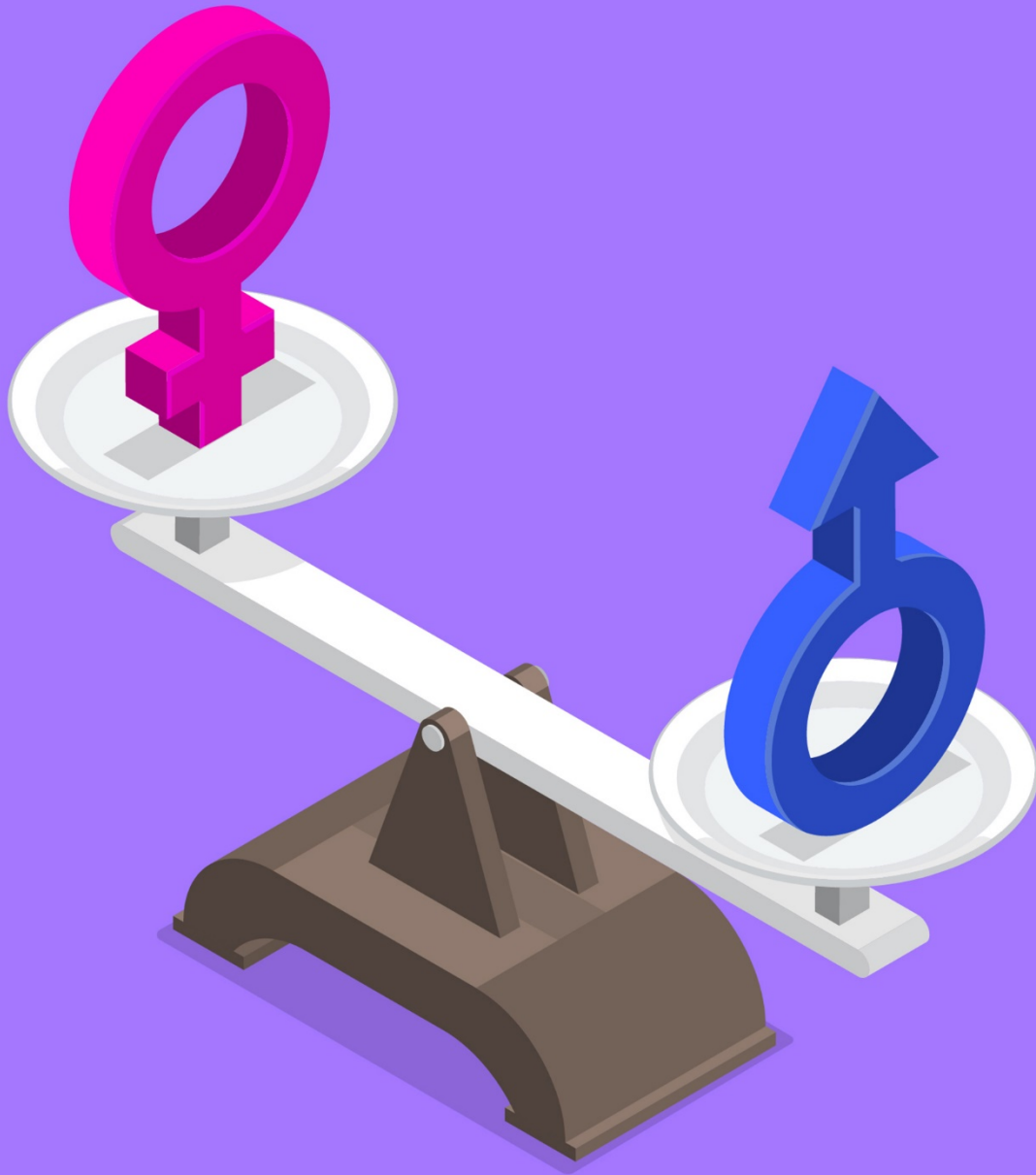




MINISTRY OF ENVIRONMENT



# GENDER ACTION PLAN

ACCELERATING RENEWABLE ENERGY INTEGRATION AND SUSTAINABLE ENERGY  
(ARISE) PROJECT (P172788)

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# 1. INTRODUCTION

## 1.1 PROJECT BACKGROUND

This Gender Action Plan (GAP) is developed for Accelerating Renewable Energy Integration and Sustainable Energy (ARISE) Project funded by the World Bank and implemented by the Government of Maldives. The Lead Implementation agency on behalf of the government is Ministry of Environment. Other Implementation partners for the project are the two main state-owned Electricity Service Providers; Fenaka Corporation Limited and State Electric Company (STELCO). The project is comprised of the following key components:

**Component 1: Solar PV risk mitigation** (USD 55.20 million in total, including USD 45 million mobilized from private sector, IDA grant of USD 6.2 million and Clean Technology (CTF) grant of USD 4 million) – This component will provide risk mitigation packages to private sector Independent Power Producers (IPPs) to cover off taker risks. This component is expected to cover 36 MW of solar installation through a number of phases through various geographic localities across Maldives. The indicative plan involves installation of 11 MW ground mounted Solar PV in Addu City, Fuvahmulah City, GDh. Thinadhoo, B. Eydhafushi, Lh. Hinnavaru and HDh. Kulhudhufushi and installation of 10 MW floating solar in Addu city, which are currently in the prequalification stage. And installation 15 MW rooftop, floating and ground mounted structures in various locations across Maldives.

**Component 2: Battery Energy Storage System (BESS)** (USD 23 million CTF Loan) – This component will support deployment of BESS system in some islands to enable high penetration of solar PV. This addresses challenges posed of rapidly integrating variable energy to existing grids. The Component targets to support about 50 MWh of BESS in the selected grid systems, subject to market price trends.

**Component 3: Grid Modernization for VRE integration** (USD31.2 million in total, including USD 6.2 million IDA grant, USD 20 million co-financing from AIIB loan and USD 5 million financing gap) - This component will support grid upgrades and reinforcement to accommodate an increasing volume of renewable energy and BESS, especially for longer duration, in selected grid systems. The main scope will include strengthening network capacity, deploying supervisory control and data acquisition (SCADA) systems and optimizing interactions among renewable energy generation, BESS and existing conventional power plants.

**Component 4: Technical Assistance** (USD 3.25 million in total, including USD 3 million CTF Grant and USD 0.25 million financing gap<sup>1</sup>) – This component provides technical assistance on the following key areas:

- Institutional Capacity Building (Utility, ME and other energy producers)
- Pipeline Developments (Feasibility studies and other relevant studies)
- Other Sustainable Energy Developments
- Project management and implementation plan
- Addressing gender gaps in the energy sector

## 1.2 AIMS AND OBJECTIVE

Gender Action Plans are developed for projects to ensure that the views and participation of both men and women in a given target community are received and that project benefits are equally distributed among both groups. A Gender Action Plan includes clear interventions that are required to address existing inequalities and redefine gender roles between men and women in a given host community or sector. To understand the existing gender dynamics, a gender assessment is conducted prior to the formulation of the Gender

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<sup>1</sup> A grant financing from the Canada Energy and Forest Climate Facility, a trust fund established in March 2020 with financing from Canada and administered by the World Bank, is being sought to fill the financing gap. Once the financing from the Canada Energy and Forest Climate Facility is approved, the activities to be financed by this grant financing, including the co-financing arrangements for components 4, would be finalized.

Action Plan. Based on this assessment, clear targets and performance indicators are developed to measure results.

Similar to other countries, the energy utility sector in the Maldives is male dominated. Further, women's voice is often not included in project design, implementation and decision making, despite attempts to include both men and women in these processes. The Gender Action Plan for ARISE project aims to identify the underlying gender dynamics in the Maldivian energy sector and identify targeted interventions to improve the participation and representation of women in planning, decision making, implementation and operationalization of project activities and further benefit equally from project related employment and training opportunities.

This plan will first look into the context of Maldives in terms of gender relations. This will look into general trends of the society including existing perceptions and gender related norms, power hierarchies and specific trends in relation to energy sector. Following this brief review, gender gaps will be identified and activities that will be undertaken to address these gaps through the various components and the additional funding opportunity from the Canada Facility loan.

## 2. LEGISLATION AND POLICY

The Maldives has relatively sound gender egalitarian legal framework. This subsection will provide a brief overview of the relevant legislative architecture for gender equality.

### 2.1 THE CONSTITUTION

The Constitution of the Maldives recognizes equal freedom and rights to all citizens without any discrimination. Article 17 of the Constitution prohibits any form of discrimination between men and women in access to any social service, employment or rights and freedoms specified within the Constitution. It

further legitimizes affirmative action to redress inequalities faced by vulnerable groups, such as introducing quotas or special temporary measures that targets only a certain group of people.

## 2.2 GENDER EQUALITY ACT (18/2016)

The Maldivian Parliament passed the **Gender Equality Act** in 2016 with the main objective of ensuring equal protection and benefits of the law for both men and women. The Act seeks to facilitate measures taken towards prevention of discrimination based on gender and address all ideas and practices that promote gender discrimination while ensuring that women are guaranteed equal rights and opportunities in economic, social, cultural, civil and political life.

The Act stipulates that all government offices and private businesses must take appropriate measures to achieve the following goals;

- Abolish gender-based discrimination, including direct and indirect discrimination.
- Abolish all systemic discrimination caused through established systems with unequal practices.
- Promote equal opportunities for men and women.
- Promote notions and ideas of gender equality to eliminate undesired preconceptions against a certain gender.<sup>2</sup>

Providing equal opportunity under the Act includes, (a) eliminating weaknesses or difficulties caused by inequality between men and women, (b) reducing the negative effects of inequality between men and women, (c) facilitating the special needs of a particular gender to achieve ease of attainment of services, and (d) evaluating the degree of participation of each gender in public life and public services and take appropriate steps to balance such participation.<sup>3</sup>

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<sup>2</sup> Article 18, [18/2016]

<sup>3</sup> Article 19, [18/2016]

Public and private sector employers are further mandated under the Act to;

- Provide equal opportunity to men and women in the employment, training and advancement of position.
- Provide equal wages to men and women who perform the same responsibilities at the same place of employment.
- Men and women at the same place of employment with work adequately equal in value and weight shall be given equal wages, overtime compensation, benefits and allowances.
- Employment opportunities shall not be offered or advertised to restrict a particular gender, except in circumstances the work is required to be undertaken by a particular gender.
- Announcements and advertisements for work that is likely to attract more men than women must be designed to invite and not to exclude women.
- Take all possible steps to eliminate obstructions to employment of women and to create conducive work environments for women.
- Establish a complaints mechanism.<sup>4</sup>

### 2.3 PREVENTION OF SEXUAL ABUSE AND HARASSMENT ACT (16/2014)

Prevention of Sexual Abuse and Harassment Act (16/2014) prohibits employers and employees from subjecting those who work under them or their co-workers to any extent any type of sexual harassment. Sexual Harassment is defined in the Act as, any sexual act committed against a person without their consent. A sexual act, for the purposes of the Act, is any action, whether physical, verbal or otherwise, which according to a reasonable person, suggests a sexual intent towards the victim. Any such act is to be proven on the balance of probability.<sup>5</sup> It is the duty of the employer to take reasonable steps to ensure that the work environment is an environment that is free from sexual harassment and one in which such acts does not negatively affect the work of employees.<sup>6</sup> Employers

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<sup>4</sup> Article 20, [18/2016]

<sup>5</sup> Articles 2, 3 [16/2014]

<sup>6</sup> Article 7, [16/2014]

are obliged to establish policies to prevent sexual harassment and have such policies published,<sup>7</sup>

Every government office with more than 30 employees must have, under the Act, a Sexual Harassment Prevention Committee, with the function, among other things, of hearing complaints, investigating potential acts of harassment and take proper action against perpetrators in accordance with the Employment Act.<sup>8</sup>

## 2.4 DECENTRALIZATION ACT (24/2019)

The recently amended Decentralization Act has provisions to increase female participation in local governance and decentralized decision making. In this regard, 33% of all council seats are reserved exclusively for women<sup>9</sup>. The Act now identifies Women's Development Committees (WDC) within the formal structure of the local government. WDC members are also elected through an electoral process together with the local council election, they are to be housed in the council and salary is given to WDC members<sup>10</sup>. Furthermore, 5% of the grant money that council attains needs to be given to WDC.

## 2.5 STRATEGIC ACTION PLAN 2019-2023

The Strategic Action Plan (SAP) for the period 2019-2023 highlights the importance of gender as a governance issue and promotes policies that will help to increase women in decision making and participation in the public sphere for an inclusive, balanced and peaceful society. The policy also prioritizes subsector centers to increase women's representation in decision making, minimizing sexual harassment, domestic violence, eliminating barriers that disable women to participate in economic activity and promoting cultural

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<sup>7</sup> Article 13, [16/2014]

<sup>8</sup> Articles 17, 18, 19 [16/2014]

<sup>9</sup> Article 56-5, [24/2019]

<sup>10</sup> Article 56-6, [24/2019]



norms such as shared work and household responsibilities. The SAP also encompasses strategies to increase young girls in STEM education by 30% by the end of 2023. The government is also formulating the National Recovery and Resiliency Plan (NRRP) which will act as the prioritization plan post Covid. The plans' publication is expected in the near future.

In early 2019, the government prepared a revised National Gender Policy including five strategic goals: Leadership and Governance, Economic Empowerment, Institutional Gender Mainstreaming, Gender Based Violence and Access to Justice (MoGFSS, 2020). A Gender Equality Action Plan 2020-2025 was in the process of finalization in November 2019. The plan included a project to designate "Gender Focal Points" in each government ministry (GoM, 2019).

### 3. MALDIVES CONTEXT

Cultural and religious norms plays an important role in conditioning gender roles in the Maldives. In this regard, similar to many South Asian countries, women in the Maldives have traditionally been seen as the primary ‘caretakers’ of children, dependent elderly and household chores, whilst men were seen as the primary ‘providers’. Over time, these roles have slowly been re-defined, with more women engaged in economic work and public spheres of life, and more men taking shared responsibility for domestic and childcare related work. However, disparities still exist which adversely impact women’s ability to take up employment, training or skill development opportunities and also participate in high-level decision-making roles. As per Household Income and Expenditure Survey (HIES) of 2019, women on average spend four hours a day in doing household chores while men spend on average only two hours, limiting the available time for females to adopt other economic and public roles (National Bureau of Statistics [NBS], 2019). Moreover, restrictions on female mobility further compounds the issue. In the absence of an adequate, affordable and reliable public transportation system coupled with lack of support care system such as child-care in the atolls, women are often restricted to their resident island and are unable to take employment in other islands or resorts, attend trainings, or take part in public forums and consultations that happen outside their residential island. It also restricts their participation in politics. Only four of the 87 Parliament members are female. In local governments, women currently hold 5.1% of island council seats and 0.5% of atoll council seats. The upcoming local council elections in early 2020 is anticipated to change these figures with the recent the amendment to Decentralization Act as mentioned in the earlier section.

Despite remarkable achievements in gender parity in both primary and secondary education, and female students outperforming males across all subjects and grades, there continues to be a significant gap in employment rates between men and women in the Maldives. As per Household Income and Expenditure Survey (HIES 2019), the Female Labor Force Participation Rate

(FLPR) in the Maldives is 46% while for males the rate is 77%. The global percentage of FLPR is at 47%, and Maldives is ranked second after Bhutan among the South Asian neighbor countries (Figure 1).

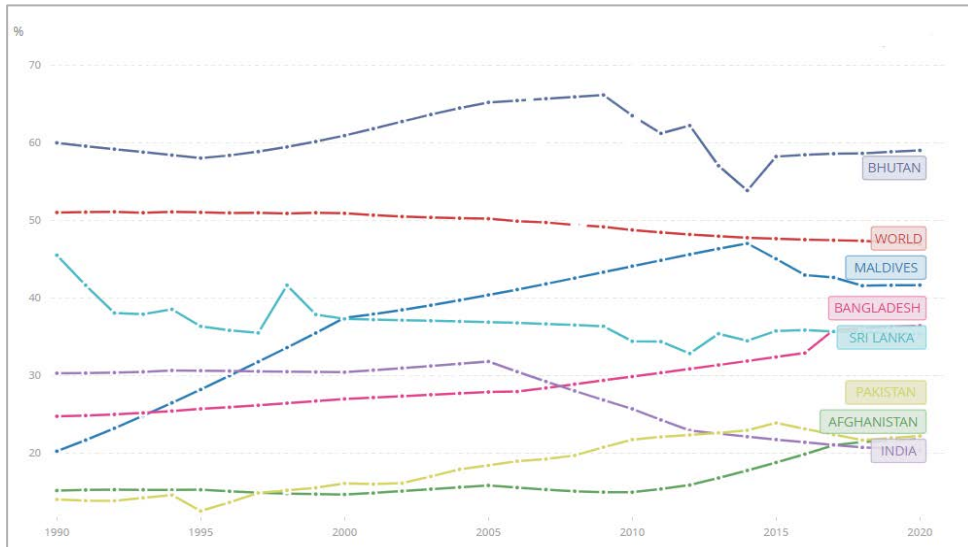


Figure 1 FLPR rates in South Asia and world average (Source: The World Bank Group, 2020)

The percentage of earners from employment activities for all age groups is higher for men except for 15 to 19 age group (NBS, 2019) (figure 2).

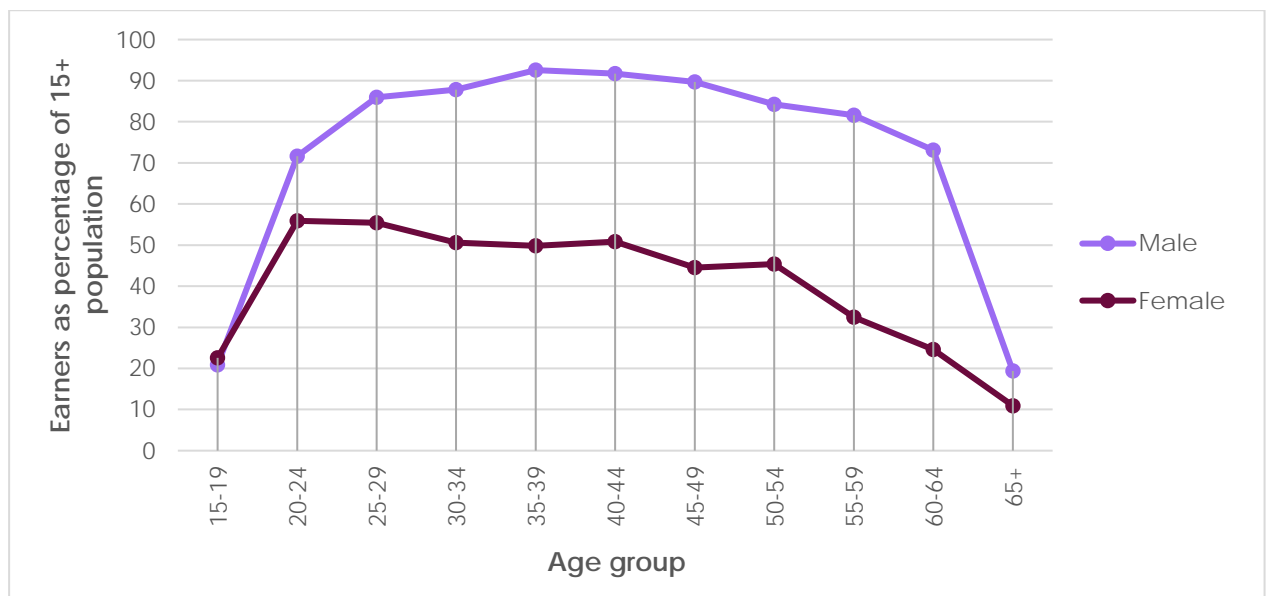


Figure 2 Earners 15 year and above population from employment related income by age and sex

As highlighted previously the main reason for lack of participation of women in employment is due to them being the primary care takers at home. For

instance, HIES suggest that 49% of women did not seek employment as they are the primary care takers at home (NBS, 2016).

In terms of type of employment, women are usually concentrated in traditional stereotypical employment sectors like teaching, nursing and administrative jobs. As per HIES (2019), 44% of women are involved in informal employment. These include mostly home-based manufacturing and production activities. This provides flexibility to work near or within their households. These types of informal employment activities makes women vulnerable as income from such activities are variable, lack of access to formal employment benefits like health insurance and pension and often such informal employment do not qualify for requirements to access credit schemes through financial institutions.

Very few are involved in other fields. For example, according to 2014 census for energy sector, only 12 percent of those who are employed are females. Of these very few are involved in technical fields.

This is very much evident, from the recent data attained from the two utility companies. In this regard, FENAKA and STELCO combined have only 12 women working in technical fields (Table 1). Most are involved in administrative roles and few in management positions.

Table 1 Classification of employees by type and Gender (source: STELCO & FENAKA HR)

Type of Employee	Male	Female
<b>FENAKA</b>		
Non-Technical	952	896
Technical	1571	8
<b>STELCO</b>		
Non-Technical	246	166
Technical	618	4

Another issue that women face in Maldives is sexual harassment. UNFPA suggests that 96% of women face street harassment (UNFPA, 2018). Moreover, a study undertaken in 2016 which surveyed harassment in some government

institutions in Male', showed that 31.7% of respondents have heard about an incident involving sexual harassment in workplace (Ibrahim, 2016).

## 4. CONSULTATIONS

Based on the literature review a draft gender action plan was prepared and consultations were undertaken with the electricity service providers (STELCO and Fenaka) and NGOs working for women's rights. Input from these parties were used to finalize the gender action plan. This section provides a summary of the outcomes of the discussions held with these parties.



Figure 3 Consultations with NGOs, Stelco and Fenaka

### 4.1 ELECTRICITY SERVICE PROVIDERS

The consultative meeting was held on 27<sup>th</sup> February 2020 at 13:00 hours. Two participants from each STELCO and Fenaka participated in the meeting (Annex 1). From the project management unit, Environment and Social Safeguards Specialist and Communications Specialist participated in this consultation meeting.

A brief summary of the ARISE project was provided to the participants including a brief description of the four components of the project. Initial ideas on GAP were also shared with the participants.

Following the introduction both STELCO and Fenaka highlighted activities that are currently undertaken by both companies to address the gender gap in the energy sector. Both companies highlighted that they have undertaken a number of activities through the GCF Project “Supporting Vulnerable Communities in Maldives to Manage Climate Change Induced Water Shortages” implemented by the Ministry of Environment and through Women in Power Sector Professional Network in South Asia [WePOWER] network whose secretariat at the moment is The World Bank’s South Asia Gender and Energy Facility (SAGE).

In this regard both companies have finalized the Terms of Reference for Gender Focal Point and are in the process of assigning an employee for the position. Moreover, Fenaka have undertaken a preliminary gender scan of the company and is in the process of undertaking a more comprehensive gender scan. Fenaka shared plans to undertake STEM outreach programs for female students in primary, secondary and higher secondary schools. STELCO highlighted that they have started a certificate 03 in electrician course targeted for women in association with Technical and Vocational Education and Training Authority (TVET). The program started in 09<sup>th</sup> February 2020 and have 20 enrolled participants. Fenaka shared plans to undertake a similar activity. It was also highlighted the importance of undertaking such trainings in some islands rather than in Male’. Moreover, both companies highlighted plans to provide higher education scholarships targeted exclusively to women.

In terms of ideas on how the project can contribute, it was highlighted that the project could contribute to the ongoing activities planned by both companies. It was suggested to undertake career talk story telling exercises to students to show them role models and to encourage those with interest to pursue this career path. Suggestion was to focus these talks on those who are completing primary and are in the process of selecting a stream for studies.

In addition, it was highlighted that if certain percentage of trainings that was given through the project is reserved for women it will contribute to the overall

goals that both companies are aiming to achieve. In this regard, the 30% target that was suggested in the draft GAP was seen by both companies as an acceptable number based on current situation.

A further suggestion that was made is to include mentoring opportunities for female students and staff alike through the IPPs which undertake solar PV installation.

It was also discussed to reserve a majority percentage for women from the Environmental and Social Officers (ESOs) identified from the company staff in each island who will be involved in providing safeguards support.

Following the meeting Fenaka provided a draft plan that was shared with WePOWER which included more activities that were planned to be undertaken by the company. It included the flexibility for all shift duty technical staff (male and female) to swap duties from night to daytime and vice versa, workshops on sexual harassment and workplace harassment and on the job training given to women hired to undertake technical works.

## 4.2 WOMEN'S RIGHTS NGOS

The consultative meeting was held on 03<sup>rd</sup> March 2020 at 13:00 hours. Of the 10 NGOs that were invited 03 NGOs participated in this meeting. The participating NGOs include Women in Tech Maldives, Maldives Youth Network and Hope for Women. Annex 2 provides the list of participants and their details. From the project management unit, Environment and Social Safeguards Specialist and Communications Specialist participated in this consultation meeting.

A brief summary of the ARISE project was provided to the participants including a brief description of the four components of the project. Initial ideas on GAP were also shared with the participants. The floor was then opened for participant comments and feedback.

It was highlighted that for women it is very difficult to work in some fields, especially in fields that have shift duty commitments, like in many technical fields. Lack of flexibility in working hours was identified as one of the primary reasons why women do not pursue careers in such fields. Another reason identified was harassment that women experience in the work environment. Furthermore, it was highlighted that even though many women study technical fields, even after studies they are often restricted to administrative desk jobs due to this lack of flexibility in working hours.

In terms of raising awareness on energy efficiency it was highlighted that most awareness sessions focus on what to do rather than focusing on why they are doing it. For long term sustenance it is important to include this aspect in the awareness sessions undertaken through the project.

The importance of using different media and methods to reach different age groups were also highlighted. In this regard, it was suggested that audio visuals maybe more effective for younger generation while simple door to door talks will be more effective for older women.

In addition to WDC it was highlighted that NGOs in many islands are more active, hence perhaps involve NGOs and student groups as well in awareness raising activities and other activities that are undertaken in the islands.

In terms of career talks, it was identified rather than exclusively relying on women in Male' who are in technical fields, it will be more beneficial and more relatable if women in the islands who are in technical fields are utilized. The NGOs offered help in identifying such women in the project islands and suggested that they will provide the contacts.

The participating NGOs also expressed interest in collaborating with the project in undertaking activities in various islands.



## 5. GENDER GAPS AND GENDER ACTION PLAN

### 5.1 GENDER GAPS

Gender equality and women empowerment is considered a precondition for sustainable development and economic growth. However, the low female representation in the energy sector is a global issue and has not escaped Maldives. As highlighted above, women only make up 0.7% of the technical jobs at the utility companies; STELCO and Fenaka. According to IRENA (2019) the global RE sector is expected to expand its size thrice by the year 2050 generating 29 million jobs, with the greater percentage of growth contributing from Asia. Given the promising future of the sector and the importance of electric utilities in the economy, it is essential to increase the representation of women in the sector.

Based on the discussions in the above sections, the following Gender Gaps are identified which are applicable to the project. This includes:

1. Concentration of female workers in administrative and support roles within the energy sector.
2. Limitations for women to participate in public sphere
3. Lack of access to trainings in technical fields
4. Lack of awareness towards STEM education and its opportunities
5. Lack of established gender friendly policies and facilities.

### 5.2 ACTIVITIES PROPOSED

The project activities under the four components will be planned in such a way to address these gaps. As the two implementing partners of STELCO and Fenaka already have plans in the pipeline to increase gender equality, the project will aim to provide support in achieving the targets that are set by both companies. Thus, both implementation partners will play a key role in implementation of the plan proposed in the next section.

Further, the World Bank informed the availability of USD 250,000 for funding gender aspects of the project through Canada Facility Loan. The following activities are proposed taking into account this funding opportunity to strengthen the existing activities to be conducted by the project towards bridging the gap that exist in the energy sector of Maldives. These activities aim to actively achieve this goal not limited to project period, rather a lasting impact that helps to bridge the gaps identified. These activities are also incorporated to the Action Plan along with the existing activities (see section 5.3).

### 5.2.1 Provide training and technical job placement to women

As identified above, one of the most glaring gaps is that lack of technically trained women in energy sector. While access to trainings is the same for men and women, what prevents women from seeking them is their mobility restrictions, presumed safety and difficulties faced by women in attending long-term training programs which require travel outside their residential island. Further, the male and female number of workers working in different levels and fields within the energy sector is noticeably disproportionate. As renewable energy and associated storage is an emerging field this the best time to train, expose and hire women to this emerging field. This in turn is expected to greatly increase the number of women employed in technical positions in energy sector. As identified in the GAP, currently there are 12 females working in technical positions, both utilities combined. The aim to increase the percentage women in technical fields in energy sector including utilities and other government institutions by 100%, thus the project aim is to train 12 individuals, specifically women, to manage, operate and monitor the battery systems and solar PV panels (when handed over to the utility) installed through the project. Short term courses that offer, recognized certification scheme that is acceptable to Maldives Qualification Authority will be used for this training. Necessary steps will be taken to assure safety and minimize the limitations for

the selected women to participate in the training. This can be a significant contribution by the project to balance the current gender gap that exist in the energy sector in general and renewable energy sector specifically. This activity will be implemented through close coordination with the utilities as the job placement responsibility will fall to these authorities. PMU conducted discussions with FENAKA and received formal endorsement from the management towards the activities set out in the GAP and further received confirmation that the corporation will provide the set-out job opportunities in GAP.

### 5.2.2 STEM outreach workshops

One of the main reasons for the low representation of women in the energy sector as highlighted by the utilities of Maldives in the consultations undertaken for development of GAP was the limited availability of qualified women in the field. The enrolment of women in STEM related academic courses is generally low and the underlying factor is considered the lack of information and awareness on the field as it is subconsciously and culturally labeled as a “man’s field”. Students in atolls other than the greater Male’ region also face limitations to pursue science as an academic field due to the lack of facilities which provide STEM education. Consequently this leads to lack of awareness regarding STEM education and its opportunities. In the year 2019, a STEM festival was organized by the leading NGO, Women In Tech for the capital city Male’ as a 2 day event. The purpose of the festival was to encourage young girls to join the field of science and technology.

Through the additional funding provided, the project aims to increase the number of STEM outreach workshops held in Maldives and not limit its outreach to the capital city, Male’. The project would focus on conducting such workshops in some selected islands where project interventions are happening by hiring a consultant to develop the awareness material and to undertake this

awareness raising activity these islands. As NGOs like Women in Tech have expressed interest to collaborate during the consultations undertaken for GAP, this activity will be undertaken in collaboration with such interested NGOs. The workshop will be directed for all students, however special focus will be made to involve young girls in these workshops.

**Objectives:**

- Increase awareness of the STEM education and work field
- Create interest towards pursuing STEM related education among young girls
- Disseminate information of STEM education and its benefits/employment opportunities to girls.
- Provide information regarding electric mobility and the related career opportunities of the field.

With the spread of such outreach workshops and awareness sessions, it is expected that more female students will be interested in pursuing STEM related education and hence, increase professional women over the long run in the STEM sector including the energy sector. These workshops will be organized to be held hand in hand with career talks on Women in Energy by female engineers, ideally from the selected islands to provide inspiration.

### 5.2.3 Expert input to utilities towards developing women-friendly policies and facilities

According to the information sharing sessions conducted with FENAKA and STELCO, it was highlighted that the organizations are in the process of developing policies to create a gender friendly working environment. Enacting such policies are crucial towards bridging the gaps in gender equality in the energy sector as the utility companies are the forefront institutions of the sector but comprises of the lowest representation of women in the technical field. Such policies would enable women to build confidence to pursue the field of

engineering and encourage more women to join the institutions who are already educated in the field. While developing such plans, it would be beneficial to attain input from experts of gender advocates. As these policies will create a perpetual impact on the energy sector towards gaining gender equality, the project aims to hire an expert consultant of the field that can serve as a technical advisory to the utilities. The consultant would also be required to conduct sessions aimed at the men working in the utilities to address their attitudes and behaviors towards women working in technical jobs. It is stressed for the utility companies to comprise their workplace of women friendly facilities such as sanitation facilities at all powerhouses/offices in the islands and include flexible working hours for women post pregnancy, analyzing current HR policies from a gender lens, gender sensitive policies on training, professional development, maternity/paternity leave, family responsibility leave, sexual harassment in the work-place and other policies that would encourage women to join the sector as well as retain in the institution as highlighted in the pillars of WePower. The consultant will be reviewing these policies and providing input to strengthen the existing policies and enact new ones. The consultant is estimated to be hired for a duration of three months.

### **Result indicators**

- Guidelines/research/ reports produced.
- Policy changing advice (input hours).
- Input provided towards women friendly policies enacting by utilities
- Input provided towards building women friendly facilities by utilities

### **5.2.4 Skill development courses in islands outside greater Male' region that can lead to prospective business in the energy sector**

As highlighted, it is equally or more important to conduct skill development courses related to energy in outer islands as well to engage women in economic activities. Though women and girls are more engaged in handling

the electrical appliance at household, they often have to rely on others for repair and maintenance work. The project aims to provide basic skill development courses for women and girls in island communities outside the greater male' region in order to increase the independency of women in this area. A locally available course will be selected or developed to cater for the purpose and will be conducted on selected 3 islands. The selected course should educate the participants enough to develop skills that will enable them to be self-employed and provide the service to other households, guesthouses etc. It is expected that when more women in the community are engaged in such economic activities it will stir interest in the younger generation as well to strive and seek the opportunities in the energy sector. It will also educate them on efficient use of energy.

As there are very few or no women-led businesses in the energy sector of Maldives, the project in collaboration with the WDC and NGOs, will also provide business development service to women who decide to attempt self-employment in the sector after the training is completed, and will be highly encouraged through the training. This aspect will be piloted in three or four of the islands in which the project is implemented.

## 5.3 ACTIVITY PLAN

Activities	Performance Indicators	Performance Target	Responsible parties	Supporting Partners	Timeframe	Budget (USD) <sup>11</sup>	Comments/further guidance	
<b>Component 4: Technical Assistance</b>								
<b>Activities</b>								
1.1 Gender based employment								
1.2 Training and skill development courses								
1.3 STEM workshops								
1.4 Gender consultancy to utilities								
1.5 Involvement of women in consultations, awareness and decision-making								
<b>Objective: To increase awareness on career opportunities in the energy sector for females while increasing their involvement in project related activities through various programs.</b>								
1.3	Increase awareness of STEM education and opportunities to young girls and boys through STEM Outreach workshops	Number of STEM workshops conducted and number of female and male participants	<u>Baseline:</u> 0 <u>Target</u> 3 workshops 75 female 50 male	ME, Training Consultant	NGOs, WDC, Island Council	Q4 2025	USD 44,060 <sup>12</sup>	Hire a training consultant and collaborate with NGOs with experience to conduct the workshops to secondary school students in North, South and Central region. ME will act as a facilitator financially and administratively.
1.5	Ensure involvement of women in all consultations, awareness and decision-making activities	Percentage of women participated in consultative sessions for the decision-making process	<u>Baseline:</u> 0 <u>Target</u> 30%	ME	WDC Island Council	Throughout the project	No costs projected.	While conducting the stakeholder consultations as per SEP of project, PMU will work with WDCs and councils to ensure meaningful participation of women through gender sensitive participatory methods.

<sup>11</sup> A grant financing from the Canada Energy and Forest Climate Facility, a trust fund established in March 2020 with financing from Canada and administered by the World Bank, is being sought to fill the financing gap of the project. Once the financing is approved, the activities for the whole Component 4, including the activities included in the GAP is to be finalized. Therefore, the figures of budget listed in the table are to be used only as an estimate and the activities and the budget allocated is subject to change based on the financing structure of the project. These costs are more detailed out in the next section

<sup>12</sup> Subject to financing availability.

		undertaken by the project at the island level.	at the island level.						Additionally, while conducting meeting with the council, PMU will request the councils to include the participation of members from WDCs.
<b>Objective: To enhance technical knowledge and capacity of females working in the energy sector.</b>									
1.2	Conduct project funded RE training with a special focus on increasing technical capacity of females	Number of females trained to manage, operate and monitor battery/solar PV systems <sup>13</sup>	<u>Baseline:</u> 0 <u>Target</u> Female: 12 Male: 6	ME	FENAKA, STELCO	Q4 2024	USD 133,200		Announcements will be made by utilities opening the opportunity for women to participate in the training and its benefits, encouraging participants. After evaluation, training programs most suitable (tailored to the specific job and on-the-job training) to be provided to the level that the employee can retain at a long-term technical post.
		Number of females entering other project funded RE training <sup>12</sup>	<u>Baseline:</u> 0 <u>Target</u> Female: 10 Male:16	ME	FENAKA, STELCO	Q4 2024			
1.2	Conduct skill development courses relating to energy sector with a focus on young females	Number of skill development courses conducted across 3 islands before project closure and the number of female participants of the workshop	<u>Baseline:</u> 0 <u>Target</u> 75 female participants 3 workshops	ME and training provider	WDC Island Council	Q4 2025	USD 30,000 <sup>14</sup>		This activity will be implemented in affiliation with either a university or engineers from utilities/ministry. Local announcements via councils and CBOs will be made targeting and to identify the potential women to participate in the course.

<sup>13</sup> Gender-specific grant indicator

<sup>14</sup> Subject to financing availability



1.2	Provide business development service for women post the skill development course encouraging to pursue businesses in the energy sector	Number of women operated businesses <sup>15</sup> provided with business development service after the skill development course	<u>Baseline:</u> 0 <u>Target</u> 5 women operated businesses	ME, Training consultant	WDC, Island Council, University	Q4 2025	USD 33,815 <sup>16</sup>	This activity will be part of the skill development course activity where a business consultant will be hired to provide and encourage women participating in the course to pursue a business related to the course.
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**Objective:** To address gender gaps in employment in the energy sector through targeted interventions.

1.1	Facilitate technical job placement for male and female workers within the energy sector	Number of renewable energy jobs created <sup>17</sup> for females	<u>Baseline:</u> 0 <u>Target</u> Female: 12 Male: 6	STELCO, FENAKA	ME	Q4 2025	Will be hired by utilities - no costs projected	Endorsement from FENAKA has already been received to provide the job opportunity once the training is completed. Written commitment to be obtained from STELCO as well for the same. With the implementation of the project, new jobs are expected to be created for the operation of the Solar PV/battery systems and from these 18 jobs, 12 are to be targeted for women and this opportunity will be announced at island level via Council and WDCs.
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<sup>15</sup> Looking at the context of Maldives, officially registered women-led businesses in the energy sector of Maldives is close to non-existent. Therefore, women-led businesses in this document incorporates both registered and all home-based businesses operated by women that are not officially registered.

<sup>16</sup> Subject to financing availability

<sup>17</sup> Canada Facility loan indicator

1.1	Ensure that majority of ESOs identified by the project are female	Percentage of female representation in ESOs identified for project before Dec 2022.	<u>Baseline:</u> 0 <u>Target</u> 65% female	STELCO, FENAKA	ME	Q1 2022	Selected from existing staff at utilities – no costs projected	Utilities will be requested to identify the ESOs from the project islands and among them to include 65% females. This has already been completed and the percentile target achieved.
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**Objective: To extend technical support to accelerate gender sensitive facilities and policies**

1.4	Provide technical assistance to utilities through the services of a gender expert to accelerate the implementation of gender sensitive facilities and policies.	Number of input hours provided to utilities to implement women friendly policies and facilities.	<u>Baseline:</u> 0 <u>Target</u> 90 hours	Training consultant, Utilities	ME	Q4 2024	USD 8,925 <sup>18</sup>	A consultant will be hired via NCB to provide input for the utilities to accelerate their implementation of gender sensitive policies and gender friendly facilities. The consultant will be reporting to both ME and the utilities.
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<sup>18</sup> Subject to financing availability

## 5.4 PROJECTED COST DETAILS

The figures below should only be used as an estimate.

Activity	Costs	Unit Price (USD)	Number	Number	Subtotal (USD)	Total (USD)
1. Provide training and technical job placement to women and men	Training	3000	18 individuals		54,000	133,200
	Travel - Tickets	650	18 individuals		11,700	
	DSA	250	18 individuals	15 days	67,500	
2. Conduct STEM Outreach Workshops	Setting up – workshop kits	2500		3 workshops	7,500	44,060
	Consultant for activity development and undertaking				34,250	
	DSA - 4 days	65	4 members	3 workshops	3,120	
	Travel - tickets	195	4 members	3 islands	2,340	
	Misc.	200		3 workshops	600	
3. Skill development courses that can lead to prospective business opportunities in the energy sector	Training consultant				30,000	63,815
	Business development consultant				16,868	
	Travel - tickets	195	3 members	3 islands	1,755	
	DSA 3 islands – 4 months/island	422	3 members	12 months	15,192	
4. Expert input to utilities	Remuneration	2500	3 months		7,500	8,925
	Field travel - tickets	215	3 islands		645	
	DSA	65	4 days	3 islands	780	
						<b>250,000</b>

## 8. REFERENCES

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# ANNEX 1: PARTICIPANT LIST CONSULTATION WITH STELCO AND FENAKA

Meeting: ARISE meeting regarding GAP with utilities  
 Date: 24-02-2025  
 Time: 13:05




## MEETING ATTENDANCE

	Name	Designation	Office	Email	Phone No.	Signature
01	Harwusa Aliyga	Deputy Director - Tender	FENAKA	harwusa.aliyga@fenaka.com.mv	9779997	
02	Mariyam Hana	Deputy Director Business Development	Fenaka	mariyam.hana@fenaka.com.mv	9771221	
03	Ammath Ailam	Asst. Manager Projects	STELCO	ammath.ailam@stelco.com.mv	9180009	
04	Sameha Mustafa	Ass. Manager HR	STELCO	sameha.mustafa@stelco.com.mv	7608899	
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## ANNEX 2: PARTICIPANTS OF MEETING WITH NGOS

Meeting: Meeting with 4 women NGOs regarding ARISE project  
 Date: 3<sup>rd</sup> March 2020  
 Time: 13:00

### MEETING ATTENDANCE

	Name	Designation	Office	Email	Phone No.	Signature
01	Hindia Ali	V. President	Women in Tech MV	vicepresident@womenintechmv.org	7899902	
02	Shehrazad Ahmed	representative	Maidivee Youth Nations	Shakha: 2708@gmail.com	7686779	
03	Saada Hassan	Executive Coordinator	hope for women	hopeforwomen.org.mv	7793394	
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