



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)
Devitar-Fulasi-Pokhari Road, Subproject,
Ramechhap
Chainage: (O+000- 16+141)

February, 2017

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ABBREVIATION

AP :	Affected People
AP ¹ :	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

1.1 Introduction of the Project

1. 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 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).
2. 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 *Devitar-Fulasi-Pokhari* 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.
3. The sub-project Devitar-Phulasipokhari section of Devitar-Doramba-Pasban-Kolibagaar Road is CH: 0+000 – 16+140.40 Km, The sub-project road origin from Devitar, Phulasi VDC and ending point is Kukhureahale, Daduwa VDC of Ramechhap district. The details of the sub-project road are in the table 1.

Table 1: Basic Information of Sub-Project

Name of Subproject	Length (KM)	Origin	Destination
Devitar-Phulasi-pokhari section of Devitar-Doramba-Pasban-Kolibagaar Road Code:- 21DR001 District :- Ramechhap	CH: 0+000 – 16+140.40 Km	Devitar, Phulasi VDC	Kukhureahale, Daduwa VDC

The sub-project starts from Devitar and goes along with Fulasi VDC and ends at Kukhureahale, Daduwa VDC of Ramechhap. There are 5 major settlements along the road alignment. The alignment passes through Sankhebeshi, Aarubote, Harre, Chinne and Phulasi.

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.

4. As stated in Table (1.3) table the population of the sampled households of subproject VDCs was 1000, males 52.8% and females 48.2%. The average household size was 6.2 – and higher than Nepal’s average household size of 4.8 (Census 2011). The population of people from dalit (2.5%) and indigenous (44%) groups was higher compared to other groups. Brahmin Chhettri is 31.4%. 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: Percentage distribution of population by sex and family size

District	HH	Population						Average Family Size
		Male		Female		Total		
		No	%	No	%	No	%	
Ramechhap	120	452	45.2	548	54.8	1000		5.2

Source: Household Survey 2016

The social composition of the sample areas can be categorized in four major caste/ethnic groups: Indigenous people (Janajati), Brahmin/Chhetri/, Dalit, and other caste groups. The survey shows (Table 1.4) a higher population (about 44%) of people from Janajati (they are included: Thami, Majhi, Tamang, Rai, Magar). Similarly, Brahmin/Chhetri comprised about 31% of the population. Dalits about 25%. The proportion of the indigenous population was fristhigher 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.

Table 3: Population Composition of subproject area

District	Total HHs	Female Headed HHs	Total Population	Caste Wise Population					
				Brahmin	Chhertri	Thakuri	Dalit	Janjati	Others
Ramechhap	120	50	1000	-	50	-	150	800	-
		Subproject area of Road							
		Devitar-Phulasi pokhari Road							
Ethnic Groups		No of HHs				%			
Bramin/Chhetri		20				11.8			
Janajati		120				70.6			
Dalit		30				17.6			
Others		-				-			
Total		170				100			

Source: Household Survey 2016.

3 Situation Analysis of women in subproject area.

5. 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.
6. More of the women in the survey areas were engaged in household chores and were hardly involved in income generating activities outside their homes. Only 2.0% women were involved in the work that earned them cash incomes: grocery/teashop (0.4%), foreign employment (0.3%) and self-employment (0.2%). In terms of educational achievement, 21.3% women in the survey areas were illiterate. Only 0.4% women had completed the Bachelor's Level or above.
7. The survey indicated that women were affiliated as members in co-operatives (17.4%) and local level Non-government Organization (5.3%). Some of the women were also active members of the mother's groups (6%) and 2.4% women respondents were involved in land right committees. The involvement of women in other social organizations such as local peace committees, youth groups, health management committees, school management committees, child clubs, and poverty alleviation groups ranged from 0% to 1.3%.
8. The survey shows that 75% of the male population was engaged in paid work including farming, animal husbandry, business and other types of employment; 15% of this population was female (Table 1.6). Similarly, 25% 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.

Table 4: Occupational of People in Subproject Areas

Sex	Occupation	Devitar-Fulasipokhari Road	
		No	%
Male	Paid work	90	75.0
	Unpaid Works	30	25.0
	Total	120	90.0
Female	Paid work	8	15.0
	Unpaid Works	42	85.0
	Total	50	80.0

Source: Survey Data, 2016

The degree and forms of the discrimination varied across the communities, but what similar in this subproject is the justification of these practices. Those were found on bases a triangular equilibrium of faith, fate and fear that is built and maintained on superstition and traditional beliefs.

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 Devitar-Fulasi-Pokhari subproject.

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\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	
	Sub –Total		150 persons		100,000.00		

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.	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
	Total				50,000.00

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).					
S.N.	Activities	Unit	Quantity	Rate	Total Cost (Rs.)
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
	Total		50		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 is reflection of PAM page 28-29 for EEAP rural roads implemented by MoFALD/CLPIU.