

STRATEGY

GENDER EQUITY & SOCIAL INCLUSION & SAFEGUARDS

Powering
communities
by
supporting
innovative clean
energy solutions



PAWARIM KOMUNITI

Papua New Guinea Off-Grid Electrification Program

Gender Equity and Social Inclusion and Safeguards Strategy

This Strategy will guide the approach to gender equity, social inclusion, safeguards and climate change. It is in line with the following principles:

- Recognise and respect diversity and differences
- Leave no one behind
- Do no harm
- Zero tolerance to gender-based violence and sexual harassment at the workplace
- Inside-out approach
- In alignment with the M&E Plan of Pawarim Komuniti
- Compliant with DFAT policies on Gender Empowerment and Development for All
- Consistent with GoPNG GESI Policy and Vision 2050
- Aligned with UN Sustainable Development Goals.

The strategy will be mainstreamed on the OEP management and project level (see matrix below). GESI and safeguards requirements are incorporated in different forms and templates for the grantees (e.g. application, proposal, due diligence checklists etc.) and will inform the selection process.

The grantee's company / organisation must comply with Cardno's due diligence checklist, which includes provisions for consideration of child protection, disability, gender equality, environment and resettlement.

DFAT is committed to integrating gender equality and women's empowerment throughout its aid investment with the ambition that at least 80 per cent of investments, regardless of their objectives, will effectively address gender equality issues in their implementation.

DFAT's key strategies and policies are:

- Gender equality and women's empowerment strategy (2016)
- Environmental and social safeguards policy (2018)
- Development for All 2015–2020: Strategy for strengthening disability-inclusive development in Australia's Aid Fund (2015).

Under DFAT's Aid Quality Checklist gender equality, disability-inclusive development, indigenous - inclusive development and building resilience to climate change and disaster are criteria to which all investments are rated against in an annual audit. In that sense, the OEP will demonstrate to what extent it has contributed to gender equality and empowering women and girls, and all safeguards.

Mainstreaming GESI and safeguards on the program and project level

Grant-making cycle	Specific areas
Program Level	
Strategy On Program level	Gender mainstreaming at Program Level: <ul style="list-style-type: none"> - gender balance within Program Management team - women on the technical assessment panel with a focus on social/gender equity - Program's objectives must identify women and disadvantaged groups as beneficiaries - Specific monitoring questions regarding GESI and safeguards must be included in the M&E Plan - Social and environmental analysis of sites to be conducted - Establish a risk register (plan) including GESI and safeguards risks
Project Level	
Application & Selection	Application: <ul style="list-style-type: none"> - Selection criteria for expression of interests and full proposals will include gender, social inclusion, climate change and safeguards

Grant-making cycle	Specific areas
	<ul style="list-style-type: none"> - Gender and socio – economic assessments of sites must inform the proposals (e.g. identification of beneficiaries, budget, methodology, logistics) - Organisational eligibility will require compliance with safeguarding policy and gender equity - Selection Criteria: Design of processes should be transparent and gender inclusive. Selection panel include reviewers with social and engineering expertise to assess if proposals are addressing gender, disability, environment and social issues
Grant agreements	<ul style="list-style-type: none"> - Grant Agreement: includes clause stipulating responsibility to address gender social inclusion, climate change and safeguard policies; <ul style="list-style-type: none"> o Compliance to DFAT policies on gender equality, development for all and environment and social safeguards and o Alignment to PNG policies and plans - Contract with grantee includes clauses on GESI and safeguards (e.g. percentage of women for unskilled labour; construction must be accessible for people with disabilities; secure accommodation for male and female workers). - Induction: includes session explaining grantee obligations for GESI and safeguarding requirements
Grant and risks management	<ul style="list-style-type: none"> - Performance management: includes review of grantee performance in progressing toward safeguarding results; and may also include performance in meeting organisational commitments in these areas - Risk: may include risk of not achieving safeguarding results and/or risk of doing harm (see Grant Management and risk register)
M&E Capacity building & Learning	<ul style="list-style-type: none"> - Each project will develop a short M&E plan incorporating GESI and safeguards key evaluation questions; a template will be prepared, and applicants will be trained how to prepare a short M&E plan - Collection of gender disaggregated data where possible must be included in the M&E plan - Standardised: The OEP provides short training sessions on safeguarding policies to confirm understanding and emphasise importance, as a part of the Induction (see above)
Operations & Financial Management	<ul style="list-style-type: none"> - Include safeguarding dimension in review of budgets - Ensure costs for implementation include break-down of GESI, safeguards and climate change activities - Grantee should have capacity to oversight safeguarding policies through procurement and sub-granting (see due diligence checklist)
Team management	<ul style="list-style-type: none"> - Recruitment policies and staff performance management within the OEP address safeguarding policies

References

Commonwealth of Australia, Department of Foreign Affairs and Trade, Gender equality and women’s empowerment strategy (February 2016) <https://dfat.gov.au/about-us/publications/Documents/gender-equality-and-womens-empowerment-strategy.pdf>

Commonwealth of Australia, Department of Foreign Affairs and Trade, Gender Equality and Women’s Empowerment in DFAT’s Aid Fund – Good Practice Note (20 August 2018) <https://dfat.gov.au/about-us/publications/Pages/gender-equality-and-womens-empowerment-in-dfats-aid-fund-good-practice-note.aspx>

Commonwealth of Australia, Department of Foreign Affairs and Trade, Gender Equality in Monitoring and Evaluation – Good Practice Note <https://dfat.gov.au/about-us/publications/Pages/gender-equality-in-monitoring-and-evaluation-good-practice-note.aspx>

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