



GSI-REQUIREMENTS

1. Prevention of Gender-based Violence, Sexual Harassment, Child Employment;
 - Zero tolerance policy against sexual harassment.
 - Develop and implement an Anti-Sexual Harassment Policy.
 - Enforce Worker's Code of Conduct.

2. Prevention and Mitigation of Trafficking in Persons (TIP) Risk;
 - Zero tolerance policy against TIP.
 - ETP sites are at high risk of TIP.
 - Develop and implement a TIP Risk Management Plan.
 - Regular training, orientation, Toolbox Talks.



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3. Labor and Employment Opportunities including Women Employment;
 - Work Plan, Methodology to prioritize women workers.
 - Facilities and provisions to consider women workers.
 - Safe and harassment-free working environment.
 - Non-discriminatory recruitment and payment system.
 - Anonymous Complaint Mechanism System.

4. Staffing throughout the Project Period;
 - Dedicated Gender and Social Inclusion Manager in the team.
 - Close coordination with the ESP and H&S team.
 - Regular training, communication and reporting.



Reference Document for GSI Requirements

- Social and Gender Integration Plan (SGIP)
- TIP Risk Management Plan
- Environmental Social Health and Safety Management Plan (ESHSMP)



Roads and Electricity, Way to Prosperity