying and setting gender priorities to aid Pacific countries to develop their gender policies. Such initiatives include.
 - Pacific Platform for Action on Gender Equality and Women's Human Rights 2018-2030.
 - Triennial Conference of Pacific Women and Meeting of Ministers for Women
 - The Pacific Leaders Gender Equality Declaration (PLGED)
17. The overall strategy of mainstreaming gender equality and empowerment into every aspect of Fiji's development and governance is found in the Fiji government's strategic vision document, "5-Year and 20-Year National Development Plan: Transforming Fiji". The document explicitly recognizes women's rights to participate in all levels of decision making and the economy and to live free from violence. The five performance indicators to include the percentage of women's participation in the politics and governance (e.g. % of female MPs in the parliament and % of female government employees) and in the economy (e.g. % of women in paid employment)⁶.
18. Putting the country's goal of gender equality into practice is founded in the National Gender Policy (NGP), adopted in 2014. The main objective of NGP is to develop plans and strategies in a gender-sensitive way and carry out gender impact assessments in relation to the utilization of natural resources. NGP is administered by the Fiji Ministry of Women, Children and Social Protection, constituting a key platform for the country's implementation of CEDAW and other gender-related treaties and commitments.
19. NGP has several recommendations for gender mainstreaming and women's empowerment relevant to the project:
 - Ensure through enactment and revision of the existent laws equal employment, promotion, remuneration opportunities of men and women in the public and private sectors

¹ Article 26 of the Constitution of Fiji (2013)

- Promote gender equality at all worksites, mandating gender awareness in the provision of adequate occupational health and safety, sanitary facilities, flexible working hours, and increased access to quality childcare facilities
 - Promote gender balance in power and decision-making positions at all levels and sectors, including governmental bodies, the judiciary, trade unions, the private sector, political parties, employer organizations and national corporations. In the rural sector, ensure women's participation in decision-making at all levels, including issues of land rentals, applications for financing from banks and financial institutions, and the distribution of rental and lease monies under the Land Use Decree 2011
 - Utilize gender impact assessments, gender analysis and gender-aware approaches in assessing environmental issues
 - Ensure that women in communities are consulted in any energy projects and recognizing the roles and need of women in rural communities for energy access including renewable energy sources.
20. As already noted, Fiji has launched the all-inclusive Fiji National Action Plan to Prevent Violence Against Women and Girls (2023 – 2028). The Fiji National Action Plan centers on dismantling the culture of patriarchy and the pillars of gender inequality across all aspects of our society. Violence against women and girls is both a symptom and a cause of gender inequality – and equality is at the heart of the solution.

2.4 NATIONAL MECHANISMS

21. The Department of Women within the Ministry of Women, Social Welfare and Social Protection is responsible for carrying out Fiji's policies and strategies to progress women's interests and protect their rights. The Department supports a network, the Fiji Women's Federation, to implement and extend the government's policy initiatives. Other national non-governmental organizations include the National Council of Women, *Soqosoqo Vakamarama*, the indigenous women's network, and NGOs founded on social and gender justice such as the Fiji Women's Rights Movement.

3 CONDITIONS OF WOMEN IN FIJI

22. Despite multiple commitments by the Fiji Government and locally based communities to gender equality, the gender gap in Fiji still exists across many sectors, most notably, in the economic sector. The gender bias in part is rooted in traditional norms, customs, and culture, with men often preferentially being the decision-makers.
23. Current gender status and female engagement in the Fijian society in a variety of areas for engagements are summarised below.

3.1 CULTURAL DIFFERENCES AND GENDER RELATIONS

24. Fiji's two main ethnic groups are generally patriarchal, and women perform the vast majority of unpaid reproductive and domestic work, and are primarily responsible for the care for children, the ill and the elderly. Among the iTaukei population, gender relations are influenced by traditional values that emphasize the authority of chiefs, who are predominantly male. Traditionally men have more authority and rights than women. *i-Taukei* women have limited roles in chiefly decision-making forums and are largely excluded from inheriting land or owning property. Fijians of Indian descent women also face social and economic constraints on opportunities.
25. Gender based social barriers are decreasing in urban areas as women have more opportunities for education, paid employment, access to services and exposure to media and information, but in rural areas and within many households, traditional gender norms are generally maintained.

3.2 ECONOMIC OPPORTUNITIES AND EMPLOYMENT

26. Occupational discrimination and gender segregation in the labour market are persistent in Fiji, and women's share of employment is significantly lower than that of men (Figure 1). Of the economically active female population, only about 30% are engaged in the formal economy; the majority of women work in the informal sector, in semi-subsistence agriculture or self-employment.
27. Agriculture is a traditional basis of the economy in Fiji and one of the major employing industries for both men and women. Employment rates of men and women in agriculture are similar, marking about 30 percent. Gender division in types of work is apparent: the jobs given to women are more continuous and time-intensive while jobs taken by men are more physical. Women tend to be involved in garden maintenance, harvesting, processing and marketing, while men do the garden clearing, burning, root crop maintaining, machine ploughing, and cane cutting, brushing or harvesting.

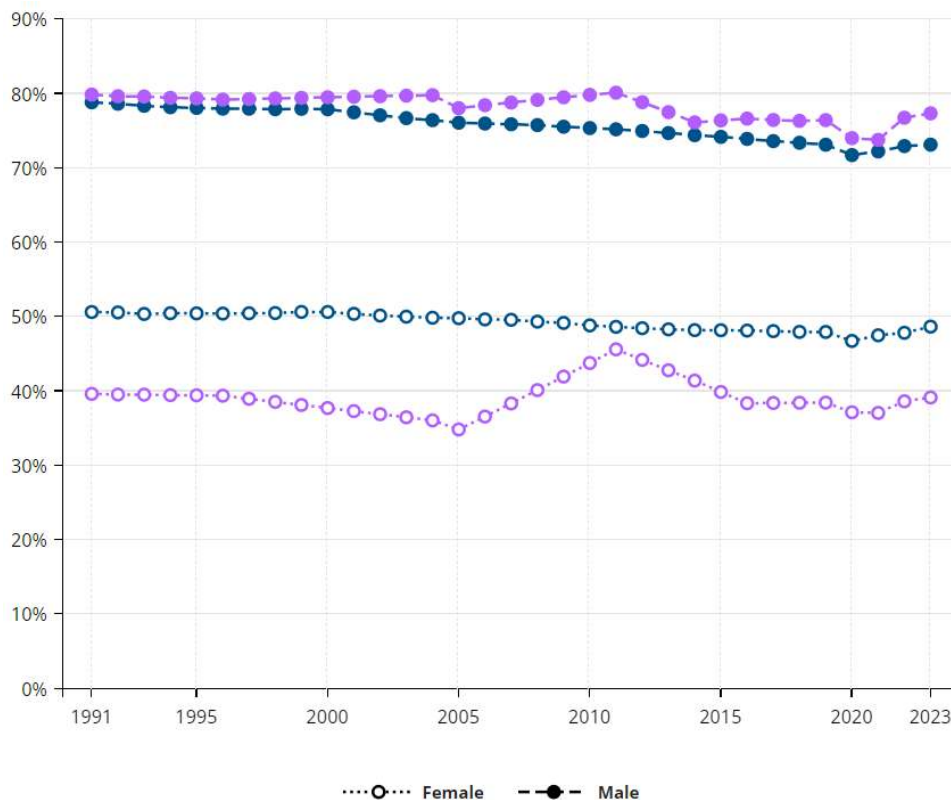


Figure 1 Figure 1. The ratio of female to male labour force participation rate (%) – Solid = World and hollow = Fiji (World Bank Gender Portal)

28. In terms of employment status, there are major differences between rural and urban areas. While in both areas most people are employed as wage and salaried employees, employment status is substantially higher for those employed in urban areas compared to those employed in rural areas.²
29. The gross weekly income in urban areas is also higher than in rural areas, as much as double. This rural-urban wage gap results in greater vulnerability of rural populations to poverty, particularly rural women who on average, earn 25% less than rural men. In addition to their paid work, rural women also spend much more time than men on unpaid work in the household.

3.3 EDUCATION

30. Fiji has a high literacy rate with 91% women and 94% men able to read and write. There is near gender parity in primary school enrolment, and at secondary and tertiary levels, women's enrolment exceeds men's (Figure 2).
31. Different areas of study are gender segregated, however, with fewer girls and women entering science, technology and engineering fields. Fields of study dominated by women include childcare; housekeeping, accommodation and restaurant operations; hairdressing and beauty; baking and patisserie; and applied computing. There is also significant gender bias in the provision of non-formal education, with more places available for males than for females.
32. While Fiji has been successful in achieving broad gender parity in educational enrolment, this has not translated into gender equity in employment.

² <https://openknowledge.fao.org/server/api/core/bitstreams/d4246bf9-d808-4642-9173-d27503766913/content>

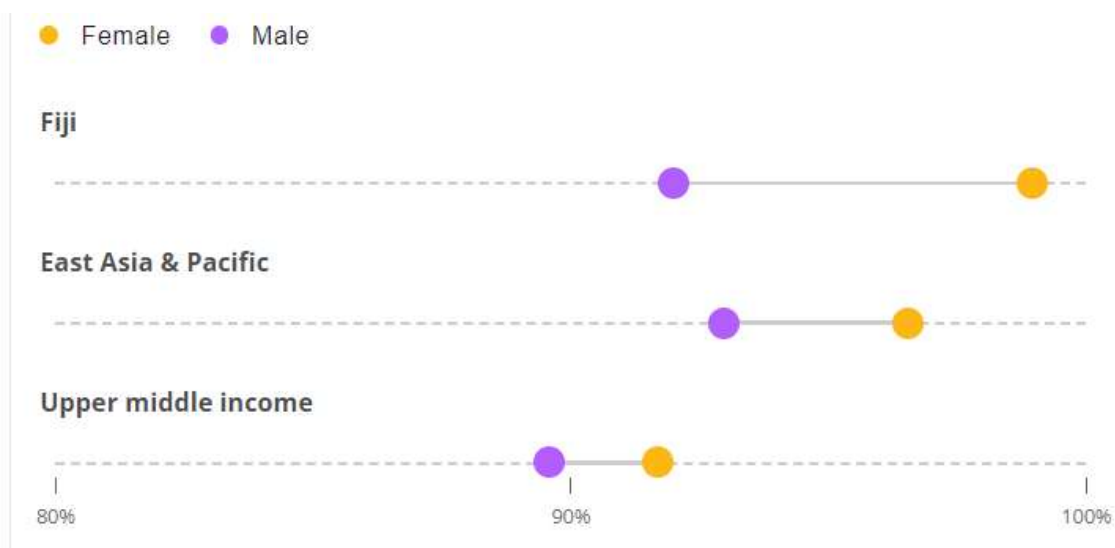


Figure 2 Lower secondary completion rate, by sex (% of relevant age group) (World Bank Gender Portal)

3.4 HEALTH, AND SEXUAL AND REPRODUCTIVE HEALTH

33. More sedentary lifestyles, poor nutrition, physical inactivity, and smoking and alcohol abuse have led to increases in noncommunicable diseases in Fiji. Fiji's obesity prevalence is higher than the regional average of 31.7% for women but is lower than the regional average of 30.4% for men. At the same time, diabetes is estimated to affect 21.7% of adult women and 19.1% of adult men.³
34. The FAO Nutrition Country Profile for Fiji indicates, although anemia rates in women have been dropping since 2000 rates for pregnant women remain above 40% and non-pregnant women 30% (Figure 3).

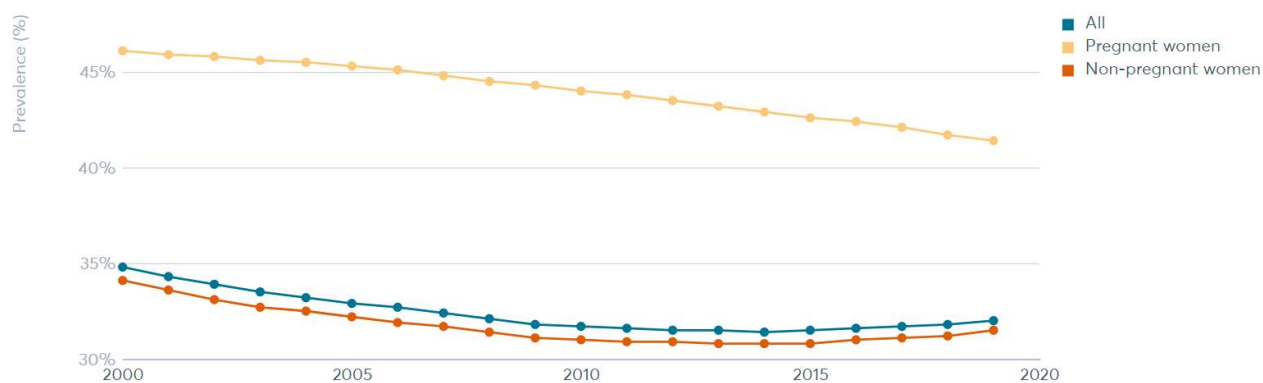


Figure 3 Prevalence of anaemia among women of reproductive age (FAO Country Nutrition Profile - Fiji)

35. The adolescent fertility rate for girls (15-19) remains relatively high in Fiji, at 27 per 1000 births in 2021⁴. Teen pregnancy impacts on girls' educational attainment and there is stigma in Fiji that discourages girls from continuing their education.

³ <https://globalnutritionreport.org/resources/nutrition-profiles/oceania/melanesia/fiji/#:~:text=Fiji's%20obesity%20prevalence%20is%20higher.and%2019.1%25%20of%20adult%20men.>

⁴ <https://data.worldbank.org/indicator/SP.ADO.TFRT?locations=FJ>

3.5 GENDER-BASED VIOLENCE

36. Fiji's rates of violence against women and girls are among the highest in the world, with IPV and sexual violence being the most prevalent forms of violence. The Fiji NAP 2023-2028 reports that:
- Nearly 2 in 3 ever-partnered women in Fiji have experienced physical and/or sexual violence from a male intimate partner in their lifetime⁹
 - 1 in 3 ever-partnered women experienced marital rape
 - 1 in 4 women experienced economic abuse
 - 1 in 3 women have experienced violence from a man who is not their partner
 - 1 in 5 women have experienced sexual harassment in the workplace in the formal sector (with rates unknown in the informal sector)
 - People of diverse SOGIESC (including lesbian, bisexual and transgender women, gay men, transgender men and gender non-conforming people) experience higher rates, and more severe forms of violence from partners, family members and communities with compounded barriers and discrimination within workplaces, schools, health care settings, public transportation and other facets of daily life. More research is required to fully understand the impact and widespread discrimination experienced within these communities
 - Women and girls living with disabilities are particularly at risk of experiencing physical, economic, sexual, and emotional violence from family members, partners, caregivers and institutions (i.e., health, social services)¹² with more rigorous research required to understand the full extent of violence experienced.
37. The most common form of sexual violence in Fiji is child sexual abuse, primarily of girls and some boys under the age of 18 years⁵. GBV is experienced chronically by women and girls across their lifecycle; 16% of adult women have reported being sexually abused before the age of 15 years with patterns of violence cascading into adulthood.

3.6 POTENTIAL FOR PROJECT TO IMPROVE CONDITIONS

38. The issues described above affect women across Fiji, however women in the more remote villages and rural areas of Fiji, where the project is focused, tend to be more vulnerable.
39. As previously stated, the impact of electrifying communities for women can have significant positive impacts - female earnings rise by approximately 30% in areas that get access to electricity. Through access to electricity, FREF aims to promote such economic growth by allowing women to perform more productive activities and earn more.
40. Key benefits of electrification and auxiliary services to women are expected to include:
- Women in electrified households being better educated through reading more, Improving homework and school performance, avoiding eye problems, and increased enrolment of girls due to increased time availability.
 - Increased opportunities for self-employment in electrified households such as sewing for sale and greater control over their income.
 - Maternal health benefits from electrification of clinics and access to auxiliary services.
 - Time savings through avoided journeys for battery charging, kerosene purchasing, and household activities such as fishery preservation.
 - Greater empowerment of women through peer-to-peer learning and active roles on village power committees
 - Increased safety of girls and women provided by increased lighting, particularly in public places of risk.

5

Thomas, E. 2020. How data is improving justice for gender-based violence in Fiji. See: <https://www.openglobalrights.org/data-improving-justice-gender-based-violence-fiji/>.

4 GENDER ACTION PLAN

41. This GESIP aims to Improve awareness of gender at all levels in FREF, the Board, the PMU, and among project contractors and consultants. Focus will be on increasing sensitivity to the relative issues of men and women and of institutional gender issues, of understanding of the proposed social strategies of the Project and UNDP gender policies
42. The Project will ensure women will equally and meaningfully share in the project's benefits and decision-making. Key strategies for promoting gender equality in the project will be through capacity building and institutional development, facilitating gender analysis of issues and women's participation, and capturing and reporting on gender outcomes.
43. The following actions are proposed to address gender disparities in this investment program:

Activity	Sub-Activities	Proposed Actions and Targets	Responsible Agency
Activity 1.1: Draft and facilitate approval for FREF business plans, financial models and incentive structures for Phases 2 and 3	<p>Activity 1.1.1 Hire consultant to develop FREF business plans, financial and ownership models, incentive structures and resource mobilisation plan.</p> <p>Activity 1.1.2 Conduct consultations with relevant stakeholders to collect and validate market information/data sets. This also entails an assessment of FREF operations and impact on Vio Island to inform design and implementation of Phases 2 and 3.</p> <p>Activity 1.1.3 Have FREF business plans, financial models, incentive structures and resource mobilisation plan approved by the FREF Board of Trustees and published as appropriate.</p>	<p>Encourage women to apply for consulting positions.</p> <p>Implement inclusive Stakeholder Engagement (refer SEP) and ensure GRM is operationalized.</p> <p>Collect sex disaggregated data</p>	<p>Lead Agency: UNDP</p> <p>Supporting Agency: FCCC</p>
Activity 1.2 Fundraising and Fund Management	<p>Activity 1.2.1 Establish SOPs on fund management and investors relations</p> <p>Activity 1.2.2 Conduct annual replenishment drives with donors/investors/partners</p> <p>Activity 1.2.3 Annual reporting on the FREF fund management</p>		<p>Lead Agency: UNDP</p> <p>Supporting Agency: FCCC</p>
Activity 2.1: Draft and facilitate approval for tariff algorithms, tariff structures and	Activity 2.1.1 Develop Regulatory Framework for various renewable energy technologies (solar, hydro, wind and its hybrid model with	Tariff structures to be equitable and gender neutral	Lead Agency: UNDP

<p>regulations/guideline for mini grids</p>	<p>diesel generation) to be administered by FREF.</p> <p>Activity 2.1.2 Develop working tariff models for different technologies under building block methodology.</p> <p>Activity 2.1.3 Prepare grid codes / technical requirements for off-grid sites in compliance with Electricity Act 2017 and Electricity Regulations 2019.</p> <p>Activity 2.1.4 Prepare Inspection forms and Guidelines for off-grid sites (in compliance with Electricity Act 2017 and Electricity Regulations 2019).</p> <p>Activity 2.1.5 Develop in- house capacity for FCCC to be able to carry out similar tasks/ activities in future and provide capacity building training for FCCC staffs on above deliverables.</p>	<p>Include women in capacity building within FCCC</p> <p>Ensure trainings are inclusive and safe for women (ie implement measures to prevent/reduce SEAH)</p>	<p>Supporting Agency: FCCC</p>
<p>Activity 3.1: Identify communities, schools, health centres, etc, conduct technical scoping, facilitate GIS mapping, seek community endorsement, and conduct initial technical assessments and designs</p>	<p>Activity 3.1.1 Conduct community long listing using predefined site selection criteria agreed to by the FREF Board of Trustees. 75 specific sites will be surveyed by Arizona State University (ASU) and GGGI while other sites will be surveyed by PFAN.</p> <p>Activity 3.1.2 Conduct site visits and technical scoping to identify viable renewable energy solutions for FREF to implement and eliminate sites that are technically unfeasible for Phases 2 and 3.</p> <p>Activity 3.1.3 Facilitate consultations with Climate Change and International Cooperation Division of the Office of the Prime Minister, Department of Energy and Energy Fiji Limited to ascertain planned or contradicting plans to electrify sites that are deemed viable for electrification by FREF.</p>	<p>50% of participation of women in the consultations and/or awareness workshops held</p>	<p>Lead Agency: UNDP</p> <p>Supporting Agency: Department of Energy</p>

	<p>Activity 3.1.4 Conduct initial community consultations explaining FREF and secure community endorsement to become FREF customers through a Request Letter from the community to FREF, signed off by the community chief (for village) and witnessed by the Roko or signed off by each household (for settlements). These letters must also state the communities/settlements commitment to pay tariffs to FREF and willing to provide land to build FREF electricity infrastructure.</p> <p>Activity 3.1.5 Develop site maps in GIS and develop a detailed electrification plan for the selected sites. 75 Specific sites will be surveyed by GGGI while other sites will be surveyed by PFAN.</p> <p>Activity 3.1.6 Conduct geotechnical surveys in collaboration with relevant agencies of the Fijian Government.</p>		
<p>Activity 4.1: Conduct comprehensive demand and growth assessments for each site to ascertain auxiliary service needs</p>	<p>Activity 4.1.1 Assessments/diagnostics entailing current and future development needs to be conducted as an extension to baselines assessments for electricity needs.</p> <p>Activity 4.1.2 Identify, incentivise, and build partnerships with private sector service providers to extend their services to FREF programmes sites, particularly for mobile connectivity.</p> <p>Activity 4.1.3 Develop Community Sustainable Development Plans through the community engagement partner to support the localisation of SDGs and articulate the development aspirations of communities.</p> <p>Activity 4.1.4 Conduct financial and technology literacy and</p>	<p>Involve women and women's organisations in the development of Sustainable Development Plans</p> <p>Implement GRM, including 50% women in the Grievance Redress Committee</p> <p>Ensure women are well represented in training sessions</p> <p>Target income generation activities that are suitable for women.</p>	<p>Lead Agency: UNDP</p> <p>Supporting Agency: FREF Secretariat and FREF community engagement partner(s)</p>

	business development training, for FREF communities to help create new and additional income generation activities.		
Activity 5.1: Develop comprehensive tender documents that are aligned to international best practices/standards and encourages bids that are the best value for money	<p>Activity 5.1.1 Conduct private sector outreach comprising of one-on-one meetings, roundtables and strategic roadshows, and facilitate an EOI process to identify top potential companies to bid for tenders.</p> <p>Activity 5.1.2 Conduct market gap assessment studies and surveys to inform tender design and structuring.</p> <p>Activity 5.1.3 Develop comprehensive tender documents in collaboration with the Global Green Growth Institute and facilitate approval from the FREF Board of Trustees.</p> <p>Activity 5.1.4 Develop comprehensive tender documents for auxiliary services that synchronise with the renewable energy tender. Bidders for tenders in Activity 5.1.3 and 5.1.4 will be mandated to work together to achieve holistic system solutions.</p> <p>Activity 5.1.5 Advertise and market tender documents for Phases 2 and 3 using a site clustering and reverse auction approach.</p>	<p>Provide orientation and guidance on gender issues to all sub-project contractors at commencement of work and monitor implementation</p> <p>Explicitly include gender equitable practices in contracts and all phases of investment program</p> <p>Where possible, include provisions in bidding documents to encourage women's involvement in labour-based work during construction, including at least 20% women.</p> <p>Ensure equal pay for equal work between male and female workers, and payment for women is directly to them.</p> <p>Local contractors employ at least 20-30% women in construction and maintenance work.</p> <p>Training and tools appropriate for both women and men to be provided to all workers.</p> <p>A quota of 20-30% of women for the training opportunities provided by the project to ensure that women are also qualified for semi-skilled, skilled and unskilled employment.</p> <p>Good working conditions for both men and women workers; encourage contractors to hire local workers to prevent the spread of HIV.</p>	<p>Lead Agency: UNDP</p> <p>Supporting Agency: Department of Energy</p>
Activity 6.1: Conduct robust, transparent and timely tender evaluation of bids received for Phases 2 and 3.		<p>Include gender sensitive evaluation criteria in the evaluation of tenders</p> <p>Include women in tender review team</p>	<p>Lead Agency: UNDP</p> <p>Supporting Agency: Department of Energy</p>

<p>Activity 6.2 Appointment of Owner's Engineer</p>	<p>Activity 6.2.1 Appoint an Owner's Engineer to oversee technical compliance to tender etc</p>	<p>Advertise new project- related jobs with a statement encouraging women to apply. Ensure salary range is same for male/female candidates.</p>	<p>Lead Agency: UNDP Supporting Agency: Department of Energy</p>
<p>Activity 7.1: Oversee construction contracts and ensure that programme milestones and deliverables are achieved.</p>	<p>Activity 7.1.1 Closely monitor construction progress and report to the FREF Secretariat on a fortnightly basis through performance monitoring meetings. Activity 7.1.2 Ensure engineering checks and certifications are received at relevant construction milestones. Activity 7.1.3 Facilitate site clearances by EFL and prepare for commissioning as needed. Activity 7.1.4 Conduct community capacity building sessions through the community engagement partners to help communities raise grievances, understand sustainable use practices for renewable energy, form community governance structures to oversee community responsibilities as FREF customers, and maintain community buy-in of the programme - i.e., relationship management.</p>	<p>Promote women's employment opportunities and economic security through infrastructure development and upgrading. Advertise new project- related jobs with a statement encouraging women to apply Promote women's employment across higher- skill and technical roles and provide on-the-job training as needed Earmark at least 30% of new field-based positions, i.e., meter reading, for women Ensure women's wages are paid directly to them and support the establishment of bank accounts Collect sex-disaggregated data of beneficiaries, ensure women headed households are given priority in service extension</p>	<p>Lead Agency: UNDP Supporting Agency: FREF Secretariat.</p>
<p>Activity 7.2: Develop performance milestones for the DESCO/site operator to ensure high standards of operations are maintained.</p>	<p>Activity 7.2.1 Establish performance milestones and minimum service requirements for the DESCOS. Activity 7.2.2 Conduct periodic and random checks of FREF sites. Activity 7.2.3 Facilitate necessary subsidy, equity or loans to DESCOS as needed. Activity 7.2.4 Pay contractors for the construction, operations</p>	<p>Include gender markers in the performance assessment Include women in performance assessment team</p>	<p>Lead Agency: UNDP Supporting Agency: FREF Secretariat.</p>

	and maintenance of FREF sites.		
Activity 8.1: Conduct capacity development measures to assure sustainability of programme results after reverting operations to the Fijian Government	<p>Activity 8.1.1 Conduct workshops on cost of services, tariff design and FREF Guidelines.</p> <p>Activity 8.1.2 Provide trainings for FREF, DoE and FCCC officials on guidance for future tariff calculation exercises. The training would also include sessions on tariff determination principles, tools, and guideline processes in other countries which could be replicated in Fiji.</p> <p>Activity 8.1.3 Develop a 5-year succession plan for resource/regulatory capacity to support FCCC, DoE and FREF on off-grid mini-grid electrification.</p>	<p>At least 10% of new FREF technical recruits are women and at least 20% of FREF staff participating in training opportunities are women</p> <p>Provide training to increase gender sensitivity, knowledge and skills on gender and intersecting dimensions related to renewable energy systems to all FREF management and staff</p> <p>Promote and monitor gender equality principles and practices, the formulation of a gender strategy, and the status of women within FREF using tailored guidelines and tools</p> <p>FREF allocates sufficient funds and resources to ensure gender is mainstreamed in its project operations and processes, and women are supported as needed to achieve positive gender outcomes</p> <p>Track Gender Action Plan implementation and measure</p> <p>overall project gender results, challenges, and solutions, and report annually.</p> <p>Appoint 50% women to comprise the Grievance Redress Mechanism (GRM) that addresses 100% of project related complaints, including sexual harassment.</p> <p>Support the development of gender-responsive recruitment and promotion policies, ensuring they provide for an increasing percentage of female staff, their retention, and for women's promotion at rates equal to men.</p>	<p>Lead Agency: UNDP</p> <p>Supporting Agency: Department of Energy</p>

5 IMPLEMENTATION ARRANGEMENTS

44. The GESIP will be implemented by UNDP who will employ a Gender and Social Impact Specialist to oversee execution and compliance of the gender dimensions of the project, and social safeguards. The specialist will be responsible for incorporating the GESIP into project planning and implementation, including awareness training and establishment of sex-disaggregated indicators for project performance and monitoring. The progress of GESI activities will be included in regular progress reports on overall project activities submitted to GEF and the Government of Fiji.