



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 Action Plan (GESI-AP)

Bhirkot –Sahare-Hawa Sub -Project

Dolakha

Chainage: (O+000 - 25+565.74)

June, 2017

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1 Background

The proposed sub-project Bhirkot-sahare-hawa section **Bhirkot-Sahare-Hawa-Jiri sub-project** is of 25+565.74 km length.. The proposed road is a part of the **Bhirkot-Sahare-Hawa road** with total length 25+565.74 km. The sub-project **Bhirkot-Sahare-Hawa** lies in north-eastern part of Dolakha district in the Janakpur Zone of the Eastern Development Region of Nepal. The district is nationally and internationally famous because of Mt.Gaurishankar, Chhorolpa mt. lake, kalinchwok Bhagawoti, Sailungshwori , Jiri and dolkha Bhimsen which lies in this district. The district borders with Ramechap district in south, Ramechap & Solukhumbu District in East, Sindhupalchok District in West and Tibet (China) in North. The Lamosangu –Jiri road is connected to Araniko highway at Khadichaur of sindhupalchok connecting Dolakha to Kathmandu. The sub-project starts from Tamakoshi Rural Municipality ward no.3 Simle (then Japhe-9) along Tamakoshi-Manthali road and end of Tamakoshi Rural Municipality ward no.7 Deurali (then Hawa VDC-4) passing via about 37 settelement along the alignment . The major settlements along the road alignment are Simle, Archuale, Chanaute, Kumle, Jamune, Thulokhet ,Lapse, Manedanda, Bhasmetole, Mahadevsthan, Dandagaun, Panighat, Arkhaule, Gairatole,Patitole, Sahare, Pipaldanda, Chimthali, Ukali, Bhangorigolai, Nashakharka, Kalimati, Pokhare, Bagkhor, Thulibari , Parsara, Airame, Bhasme, Kagune, Urneli, Gairagaun, Sodup, Kambari, Gauratole,Bilodim, Bhedakhor and Deurali . The DDC Dolakha had made it trafficable under RRRSDP few years ago. The road connects North-Eastern part of Dolakha district with the district headquarter in Charikot and rest of the country through Araniko Highway through all-weather connectivity.

1.1 Starting , ending point and passes zones respectively. The sub-project starts from Tamakoshi Rural Municipality ward no-.3 Simle (then Japhe-9) along Tamakoshi-Manthali road and end of Tamakoshi Rural Municipality ward no.7 Deurali (then Hawa VDC-4) passing via about 37 settelement along the alignment . The major settlements along the road alignment are Simle, Archuale, Chanaute, Kumle, Jamune, Thulokhet ,Lapse, Manedanda, Bhasmetole, Mahadevsthan, Dandagaun, Panighat, Arkhaule, Gairatole,Patitole, Sahare, Pipaldanda, Chimthali, Ukali, Bhangorigolai, Nashakharka, Kalimati, Pokhare, Bagkhor, Thulibari , Parsara, Airame, Bhasme, Kagune, Urneli, Gairagaun, Sodup, Kambari, Gauratole,Bilodim, Bhedakhor and Deurali .

2. Demographic Information of the Project Area

According to the Population Census 2011 of Nepal, the total population of the Dolakha district is 1,86,557 consisting of 87,003 male and 99,554 female. The average household size is 4.08 person.

The combined population of the affected Rural municipality (then VDCs) is 14046 with an average family size of 4.30. The percentage of male and female population of is 46.96 and 53.04 respectively of Project area. Table 1 shows the population composition of affected Rural municipality (then VDCs).

Table 1: Population of the Project Area (Tamakoshi Rural Municipality)

Table 1: Demographic Features of Influence ward no.(then VDCs)

S.n	Influenced Municipality/VDCs	Total Households	Male		Female		Total Population
			No.	%	No.	%	
1	Japhe-3	824	1837	48.55	1947	51.45	3784
2	Malu-4	584	1173	47.26	1309	52.74	2482
3	Sahare-5	800	1535	46.15	1791	53.85	3326
4	Chyama-6	607	1266	46.32	1467	53.68	2733
5	Hawa-7	381	785	45.61	936	54.39	1721
Total		3196	6596	46.96	7450	53.04	14046

Source: Census 2011, Central Bureau of Statistics, Nepal

The mentioned table shows that population in market Centre is higher as comparison to adjoining VDCs.

Male population has dominated by female population which indicates the national scenario of gender disparities and socio-cultural pattern of the subproject area.

Mainly the women who residences near the market center of any VDCs may take advantage from the subproject so it could be lesion learned to other women and disadvantage communities.

2.1 cast ethnic, indigenous, Dalit and minorities of the sub-project.

The population of the project area is dominated by Chhetri (33 %) followed by Hill-Brahmin (19.79%). and Sunuwar (Rai) (7 %) Other castes include Newar, Damai/Dholi, Kami, Tamang, Sarki, Majhi, Sherpa, Thami ,Gharti/Bhujel Magar etc. The area is a home to diverse ethnic or indigeneous communities like Thami, Newar, Tamang, Majhi, Sherpa, Gharti/Bhujel and Magar and occupational casetes like Damai/Dholi, Kami, Sarki. Thami indigeneous people (IPs) were found to have settled in entrie five influenced ward no. (then VDCs) along the Bhirkot-Sahare-Hawa Road corridor.

Language

Majority of the people of the project area speak Nepali language 87.97 % while another widely spoken language is Sunuwar (Rai) by a significant population 6% owing to their second dominancy . Remaining people speak other languages like tamang, newari, Sherpa ,Majhi, Magar, Thami and others likes that tamang,newari, Sherpa,majhi , Magar, Thami. But almost all can also speak Nepali language.

Occupation

The people here have major occupation as agriculture, horticulture and livestock farming. People depend on subsistence agriculture, however more than three quarter of the population in the area cannot meet their subsistence requirements for their small size of land holdings. They rear goat, pig, poultry and buffaloes for household use. They visit out of their village for wage labour and some of them, like all other castes, have been in foreign land for better earning. Occupational caste households are distributed in almost all the settlements. They have the lowest status in all sectors. they lack land resources, livestock, education, sufficient income, access to all services and facilities. The major cereal crops grown here are maize, wheat and millet. The cash crops grown are potato and oil seed.

Land holding Pattren

Land holding pattern within the ZoI of the road project reveals that majority of the HHs 70% hold 5-20 ropanis of land. About one fifth 22 % HHs own 1-5 ropanis of land and few HHs 2% have less than 1 ropani. Remaning 6 % has land holding larger than 20 ropanis.

Food Sufficiency

The data on food sufficiency in the settlements along the road alignment shows that 60 %HHs have food sufficient for less than three month, 15% HHs for 3-6 months 15% HHs for 6-9 months and 10% HHs for 9-12 months .

Socio-economic status of Sub-project.

Population , Household and Settlement

The road passes of Tamakoshi Rural Municipality ward no. -3 (then Japhe VDV 1,2,3,4,6,8 and 9) ward no.4 (then Malu VDC 4,5 and 6) ward no. 5 (then Sahare VDC 2,6,7,and 8), warn no. 6 (then Chayama 1,3,4,7 and 8) and ward no.-7 (then Hawa VDC 3,4,5,7 and 9) Dolakha District. there are more than 37 settelement along the alignment . The major settlements along the road alignment are Simle, Archauale, Chanaute, Kumle, Jamune, Thulokhet ,Lapse, Manedanda, Bhasmetole, Mahadevsthan, Dandagauin, Panighat, Arkhaule, Gairatole,Patitole, Sahare, Pipaldanda, Chimthali, Ukali, Bhangorigolai, Nashakharka, Kalimati, Pokhare, Bagkhor, Thulibari , Parsara, Airame, Bhasme, Kagune, Urneli, Gairagauin, Sodup, Kambari, Gauratole,Bilodim, Bhedakhor and Deurali . Around 14046 persons with 6596 male and 7450 female live in 3196 households in the ZoI of the sub-project.

3. Situation Analysis of Women

Socio-economic status of women is similar with national stream in sampled households. During the feasibility study of *Bhirkot-Sahare-Hawa* sub-project focus group discussion were held and analyzed.

Lack of education is the main problem of women in subproject area, the total literacy of the project ward no.(then VDCs) is 71.18% with male literacy rate 81.46% and female literacy rate 62.23 %. The literacy of project ward no.(then VDCs) is comparable with that of the whole district.

Property Right: - According to community peoples are hypothetical of Affected peoples plots of owner land only (5 %) of land owner are women. It shows that women lack access to property right which has limited their economic independence.

Current Occupation Pattern of Women: - Many women are engaged in agriculture and livestock for their living cost but facing lack of labor even in their routine agriculture production period. The main causes are labor shifting to foreign countries. Some women are employed in government and non-government organization. Some women from sampled household found to engage in foreign countries such as Malaysia, Qatar and UAE.

Table 2: Current Occupation Pattern of Women compared with men.

Occupation					Total	Total Percentage
	Male	Percentage	Female	Percentage		
Agriculture (own Land)	2550	69.69	3400	75.62	5950	72.96
Agriculture Labor	300	8.19	400	8.89	700	8.58
Govt. Job	200	5.46	125	2.78	325	3.98
Private Job	50	1.36	50	1.11	100	1.22
Business	200	5.46	132	2.93	332	4.07
Livestock	0		0			
Forest Product	0		0			
Foreign Employment	250	6.83	200	4.44	450	5.51
Unemployed	109	2.97	189	4.20	298	3.65
Other						
Total	3659	100	4496	100	8155	100

Foreign employment is second dominant sector after agriculture in terms of living cost. Unemployment rate presents the scenario of nation but they are helping hand of agriculture production so semi unemployment rate is major issue of subproject area. Many school and college students were found to involve in domestic work as well as support in livestock management for the family expenses. Where women are playing double role in domestic work as well as outside work such agriculture, community participation and decision making process in village level.

Most of women belong to Indigenous communities such as Sherpa, Tamang, Sunuwar and Magar found that they are enjoying in decision power of family and facing less violence by male as comparison to other communities.

3.1 Impact on Women headed household by sub-project.

Some women own lands are affected in road corridor of Bhirkot-Sahare-Hawa roads. Due to affected lands they are worried, but they are happy because of getting travel facilities and transportation from market to villages. Due to the facilities of road they can make their houses near the road in the rest land and run the some business too. Therefore, the value of lands increasing day by day. After earthquake the road has played important roles to bring construction materials. The land affected of road corridor site there was not sufficient for running household for us. We should have done daliy wages for livelihood. Instead of land we have got many facilities.

3.2 Situation of Dalit's, vulnerable communities and minorities.

The Dalit's, vulnerable communities and minorities are in this sub-project area . Any way they are in moderate level. They are participated to Govt and Non govt programe. Due to this programme they are awarded in every field. Nowadays, they are involved in mothers group, saving group, social work and users committee. But still , there is bad system of marriage in Thami communities . they do their daughter marriage in younger age . After all , these communities are in moderate level.

3.3 Socially excluded groups and their linkage in service centers (health and education etc)

Considering the population above 5 years of age, the total literacy of the project VDCs is 71.18% with male literacy rate 81.46% and female literacy rate 62.23%. The literacy of project VDCs is comparable with that of the whole district. Project area has people with all levels of academic achievements. Recently, the district has been declared completely literate district and District Education Office (DEO) has been implementing informal education programmes to achieve cent percent literacy rate. Local people have realized the importance of education in their life and most of them send their children to school. However, dropout rate of female students is still higher than male students.

Health care service is being delivered by three Sub-Health Posts along the road alignment. A community hospital has been established in Kirnetar of Sahare-5. A district level government facility, Jiri Hospital is located at Jiri of Jiri Municipality. Similarly there are four other private hospitals in Charikot of Bhimeshwor Municipality providing general and specialized services. According to the District Health Office (2072), the major health problems of the area are pulmonary obstructions/respiratory tract infection, skin diseases, diarrhea, gastritis, ear infection, helmenthiasis, typhoid and others. The health status of people has improved because of increased awareness towards health and sanitation.

Tentatively land and structure affected people/family belongs to women, dalits and socially excluded groups.

According to community peoples are hypothetical of Affected peoples plots of owner land only (5 %) of land owner are women. The affected people plots of (4.5%) of land owner are dalits.

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

For addressing the gender and social inclusion issues of this sub-project following are proposed activities which are based on GESI-AP stated in PAM page 28-29.

- **Disaster preparedness working session:** which session will be organized in sub-project area in active participation of women, ethnic communities, dalits and poor marginalized. As we know EEAP is the relief program for earthquake affected district so this kind of activities could be effective to face such kinds of disaster in near future.
- **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 sub-project area which leads to project affected women and children for risk management in disastrous period. Well appreciated Videos and documentary will be collected from the organizations like NSET, NRA which are already workout similar nature of training.
- **Campaign program on CLS, STI, human trafficking and sexual/gender violence:**
- These sessions are directly based on GESI-AP of EEAP in **B output 2** and **C. general (applicable for outputs 1 and 2)**. Such as 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. And this orientation will be organized in sub-project area with the key participation of local project affected women, contractors and local communities.

4.1 Expected objectives of GESI-AP for this sub-project:

After implementation of this proposed GESI-AP following will be the expected objectives,

- 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.
- Local communities will be aware of nursery management and preventive measure for landslide and soil erosion etc. by gaining the knowledge for nursery management and bio – engineering techniques. They can also be able to produce some milk product as income generating source,

5 Estimated budget for conducting GESI-AP for Bhirkot – Sahare– Hawa Road

Following table presents the estimated cost for conducting training and orientation program for Bhirkot– Sahare – Hawa sub-project regarding GESI-AP. The outcomes of this training and orientation program will address the issues of project affected women, ethnic minorities, dalits and poor communities. The participants will be based on project affected household, women headed household, ethnic minorities, dalits and minorities but it doesn't mean to discriminate of any caste and communities within sub-project area.

Table 3: Cost Estimate of Awareness Raising Training on disaster preparedness, risk management and gender sensitization.

S.N.	Description	Target	No of Participant	Duration (days)	Budget (Rs.)	Responsible	Remarks
Awareness Raising Training/Orientation Program							
A. Project Related							
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\DISC /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.	100 persons	1/2	50,000.00	CISC/CLPIU\DISC /DLPIU	
	Sub –Total		200 persons		100,000.00		

Total estimated cost for awareness raising activities (in words) :- NRS One hundred thousand only .

Note: - number of participants and budget slightly change according to requirement.

**CLE: Core labor standard,
STI: sexual Transmitted Infection.

6 Details cost breakdown.

1. Orientation/training on EEAP modality, disaster preparedness, Visual/ documentary show on disaster and risk management for 100 participants*1/2 day (Non-Residential)					
S.N.	Activities	Unit	Quantity	Rate	Total Cost (Rs.)
1.	Training logistics – Hall with other accessories	day	1	2,000.00	2,000.00
2.	Multimedia with accessories	day	1	2,000.00	2,000.00
3.	Resource person allowance not less than 1.5 hrs. a session	MD	3	1600.00	4800.00
4.	Stationery for participants	sets	100	50.00	5,000.00
5.	Orientation materials-handouts, board marker, chart paper etc.	LS	1	1200.00	1200.00
6.	Tea and snacks/khajja day time	PP	100	200.00	20,000.00
7	Khaja closing	Sets	100	150	15000
	Total				50,000.00

2. Campaign program on CLS, human trafficking, STI and sexual/gender based violence prevention programs and women empowerment for 100 person * 1/2 day (Non-Residential).					
S.N.	Activities	Unit	Quantity	Rate	Total Cost (Rs.)
1.	Training logistics-hall with accessories.	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	100	50.00	5,000.00
5.	Resource person allowance not less than 1.5 hrs a session.	Class	3	1600.00	4800.00
6.	Orientation materials-hand out, board marker, chart paper etc.	LS	1	1200.00	1200.00
7.	Tea and snacks/khajja day time	Sets	100	200.00	20,000.00
8.	Khaja closing	Sets	100	150.00	15,000.00
	Total				50,000.00

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

Activities/Measures	Target and Indicators	Time Frame	Responsible
A.Output 2:- Roads and Bridges are rehabilitated and reconstructed.			
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)	March 2017	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.	April 2017	
Ensure women's representation in project teams	Social Mobilization Teams for community-outreach (Target: 40 % Women)		
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.	February 2017	
B.General (Applicable for outputs 1 and 2).			
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	February 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.	March 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)	May 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	January 2017	
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 has been prepared as per PAM page 28-29 for EEAP rural roads implemented by MoFALD.