



Government of Nepal  
Ministry of Federal Affairs and Local Development  
**Central Level Project Implementation Unit**  
Earthquake Emergency Assistance Project  
Lalitpur, Nepal  
(ADB Loan 3260-NEP)

**Gender Equality and Social Inclusion Plan (GESI-AP)**  
**Haldibesi-Dhobi-Dhadebesi Road, Subproject,**  
**Ramechhap**  
**Chainage: (O+000- 38+899)**

**June, 2017**

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## ABBREVIATION

AP :	Affected People
AP <sup>1</sup> :	Action Plan
PMC:	Project Management Committee.
CISC:	Central Implementation Support Consultants.
CLPIU:	Central Level Project Implementation Unite
CLS:	Core labor Standard
COI:	Corridor of Impact
DCRN:	District Core Road Network
DLPIU:	District Level Project Implementation Unite
DPR:	Detail Project Report
EEAP:	Earthquake Emergency Assistance Project
GESI:	Gender Equality and Social Inclusion
RP:	Resettlement Plan
ROW:	Right of way
STI:	Sexual Transmitted Infection.
VDC:	Village Development Committee.

# 1 Project Description

The Earthquake Emergency Assistance Project (EEAP) is helping Nepal respond to the April 2015 earthquake, one of the most destructive natural disasters in the country's history. The target of the project is to restore and strengthen the resilience of critical public and social infrastructures and services. The project is being implemented with the loan financing of ADB, grant technical assistance from SDC and counterpart funding from the Government of Nepal (GON). The Earth Emergency Assistance Project (EEAP) is helping Nepal respond to the April 2015 earthquake, one of the most destructive natural disasters in the country's history. The target of the project is to restore and strengthen the resilience of critical public and social infrastructures and services. The project is being implemented with the loan financing of ADB, grant technical assistance from SDC and counterpart funding from the Government of Nepal (GON).

The Ministry of Federal Affairs and Local Development (MoFALD) is the Executive Agency of the Project. The National Reconstruction Authority (NRA) is the Project Management Committee (PMC). The Central Level Project Implementation Unit (CLPIU) and Central Implementation Support Consultants (CISC) will provide overall guidance and implementing framework to all GESI-AP. This plan has been prepared for *Haldibesi-Dhobi-Dhandebesi* subproject of Ramechhap district in general and particularly focuses on women, ethnic communities, marginalized communities, and poor communities along the subproject. Further, it addresses the social and environmental safeguard issues on the basis of gender and minorities. It is based on the assessment of the impact on gender and minorities along the subproject area and provides measures for enhancing positive impact on them in compliance with ADB's policy.

The sub-project Haldibesi-Dhobi-Dhandebesi Road is CH: 0+000 – 38+080.00 Km, origin from Haldibesi, Tilpung VDC and ending point is Dhandebesi, Saipu VDC of Ramechhap district. There are 12 major settlements along the road alignment. The alignment passes through Haldebeshi, Jhangre, Katahare, Kharibote, Aarubote, Nagdaha, Dhobi, Kotgau, Poku, Sirise, Setapahara, and Dhade.

Natural disasters are unavoidable but well preparation lead to minimize of any kind of damage and loss. This GESI-AP guides to Build Back Better as the modality of EEAP and leads the restoration of socio-economic status after the trembling earthquake on 25 April 2015. The fundamental objectives of this GESI action plan in this subproject are to:

- (i) Ensure project benefits to women and minorities and mitigate any adverse impact.
- (ii) Conduct disaster preparedness and risk management orientation and training to local women, minorities and poor communities who are affected by subproject.
- (iii) Carryout orientation on human trafficking, sexual/gender based violence prevention and conduct CLS awareness program.
- (iv) Define the institutional arrangement and tentative timeframe for implementation.

## 2 Demographic Information of Subproject Area.

The social composition of the project areas can be categorized in four major caste/ethnic groups: Indigenous people (Janajati), Brahmin/Chhetri, Dalit, and other caste groups. The survey shows (Table 2.2) a higher population (about 61%) of people from Janajati (they are included: Thami, Majhi, Tamang, Rai, Magar). Similarly, Brahmin/Chhetri comprised about 36% of the population. Dalits about 2%. The proportion of the indigenous population was first higher than other caste groups. However, the ethnic and Dalit groups have been found integrated with the main social stream and share common social and cultural values, norms, and had similar economic opportunities. More than half of the population in the survey area came from the 16-59 years age group, which is also considered to be the economically active population.

**Table 2.1 : Population Composition of subproject area**

District	Total HHs	Female Headed HHs	Total Population	Caste Wise Population					
				Brahmin	Chhertri	Thakuri	Dalit	Janjati	Others
Ramechhap	300	36	1500	-	700	-	200	550	50
<b>Ethnic group composition Haldibeshi-Dhobi-Dhadabeshi Road</b>									
<b>No of HHs</b>						<b>%</b>			
Bramin/Chhetri		108				36			
Janajati		183				61			
Dalit		6				2			
Others		3				1			
Total		300				100			

Source: Household Survey 2016

The population of the sampled households of 4 VDCs, was 1,500 – male, 846 (56.0 %) and female 664 (44.0 %) and average household size was 5.4, which is higher than the national average household size 4.8 (Census 2011). The sex ratio was largest (89.58) in Bijulikot VDC and smallest (81.58) in Negdaha VDC.

**Table 2.2 : Household size & Population by VDCs**

Household size	VDCs							
	CBS, 2011				Survey data, 2073			
	Tilpung	Nagdaha	Bijulikot	Saipu	Tilpung	Nagdaha	Bijulikot	Saipu
<b>Hosueholds</b>	828	777	1087	616	75	70	99	56
<b>Population</b>	4195	3679	5058	2876	480	350	273	398
Male	1907	1654	2290	1355	217	157	129	181
Female	2288	2025	2768	1521	263	193	144	217
<b>Sex Ratio</b>	83.35	81.68	82.73	89.09	82.51	81.35	89.58	83.41

Source: Survey Data, 2073.

### 3 Situation Analysis of women in subproject area.

There are total 262 plots to be acquired, among them 225 is privately owned, 3 plots is public and remain 38 plots are unidentified. Among the private land plots 20 plots are recorded in women ownership. Similarly, 10 structures are affected by sub project whereas 2 dry wall, 2 residence cottages, 1 rice mill, 2 business with homes, 1 cow shade and 1 temporary balcony and 1 residential house, in indicates that women are primarily affected. Further, all affected lands are linked with women daily life as domestic work, agriculture and sensitivity matters.

The survey shows that 95% of the female population was engaged in unpaid work including farming, animal husbandry, business and other types of employment; 6% of this population was female (Table 1.6). Similarly, 5% of the male population was not able to earn an income from their daily activities. The high proportion of women unpaid work is an indicator of their hardship in their own house, and also their low involvement in economic activities.

The main occupation of all VDCs peoples residing within the road corridor of the road is agriculture and livestock. More than half of the households (168) are in agriculture and livestock. Due to the quite high altitude of the area most of the agriculture farming is not enough for subsistence level. Therefore, some of the people (43 households) are involved in daily wages works, few (37hhs) of them have service.

**Table 3.1: Main Occupation of population in Subproject VDCs**

VDCs	Total HHs	Agriculture	Daily Wages	Service	Business	No Occupation	Others
Tilpung	75	42	10	4	0	8	12
Nagdaha	70	30	7	12	0	2	5
Bijulikot	99	52	17	22	0	0	9
Saipu	56	44	9	0	0	5	12
Total	300	168	43	37	0	15	37

Source: Survey Data, 2073.

**Number of female headed households:-** As indicated in the (Table 3.2 ) Men headed most of the surveyed households (88% vs. 12%) and only 12% households are women-headed, but this varied by VDC of nearby districts headquarter. The high number of male-headed household suggests that most economic activities are controlled by the men in the families.

**Table 3.2: Number of Female Headed Households by VDCs**

VDCs	Total HHs	Female Headed HHs
Tilpung	75	11
Nagdaha	70	9
Bijulikot	99	7
Saipu	56	9
Total	300	36

Source: Survey Data, 2073

**Literacy rate of male and female:-**Table 3.3 revealed that 31.3% population was illiterate, and male illiteracy was higher than female illiteracy (18.1% vs 10.2%). The highest female literacy rate was reported in Tipung (64.78) and lowest in Bijulikot (48.57%). Among the literates, 6% women were just able to read and write. Likewise, the highest percentage (65.4 %) of the surveyed population had completed grades 6-10, and 28.3 % of them were female. The survey shows that only 3% females had passed the (School Leaving Certificate (S.L.C) exam. Likewise, 3.6% and 0.9% female population had completed higher secondary and college level study, respectively.

**Table 3.3: Literacy rate of Male and Female by VDCs**

VDCs	Literacy Rate		
	Male	Female	Total
Tilpung	79.98	64.78	71.64
Nagdaha	68.97	51.41	59.23
Bijulikot	63.41	48.57	55.20
Saipu	79.95	58.76	68.64

Source: Ramechhap, DDC, 2072

#### 4 Proposed Activities of GESI-AP for this sub project.

This GESI has been prepared to maximize project benefits to men and women who are disadvantaged into the subproject area. The sub-project will enhance positive impacts by involving women in project wage labors, including livelihood empowerment and orientation. This includes: (i) If they are willing to work, it is mandatory to employ as wage labor of at least one member from each household falling under below poverty line in project construction and maintenance work; and (ii) at least one women member from each of the households to participate in livelihood empowerment activities, including skills training for income generation, traditional skills development and linkages with the modern market, awareness training in health, sanitation, gender and other life-skills improvement activities. For addressing the gender and social inclusion issues of this subproject following are proposed activities

- **Disaster preparedness working session:-**which session will be organized in subproject area in active participation of women, ethnic communities, dalits and poor marginalized.
- **Visual documentary show on disaster and risk management:** - This session is the imbedded program of awareness raising training and orientation. Some visuals and documentary will be showed in subproject area which leads to project affected women and children for risk management in disastrous period.
- **Campaign program on CLS, STI, human trafficking and sexual/gender violence:** - These sessions are directly based on ensure the bidding documents reflect GESI provisions and practitioners disaggregate indicators, core labor standard (safety and security of worker), road safety measures, women participation and representation etc.

##### 4.1 Expected outcomes of this GESI-AP:-

- Project affected women, ethnic communities, dalits and minorities will be aware of disaster and its impact and challenges and they could gain some basic ideas to face the disaster and management skills/techniques.
- Local communities will be aware of women representation and participation and its positive impact on society.
- Local people, contractor, project affected people will be aware and conscious about CLS, STI and sexual/gender based violence.
- Local people will aware of road safety features like signage, speed breakers, safety barriers etc especially to women, child and elderly friendly.
- Moreover, this GESI-AP will lead to establish the monitoring system for collection and analysis of sex, caste and ethnicity so we can develop the disaggregated data collection center.



**5 Estimated budget for conducting GESI-AP for *Haldibesi-Dhobi-Dhadebeshi* subproject.**

S.N.	Description	Target	No of Participant	Duration (days)	Budget (Rs.)	Responsible	Remarks
<b>Awareness Raising Training/Orientation Program</b>							
<b>A. Project Related</b>							
1.	Disaster preparedness working session. Visual/ documentary show on disaster and risk management.	At least 40% participants are women.	100 persons	1/2	50,000.00	CISC/CLPIU\DI SC/DLPIU	
2.	Campaign program on CLS, human trafficking, STI and sexual/gender based violence prevention programs and women empowerment.	At least 40% participants are women.	50 persons	1/2	50,000.00	CISC/CLPIU\DI SC/DLPIU	
	<b>Sub –Total</b>		<b>150 persons</b>		<b>100,000.00</b>		

## 6 Details cost breakdown.

<b>1. Orientation/training on EEAP modality ,disaster preparedness, Visual/ documentary show on disaster and risk management for 100 participants*1/2 day (Non Residential)</b>					
<b>S.N.</b>	<b>Activities</b>	<b>Unit</b>	<b>Quantity</b>	<b>Rate</b>	<b>Total Cost (Rs.)</b>
1.	Hall rent	day	1	2,000.00	2,000.00
2.	Multimedia with accessories	day	1	2,000.00	2,000.00
3.	Resource person allowance	MD	2	8,000.00	16,000.00
4.	Stationery for participants	Sets	100	50.00	5,000.00
5.	Orientation materials	LS	1	5,000.00	5,000.00
6.	Tea and snacks	PP	100	200.00	20,000.00
	<b>Total</b>				<b>50,000.00</b>

<b>2. Campaign program on CLS, human trafficking, STI and sexual/gender based violence prevention programs and women empowerment for 50 person * 1/2 day (Non Residential).</b>					
<b>S.N.</b>	<b>Activities</b>	<b>Unit</b>	<b>Quantity</b>	<b>Rate</b>	<b>Total Cost (Rs.)</b>
1.	Hall rent	Day	1	2,000.00	2,000.00
2.	Multimedia with accessories	Day	1	2,000.00	2,000.00
4.	Stationery for participants	Sets	50	100.00	5,000.00
5.	Resource person allowance	PP	2	8,000.00	16,000.00
6.	Orientation materials	LS	1	15000.00	15,000.00
7.	Tea and snacks	PP	50	200.00	10,000.00
	<b>Total</b>		<b>50</b>		<b>50,000.00</b>

**Annex 1: GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN (GESI ACTION PLAN)**

Activities/Measures	Target and Indicators	Time Frame	Responsible
<b>A. Output 2:- Roads and Bridges are rehabilitated and reconstructed.</b>			
Engage women in rehabilitation and reconstruction of affected infrastructure.	Women employed in construction of district road (prefer 20 per cent women should be into sub-project road alignment area Priority will be given to women in compensatory tree plantation for afforestation and slope protection works through bio engineering esp. for hill roads (prefer 20 percent women engagement in bio engineering activities)	During project period.	CLPIU, DLPIU, CISC and DISC with support of GESI expert, Social safeguard officers and social mobilizers.
Install Road Safety Features	Signage, , safety barriers, and road shoulders constructed and slope protection, esp. Women, Children, Elderly and differently-abled.	As per cost estimate.	
Ensure women's representation in project teams	Social Mobilization Teams for community-outreach (Target: 40 % Women)	All level	
Ensure that negative impact on vulnerable FHHs due to road construction is mitigated.	Affected FHHs directly benefit from appropriate provision and mitigation measures provided as mentioned in the Resettlement Plan.	During project period	
<b>B. General (Applicable for outputs 1 and 2).</b>			
Provide GESI orientation to project staff at Central Level	Formal meeting held by the EEAP GESI Expert with relevant EAs/IAs and project staff-as needed- to raise awareness on the need to ensure women's equitable representation in the CLPIU, DLPIU, CISC and District implementation Monitoring Units (DIMUs) in line with global and GON supported practices	August 2017	Same as above
Provide GESI Orientation to project staff at district level	Training sessions carried out targeting specific needs and constraints faced by EEAP IAs (DOLIDAR) in GESI concepts and activities during EEAP project implementation.	September 2017	
Ensure that bidding and contractual documents reflect GESI Provisions and practices.	All EEAP bidding documents include clauses on promoting equitable access to labor opportunities for women and DAGs. All EEAP contracts will include specific clauses on: Incl. equal pay for work of equal value and the prohibition of child labor. Project affected communities and all contractors' and local communities participate in the awareness-raising campaigns.	Ensured and will be promoted.	Same as above
Carry out human Sexual/ gender-based violence prevention campaigns in affected districts.	All district-based field personnel, contractors' and local communities participate in the awareness-raising campaign (Target: equitable participation from men and women from communities)	October 2017	
Appoint a team of GESI experts at central and district level to support implementation of EEAP GESI activities.	GESI Expert based in Kathmandu, to support IA Social Development Officers	Already appointed	
Include sex, caste and ethnicity disaggregated indicators in monitoring system and collect data.	System established for collection and analysis of sex, caste and ethnicity disaggregated data and information at center and district levels and relevant information/data included in report (incl. Semi-Annual Progress Reports)	System established.	

- This plan is reflection of PAM page 28-29 for EEAP rural roads implemented by MoFALD/CLPIU.