The Plan aims to assess organisation-wide gender equity, to ensure gender parity on our teams, and to follow-up and monitor progress on the implementation of equitable policies and practices. At the inception of the Gender Equity Action Plan, a dedicated sexual harassment and whistleblowing procedures were established, and an organizational culture where gender parity is valued and respected was fostered. With the follow-up and monitoring of progress on the implementation of equitable policies and practices, addressing at least: pay, promotion and evaluation procedures; recruitment; organisational culture; and flexible ways of working.

Pillar 1: Safeguarding women and girls from gender-based violence and harassment (GBVH)

Gender-based violence and harassment (GBVH) is a prevalent issue in various industries and countries, including the infrastructure sector. In order to mitigate the impact of GBVH, PIDG has implemented several initiatives to address and mitigate GBVH risks on the project, company, and management levels. Additionally, PIDG has established a hotline and implemented a counseling service for employees who have experienced GBVH.

Pillar 2: Empowering women and girls

PIDG’s Gender Equity Action Plan recognizes the importance of diversity, inclusion, and the empowerment of women and girls. Through initiatives such as PIDG’s Gender Task Force, PIDG companies like InfraCo Asia are working towards achieving gender parity and empowering women and girls. PIDG has set out to achieve gender parity on their teams and has implemented various initiatives to address and mitigate GBVH risks on the project, company, and management levels.

Pillar 3: Leading by Example

PIDG has committed to leading by example, and the company has set out to achieve gender parity on their teams. PIDG has set a goal to achieve gender parity on their teams by 2025, and they have implemented various initiatives to address and mitigate GBVH risks on the project, company, and management levels. PIDG has also established a hotline and implemented a counseling service for employees who have experienced GBVH.

PIDG’s Gender Equity Action Plan

PIDG’s Gender Equity Action Plan is a comprehensive plan that seeks to address and mitigate gender-based violence and harassment (GBVH) on the project, company, and management levels. The plan is designed to ensure that gender parity is valued and respected, and that the impact of GBVH is minimized.

Community Relations Officer Ha Thi Thu Nga from the Ninh Thuan Solar Power project as an example of how PIDG is working towards empowering women and girls. Thu Nga is a strong voice for the women and girls that are part of the Ninh Thuan project's journey. Her story highlights the importance of ensuring that women and girls are included in the decision-making process and that their voices are heard.

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