

# ESMF FOR WBEDGMP UNDER WORLD BANK ASSISTANCE

## GENDER DEVELOPMENT FRAMEWORK

Document No.: IISWBM/ESMF-GDF/WBSEDCL/2019-2020/001-1 (Version: 1.6)



# IISWBM

March 2021

**ENVIRONMENTAL AND SOCIAL  
MANAGEMENT FRAMEWORK FOR WBEDGMP  
UNDER WORLD BANK FUND ASSISTANCE**

**GENDER DEVELOPMENT FRAMEWORK**

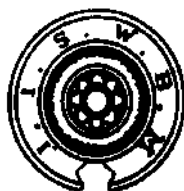
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**WEST BENGAL STATE ELECTRICITY  
DISTRIBUTION COMPANY LIMITED**

**Vidyut Bhavan, Bidhan Nagar  
Kolkata – 700 091**

*Executed by*



**Indian Institute of Social Welfare  
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**March, 2021**

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# EXECUTIVE SUMMARY

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## 1.0 INTRODUCTION

West Bengal State Electricity Distribution Company Limited (WBSEDCL) is a power distribution licensee for almost the entire State of West Bengal and accounts for about 80% of the power supply in the State and caters to almost 18.1 million customers. At present grid connectivity has been extended in every nook and corner of the State covering 99% villages. To achieve Power for All (PFA) objective, the Government of West Bengal (GoWB) has sought World Bank assistance to support part of their investments in High Voltage Distribution System (HVDS), 33/11 KV GIS, Underground Cabling (UG) across select districts/towns (besides modern technology and institutional capacity building) to facilitate increased availability of power, improve service delivery and reduce system losses.

For implementation of proposed distribution network strengthening project, it is not only mandatory to comply with applicable national & state legislations/regulatory framework on environment and social issues but to carry out due diligence on such issues as per the provisions of World Bank's Environmental and Social Framework (ESF) to meet the overall requirement of sustainable development.

Gender Development Framework (GDF) is required to ensure the mainstreaming of gender issues and concerns into all aspects of the electricity distribution grid modernization project throughout project lifecycle through detailed planning, implementation, monitoring and evaluation activities. Accordingly this GDF for the West Bengal Electricity Distribution Grid Modernization Project (WBEDGMP) has been developed in adherence to World Bank's Environmental & Social Standards on Labour and Working Conditions (ESS – 2) as well as Land Acquisition, Restriction of Land Use and Involuntary Resettlement (ESS-5) and Stakeholder Engagement and Information Disclosure (ESS-10) to address the gender issues.

GDF will safeguard the interest of the community women residing adjacent to the GIS sub-station sites; promote their participations in project planning and activities (if any applicable) and ensure safer and healthier living conditions for them. It will also contain actions that will be adhered by all the agencies (Contractors, Sub-Contractors) involved for the implementation of the project during the project lifecycle along with the project proponent. The prime objectives of the GDF are follows:

- Promote women's participation in project;
- Maximize women's access to project benefits;



- Minimize social vulnerability of women arising due to project location, project activities like security concerns during construction, procuring land for GIS Sub-stations, if any.

## 2.0 SOCIO-ECONOMIC PROFILE OF WOMEN

Total population of West Bengal as per 2011 census is 91,276,115 of which male and female are 51% and 49% respectively. Sex ratio is a valuable indicator for assessing ratio of women in total population. In West Bengal, the sex ratio as per census 2011 is 950 females per 1000 males against national average of 940 females per 1000 of males. In rural areas, sex ratio is higher i.e. 953 females per 1000 males against 944 females per 1000 males in urban areas.

The overall literacy rate in West Bengal is 76.26% as per 2011 census. Whereas, women literacy rate is lesser i.e. 70.54% in comparison to the male literacy rate i.e. 81.69%. However as per the latest report on gender parity by World Economic Forum, India has a score of 0.962 in the educational attainment sub-index.

The participation of women in the labour is driven by a wide variety of economic and social factors including economic growth, increasing educational attainment, social norms, security issues etc. As per the World Economic Forum (January 2020), Female Labour Force Participation Rate (FLFPR) in India was 23.3% which includes the urban FLFPR to be 20.4% and the rural FLFPR be 24.6% in 2017-18.

The comparative analysis of women workers and non-workers in West Bengal and India reveals that in West Bengal, total women workers are 18.1% against 25.5% in India, out of which 49.9% is women main workers and 50.1% is marginal workers in West Bengal. Similarly, nonworking women in WB is 41.5% against 29.2% in overall India. The latest report by World Economic Forum on gender parity states that India has a score of 0.354 in economic participation and opportunity index. The highest Women Work Participation rate is in Purulia and the lowest in Howrah among selected district for implementation of WBEDGMP.

Women headed households, widows, households headed by women with physically challenged family members, single elderly women living alone, in the state have been identified as the vulnerable women. In India 10.9% of the total households are headed by females (Census 2011).



### 3.0 POTENTIAL GENDER ISSUES

Improved access to reliable electricity can bring potential benefits for women and girls which includes:

- Improved and reliable power supply
- Reduced dependence on other sources of power
- Improved Health and Security

The key gender issues relating to women population can potentially be classified into two sections:

- women working in construction site and
- women residing in the adjacent settlements of the sub-project area (GIS & UG Cabling in particular) and during installation/strengthening of Poles for DTRs and distribution line during the construction period.

Potentially during the construction period (particularly for the GIS & UG Cabling) the unskilled labours may be hired from the adjacent settlements, however chances of women employment might be low. Women's participation in construction and also in operation and maintenance phase is almost negligible due to the nature of the infrastructure development. The social, cultural barriers and physical abilities refrain women from taking part in various construction related activities. In addition to these, there always exists an issue of safety and security that leads to lower participation.

### 4.0 MEASURES TO ADDRESS GENDER ISSUES

The Gender Action Plan (GAP) will be effective across all the sub-projects area under WBEDGMP. The geographical coverage of the activities identified in the GAP, will be the sub-projects area of influence which includes the communities around proposed GIS, UG Cabling, DTRs and corridors for distribution lines.

#### **Women Working at Construction Site**

The following measures would be adopted to address gender issues of women working at construction sites:



**Women Workforce:** encourage contractors to prioritize the use of local materials and the employment of local workers and to maximize use of women in labour-based work (wherever feasible)

**Employment Announcement:** Announcement of employment opportunities and recruitment notices widely, targeted at women as well as men.

**Equal Wage:** Ensure equal pay for equal work for women and men for all construction and maintenance work (it will also be included in contractors agreement).

**Employment Opportunities:** Technical training can be provided to the local workforce, especially women for inclusion in operation and maintenance phase, if feasible.

**Availability of Basic Facilities:** Ensure basic facilities (separate toilets, clean water, drinking water facilities, resting place, creche) are provided for female as well as male workers at the construction site.

### **Women Residing in Adjacent Settlements of Sub-project Area**

The following measures would be adopted to address gender issues of women residing in adjacent settlement of sub-project area:

**Livelihood:** Preference shall be given to women from project affected families to work as unskilled workers (wherever feasible) during the construction phase and ensure that they receive equal wage for the work.

**Land for GIS:** Proper compensation for land to be acquired for sub-stations. Efforts may be made to avoid acquiring lands from women headed families; where avoidance is not possible special assistance may be provided to the affected women headed family.

**Resettlement Issue:** Women are also fully informed and are part of the consultation and disclosure meetings related to land procurement if any. Women are informed and are aware about the resettlement plan and the entitlements encompassing the R&R process (if applicable). Compensation related to resettlement and rehabilitation may be given in the name of the female member of the affected household.

**Safety and Security Concerns:** Provision of proper labour camp at construction site to reduce any conflict between construction labours with community people. Minimise and avoid any obstruction related to access Roads, etc.



A budget would be earmarked for the implementation and monitoring of the social and environment safeguard measures. The gender mainstreaming activities identified in this document will be under taken as part of that budget.

The environment and social officer(s) of contractor would be responsible to implement and monitor all the activities specified in this document under the guidance & supervision of WBSEDCL-PIU members responsible for Environment & Safety Management and Social Management.





# 1.0 INTRODUCTION

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## 1.1 PROJECT DESCRIPTION

West Bengal State Electricity Distribution Company Limited (WBSEDCL) is a power distribution licensee for almost the entire State of West Bengal, except for certain areas, which are catered by private distribution licensees. WBSEDCL accounts for about 80% of the power supply in the State and caters to almost 18.1 million customers (2018-19). At present grid connectivity has been extended in every nook and corner of the State covering 99% villages and the low and medium voltage consumer base has seen a significant increase post implementation of rural electrification schemes. However, this has led to a steady increase in Aggregate Technical and Commercial (AT&C) loss levels. WBSEDCL continually strives to enhance the quality of services delivered to its customers. WBSEDCL provides quality power to a gargantuan customer base of more than 1.95 crore across West Bengal through its service network spanning 5 Zones, 20 Regional Offices, 76 Distribution Divisions and 530 Customer Care Centers.

To achieve Power for All (PFA) objective, the Government of West Bengal (GoWB) has sought World Bank assistance to support part of their investments in High Voltage Distribution System (HVDS), 33/11 KV GIS, Underground Cabling (UG) across select districts/towns (besides modern technology and institutional capacity building) to facilitate increased availability of power, improve service delivery and reduce system losses. Further the State has planned investments in modern ICT technologies including operational technologies across the complete electricity supply and demand chain to ensure efficiency and monitor reliable supply of power.

For implementation of proposed distribution network strengthening project, it is not only mandatory to comply with applicable national & state legislations/regulatory framework on environment and social issues but to carry out due diligence on such issues as per the provisions of World Bank's Environmental and Social Framework (ESF) to meet the overall requirement of sustainable development.

To accomplish this mission, it is imperative to undertake a) preparation of Environmental and Social Management Framework (ESMF) along with Gender Development Framework (GDF), Tribal Peoples Planning Framework (TPPF), Labor Management Procedure (LMP), Stakeholder Engagement Plan (SEP) and Resettlement Policy Framework (RPF) for proposed project and b) Environmental and Social Impact Assessments (ESIA) including preparation Environment & Social Management Plan (ESMP) for each proposed sub-project. Accordingly the Gender Development Framework (GDF) for the West Bengal Electricity Distribution Grid Modernization Project (WBEDGMP) has been developed in adherence to National & State Policies & Laws and



World Bank's Environmental & Social Standards on Labour and Working Conditions (ESS – 2) as well as Land Acquisition, Restriction of Land Use and Involuntary Resettlement (ESS-5) and Stakeholder Engagement and Information Disclosure (ESS-10) to address the gender issues.

## **1.2 GENDER DEVELOPMENT FRAMEWORK FOR WBEDGMP**

World Bank recognizes that gender issues are important dimensions of its poverty reduction, economic growth, human well-being and development effectiveness agenda. The objective of Gender Development Framework (GDF) is to ensure the mainstreaming of gender issues and concerns into all aspects of the electricity distribution grid modernization project throughout project lifecycle through detailed planning, implementation, monitoring and evaluation activities. This will be specifically prioritized through the implementation of the ESMP for the project.

The Gender Development Framework (GDF) will safeguard the interest of the community women residing adjacent to the GIS sub-station sites; promote their participations in project planning and activities (if any applicable) and ensure safer and healthier living conditions for them. It will also contain actions that will be adhered by all the agencies (Contractors, Sub-Contractors) involved for the implementation of the project during the project lifecycle along with the project proponent.

The GDF that is discussed subsequently comprises of the following:

- An overview of the socio-economic profile of the women in the State of West Bengal;
- Potential Gender-based impacts (adverse and beneficial) associated with the proposed sub-project; and
- Recommended actions to incorporate a gender-sensitive approach for the Project.

## **1.3 OBJECTIVES OF THE GDF**

The Gender Development Framework (GDF) illustrates the specific activities to address gender specific concerns and social impacts associated with the proposed project. The prime objectives of the GDF are follows:

- Promote women's participation in project;
- Maximize women's access to project benefits;



- Minimize social vulnerability of women arising due to project location, project activities like security concerns during construction, procuring land for GIS Sub-stations, if any.

## 1.4 KEY ELEMENTS OF GDF

The key element of GDF includes:

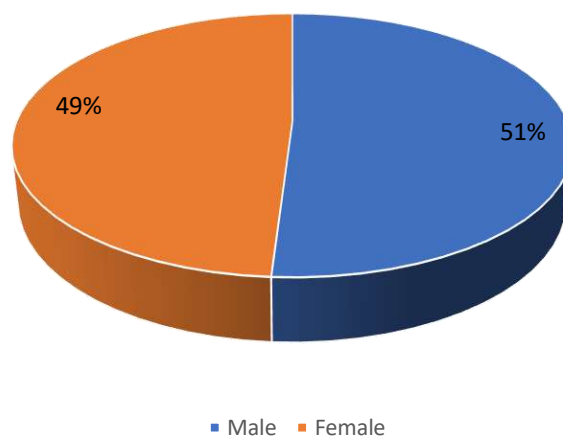
- Vision
- Principles
- Policy objectives
- Time-bound targets to be achieved (short-term and long-term)
- Outputs to achieve policy objectives
- Stakeholder roles and responsibilities
- Mechanisms for Implementation (working with women organizations, mobilize financial resources, reporting and monitoring, etc.)
- Priority areas of actions (as identified during gender assessment)

## 2.0 SOCIO-ECONOMIC PROFILE OF WOMEN

### 2.1 DEMOGRAPHIC PROFILE OF WOMEN

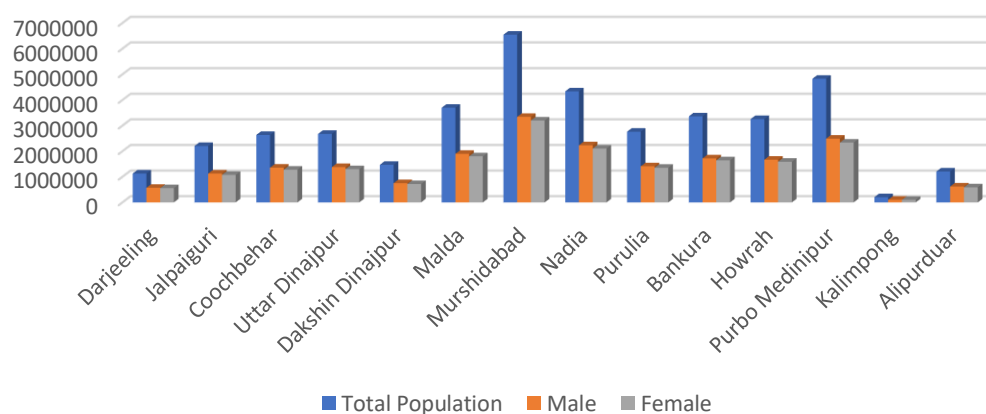
Total population of West Bengal as per 2011 census is 91,276,115 of which male and female are 46,809,027 (51%) and 44,467,088 (49%) respectively (Figure 2.1). The population of West Bengal has, an increase from figure of 8.02 crores in 2001 Census to 9.13 crores in 2011 Census). However the current population of West Bengal is estimated to be around one billion (10.09 crores).

Figure 2.1: Sex Wise Distribution of Population in WB



Sex wise distribution of population in selected districts for implementation of proposed WBEDGMP is presented in Figure 2.2.

**Figure 2.2: Sex Wise Distribution of Population in Selected Districts for Implementation of WBEDGMP**



## SEX RATIO

Sex ratio is a valuable indicator for assessing ratio of women in total population. Sex ratio is used to describe the number of females per 1000 of males. In West Bengal, the sex ratio as per census 2011 is 950 females per 1000 males against national average of 940 females per 1000 of males. In rural areas, sex ratio is higher i.e. 953 females per 1000 males against 944 females per 1000 males in urban areas.

## LITERACY RATE OF WOMEN

The literacy rate in West Bengal has increased from 68.64% in 2001 to 76.26% in 2011. Women literacy rate is lesser i.e. 70.54% in comparison to the male literacy rate i.e. 81.69%. However as per the latest report on gender parity by World Economic Forum, India has a score of 0.962 in the educational attainment sub-index. Among the selected Districts for implementation of WBEDGMP, Purba Medinipur has the highest literacy rate of 87.66% and Uttar Dinajpur district has the least literacy rate i.e. 60.13%. Whereas, Malda district has 62.71% and Purulia has 65.38% literacy rate. Literacy rate in Mursidabad has grown with 13.18% during the last decade, which is the highest growth in Bengal. Malda and Uttar Dinajpur also have a significant improvement of above 12% at the same time.

## 2.2 FEMALE WORKFORCE PARTICIPATION

Female labour force participation is a driver of growth and therefore participation rates indicate the potential for a state to grow more rapidly. The participation of women in the labour is driven by a wide variety of economic and social factors including economic growth, increasing educational attainment, social norms, security issues etc. Variations are observed between rural and urban areas.

As per the World Economic Forum (January 2020), Female Labour Force Participation Rate (FLFPR) in India was 23.3% which includes the urban FLFPR to be 20.4% and the rural FLFPR be 24.6% in 2017-18. Male participation rate at different levels of education far outstrips that of women at the same level. This is shown in Table 2.1

**TABLE 2.1: COMPARATIVE ANALYSIS OF MALE AND WOMEN PARTICIPATION RATES**

Labour force (%) by level of education				
Level of Education	2012		2018	
	MALE	FEMALE	MALE	FEMALE
Basic	79.29	17.93	74.28	16.40
Intermediate	62.32	14.17	59.40	13.47
Advanced	82.48	30.28	79.93	31.55

Comparative analysis of women workers and non-workers in West Bengal and India is presented in Table 2.2. The analysis reveals that in West Bengal, total women workers are 18.1% against 25.5% in India, out of which 49.9% is women main workers and 50.1% is marginal workers in WB. Similarly, nonworking women in WB is 41.5% against 29.2% in overall India.

**TABLE 2.2: COMPARATIVE ANALYSIS OF WOMEN WORKERS IN WEST BENGAL & INDIA**

	Total/Rural/ Urban	Total Workers	Main Workers	Marginal Workers	Non Workers
INDIA	Total	25.5	59.6	40.4	29.2
	Rural	30.0	55.6	44.4	17.7
	Urban	15.4	77.0	23.0	79.1
WEST BENGAL	Total	18.1	49.9	50.1	41.5
	Rural	18.4	42.1	57.9	28.2
	Urban	15.4	70.9	29.1	77.5



Women's work participation rate in Rural/Urban West Bengal is presented in Table 2.3. Female work participation is higher in rural areas of the state and they work as marginal workers. The analysis reveals that gender gap in Rural West Bengal (i.e. 37.80%) is less than Urban WB (i.e. 41.44%) as per 2011 Census

**TABLE 2.3: WOMEN WORKES PARTICIPATION RATE & GENDER GAP IN WEST BENGAL**

	Total Workers	Rural West Bengal	Urban West Bengal
<b>Total</b>	38.08	38.7	36.69
<b>Male</b>	57.07	57.2	56.84
<b>Female</b>	18.01	19.40	15.40
<b>Gender Gap</b>	38.99	37.80	41.44

The latest report by World Economic Forum on gender parity states that India has a score of 0.354 in economic participation and opportunity index. The highest Women Work Participation rate is in Purulia and the lowest in Howrah among selected district for implementation of WBEDGMP. The gender gap in work participation rate is highest in Howrah. In rural areas, the highest female work participation rate is in Murshidabad and lowest in Howrah whereas in urban areas, the highest female work participation rate is in Purulia and lowest in Howrah. Comparing with the national level, India has a score of 0.668 in Gender Gap Index according to the World Economic Forum.

## 2.3 WOMEN WITH VULNERABILITY

Women headed households, widows, households headed by women with physically challenged family members, single elderly women living alone, in the state have been identified as the vulnerable women.

In India 10.9% of the total households are headed by females (Census 2011). The broad reasons for the vulnerability are characterized by (i) the absence of a male head due to widowhood, divorce, separation and desertion, (ii) migration of male members for long periods, (iii) loss of economic function by resident males due to severe unemployment, disability, illness and male reluctance to work, (iv) house with no mature sons and (v) sons residing in independent nuclear units. For India, the health and survival index, according to the latest report by World Economic Forum, has a score of 0.994



## 3.0 POTENTIAL GENDER ISSUES

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Improved access to reliable electricity can bring benefits for women and girls. Some of the benefits are presented below:

- **Improved and reliable power supply:** At present grid connectivity has been extended in every nook and corner of the State covering 99% villages and the low and medium voltage consumer base has seen a significant increase post implementation of rural electrification schemes. The proposed project aims to ensure 24x7 power for all.

The access to electricity will ensure power is available to undertake various household chores like cooking and washing clothes, culturally defined as women's work. Thereby, ensuring more time is available with women and girls to

- **Reduced dependence on other sources of power:** The focus of the activities planned under the project is also to provide power at consistent voltage (at least 220V for household consumption), thereby reducing dependence on other sources of energy.

Electricity will displace more expensive candles and kerosene lamps, thereby reducing indoor air pollution and fire and burn risk, and providing higher quality light.

- **Improved Health and Security:** The health benefits of electricity stem from cleaner air, reduced risk of burns, fires, and accidents, better nutrition and food safety from refrigeration, and improved health knowledge from access to mass media. Furthermore, access to electricity reduces the security concerns through lighting of street and public spaces.



The key gender issues relating to women population can potentially be classified into two sections:

- (i) women working in construction site and
- (ii) women residing in the adjacent settlements of the project area (GIS sub-stations in particular) and during installation of Poles for DTRs and distribution line during the construction period.

### 3.1 WOMEN WORKING IN CONSTRUCTION SITE

Potentially during the construction period (particularly for the GIS substations), the unskilled labours may be hired from the adjacent settlements, however chances of women employment might be low. Women's participation in construction and also in operation and maintenance phase is almost negligible due to the nature of the infrastructure development. The social, cultural barriers and physical abilities refrain women from taking part in various construction related activities. In addition to these, there always exists an issue of safety and security that leads to lower participation.

### 3.2 WOMEN RESIDING IN ADJACENT SETTLEMENTS OF PROJECT AREA

Based on the preliminary assessment the following potential issues have been identified that the women in the project area may face:

**Livelihood:** Participation of women into civil construction related activities may be very low. They may potentially be refrained to work (especially for the GIS sub-stations) due to physical abilities and subsequently may receive less wage rates than the men.

**Decision Making:** It has been revealed that restricted decision making, mobility and lack of confidence among women, gender discriminatory practices are few of the barriers faced by the women both at family and community level. They are refrained from meaningful participation in decision making either at family level and community level.

**Resettlement Issues:** Women may be refrained from any spousal consent rising due to private land procurement and subsequently compensations related to resettlement and rehabilitation if any. Women in many occasions are denied land or property rights and hence may be deprived from receiving compensation.

**Security Concerns for Women:** The proposed sub-projects implementation may increase the security risk for women specifically during the construction phase of the GIS substations if it is



near settlements due to increased movement of strangers in the area and also may be due to the blockage of access roads.

**Land for GIS Sub-stations:** Land will be required for construction of GIS sub-stations. The likely adverse impact includes loss of livelihood and damage to crops and trees, etc. However, the impact may be significant in case of women headed households and other vulnerable group of women.

**Health and Safety concerns:** Women may face threat of electric shock from distribution wires specifically in residential areas.

## 4.0 MEASURES TO ADDRESS GENDER ISSUES

This section summarizes the specific actions that have to be undertaken during the planning phase and the recommended actions during construction and operations phase to ensure gender-based benefits of the proposed project. In general, the gender action plan underscores the importance of participation of women in the project area in a free, prior and informed manner across various activities of engagement.

### 4.1 GENDER ACTION PLAN

The Gender Action Plan (GAP) will be effective across all the sub-projects area under WBEDGMP. The geographical coverage of the activities identified in the GAP, will be the sub-projects area of influence which includes the communities around proposed GIS, DTRs and corridors for distribution lines. The framework to address gender concerns is presented in Table 4.1.

**TABLE 4.1: MEASURES TO ADDRESS GENDER ISSUE IN WBEDGMP**

Issues	Measures	Applicability	Responsible Agency	Monitoring Indicators
<b>A. Women Working in Construction Site:</b>				
Women workforce	To encourage contractors to prioritize the use of local materials and the employment of local workers and to maximize use of women in labour-based work (wherever feasible)	Construction phase	Initiative to be taken by the WBSEDCL and ensure policy alignment with the contractors hired	Percentage of women workforce at the construction site
Equal Wage	To ensure equal pay for equal work for women and men for all construction and maintenance	Construction phase	WBSEDCL and contractors	All workers (both women and men doing same work) receive same wage and reflected in payroll



	work Also to be included in contractors agreement			
Employment announcement	Announcement of employment opportunities and recruitment notices widely, targeted at women as well as men.	Pre-construction phase	To be implemented by the contractor	Notice of employment opportunity specially for unskilled/construction workers may be published in local Panchayat/Zilla Parishad/Municipality offices, outside the construction site, etc.
Employment Opportunities	Technical training can be provided to the local workforce, especially women for inclusion in operation and maintenance Phase, if feasible	Operational phase	WBSEDCL can take the initiative and implement as feasible	Percentage of women workforce in Operation phase
Availability of basic facilities	To ensure basic facilities (separate toilets, drinking water facilities, resting place, creche) are provided for female as well as male workers at the construction site	Construction and Operational phase	To be implemented by the contractors and to be ensured by WBSEDCL	All facilities available at the construction site and used by the women workers



Issues	Measures	Applicability	Responsible Agency	Monitoring Indicators
<b>B. Women Residing in Adjacent Settlements of Project Area:</b>				
Livelihood	Preference may be given to women from project affected families to work as unskilled workers (wherever feasible) during the construction phase and ensure that they receive equal wage for the work	Construction phase	Contractors and WBSEDCL	Percentage of women in the workforce
Women in energy decision making	Women to be trained and empowered to be part of household energy solutions – their understanding and knowledge about their own household energy needs to be translated in defining the way forward on access to clean, affordable and sustainable energy.	Through the project lifecycle	WBSEDCL to facilitate trainings with help of any local NGO working on sustainable renewable energy	Percentage of women receive training and are empowered as energy decision makers in the project area
Land for GIS	Proper compensation for land to be acquired for sub-stations. Efforts may be made to avoid acquiring lands from women	Pre-construction phase	WBSEDCL	Number of R&R related complaints from women registered



	headed families; where avoidance is not possible special assistance may be provided to the affected women headed family			
Resettlement Issue	<p>Women are also fully informed and are part of the consultation and disclosure meetings related to land procurement if any.</p> <p>Women are informed and are aware about the resettlement plan and the entitlements encompassing the R&amp;R process (if applicable). Compensation related to resettlement and rehabilitation may be given in the name of the female member of the affected household</p>	Pre-construction phase	WBSEDCL and the Contractor	Percentage of women Involved in public consultation meeting and implementation of ARAP/RAP, if applicable
Safety and Security concerns	<p>Provision of proper labour camp at construction site to reduce any conflict between construction labours with community people.</p> <p>Minimise and avoid any obstruction related to access Roads, etc.</p>	Construction phase	Contractors	Number of safety and security related complaints registered

## 4.2 IMPLEMENTATION & MONITORING MECHANISM FOR GAP

For the implementation of the West Bengal Electricity Distribution Grid Modernization Project (WBEDGMP), West Bengal State Electricity Distribution Company Limited (WBSEDCL) has developed a Project Implementation Unit (WBSEDCL-PIU). The WBSEDCL PIU will be located at the WBSEDCL headquarters in Bidyut Bhavan, Bidhannagar, Kolkata and is headed by the Additional Chief Engineer. The WBSEDCL PIU would also be responsible for driving the implementation of the E&S safeguards along with GDF in WBEDGMP. At the field level, the Regional/Divisional offices of WBSEDCL who would be responsible for implementing the technical aspects of the WBEDGMP would also be responsible for the implementation of the E&S safeguards along with GDF. In addition, the Contractor implementing the subprojects would also have an Environment and Social personnel to actually carry out the E&S safeguards including implementation of GDF on the ground.

The budgetary implications and implementation & monitoring mechanism for activities identified in GAP are provided below:

- A budget would be earmarked for the implementation and monitoring of the social and environment safeguard measures. The gender mainstreaming activities identified in this document will be under taken as part of that budget.
- The environment and social officer(s) of contractor would be responsible to implement and monitor all the activities specified in this document under the guidance & supervision of WBSEDCL-PIU members responsible for Environment & Safety Management and Social Management.