



Government of Nepal

Ministry of Federal Affairs and Local Development

Central Level Project Implementation Unit

**Earthquake Emergency Assistance Project**

**(ADB Loan 3260-NEP)**

**Section IV:**

**Gender Equality and Social Inclusion Action Plan (GESI-AP)  
Ghyampesal – Bakot – Palkhu – Swara – Saurpani - Barpak Road  
sub – project, Gorkha  
(Chainage: 0+000 - 30+000)**

**April, 2017**

## ACRONYMS

ADB	: Asian Development Bank
AP	: Affected People
AP1	: Action Plan
CBS	: Central Bureau of Statistics
CFUG	: Community Forest Users Group
CISC	: Central Implementation Support Consultants
CLPIU	: Central Level Project Implementation Unit
CLS	: Core labor Standard
COI	: Corridor of Impact
DCRN	: District Core Road Network
DLPIU	: District Level Project Implementation Unit
DPR	: Detail Project Report
EEAP	: Earthquake Emergency Assistance Project
GESI	: Gender Equality and Social Inclusion
MoFALD	: Ministry of Federal Affairs and Local Development
NRA	: National Reconstruction Authority
PMC	: Project Management Committee
RP	: Resettlement Plan
ROW	: Right of way
STI	: Sexual Transmitted Infection
VDC	: Village Development Committee
ZOI	: Zone of Influence

## **Table of Contents**

.....	i
1 Background.....	1
1.1 Demographic information of sub-project area. ....	2
2 Situation of analysis of women in sub-project area.....	4
3 Proposed Activities of GESI-AP for this sub-project.....	6
3.1 Expected objectives of GESI-AP for this sub-project:.....	7
4 Estimated budget for conducting GESI-AP for Ghyampesal – Bakot – Palkhu – Swara – Saurpani - Barpak Road. ....	8
5 Details cost breakdown.....	9

**Table 1: Demographic information (CBS, 2011) of sub – project area. ....**2

**Table 2: Demographic information of sub – project area.....**3

Table 3: status of women .....4

Table 4: Cost Estimate of Awareness Raising Training on disaster preparedness, risk management and gender sensitization. ....8

## **1 Background**

The Earthquake Emergency Assistance Project covers 12 earthquake-affected districts like Solokhumbu, Okhaldhunga, Ramechhap, Sindhuli, Dolakha, Kavrepalanchok, Lalitpur, Bhaktapur, Kathmandu, Chitwan, Gorkha and Lamajung. The main objective of the project is to restore critical public and social infrastructure and services with strengthened resiliency. Under this Project, about 450 kilometers of rural roads damaged by the earthquake will be rehabilitated with feature of build back better for road safety and climate resilience. 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.

Considering the GESI-AP is essential component of DPR, separate plan should be prepared for each sub-project to mitigate the targets and indicators stated in GESI-AP (PAM page 28-29). This plan has been prepared for Ghyampesal – Bakot – Palkhu – Swara – Saurpani - Barpak Road as *Rehabilitation and Reconstruction* sub-project in general and particularly focuses on women, ethnic communities, marginalized communities and poor communities along the sub-project. Further, it addresses the social and environmental safety issues based on gender and minorities. It is based on the assessment of the impact on gender and minorities along the sub-project area and provides measures for enhancing positive impact on them in compliance with ADB's policy.

The total length of Ghyampesal – Bakot – Palkhu – Swara – Saurpani - Barpak Road sub-project is 30 km which starts from Ghyampesal of Masel VDC and ends at Barpak of Barpak VDC of Gorkha district. The sub-project has decided to acquire land 10m breadth as corridor of impact (COI) within right of way (RoW), It is 5 m on either side from the center line to be upgraded into all-weather blacktopped standard of district core road network (DCRN). The sub-project goes through several settlements of Masel VDC, Pandrung VDC, Takukot VDC, Swara VDC and Saurpani VDC. The settlements are Ghyampesal, Deurali, Pandrung, Bahakot, Palkhu, Majhkot, Simbu, Jhakriswara, Bhandari Gaun and Saurpani. The road joins other roads connecting the settlements. Due to nearest accessibility with district headquarter, this road will provide access to market, educational institutions, health centers and government services. The beneficiaries are the people who are living within the wards of road connecting municipality, VDCs and nearby VDCs of sub-project affected area. The principal objectives of the GESI action plan in this sub-project are:

- (i) To ensure project benefits to women and mitigate any adverse impacts.
- (ii) To conduct disaster preparedness and risk management orientation and training to local women and poor communities.
- (iii) To carry out orientation on sexual/gender based violence, its prevention and conduct of CLS awareness program.

### 1.1 Demographic information of sub-project area.

Ghyampesal – Bakot – Palkhu – Swara – Saurpani - Barpak Road passes through the settlements of Masel VDC, Pandrung VDC, Takukot VDC, Swara VDC and Saurpani VDC.

S.N.	VDC/ Municipality	Caste Wise Population								Population		Total
		Brahmin/ Chhetri		Janajati		Dalit		Muslim		M	F	
		M	F	M	F	M	F	M	F			
1	Masel	740	1049	561	727	273	370	14	21	1588	2167	3755
2	Pandrung	367	468	556	746	176	205	-	-	1099	1419	2518
3	Takukot	433	561	901	1168	330	466	-	-	1664	2195	3859
4	Swara	26	37	1463	1780	176	226	-	-	1665	2043	3708
5	Saurpani	225	743	1634	2137	367	452	-	-	2226	3332	5558
<b>Total</b>		<b>1791</b>	<b>2858</b>	<b>5115</b>	<b>6558</b>	<b>1322</b>	<b>1719</b>	<b>14</b>	<b>21</b>	<b>8242</b>	<b>11156</b>	<b>19398</b>

**Table 1: Demographic information (CBS, 2011) of sub – project area.  
(Source: CBS, 2011)**

The census population of 19398 with 8242 (42.49%) of male and 11156 (57.51%) of female are distributed in 6300 households within the sub-project area. The detail population of Municipalities/VDCs along the sub-project areas is as mentioned in Table 1.\

**Table 2: Demographic information of sub – project area.**

S. N.	VDCs	Settlements	Caste Wise Population								Population		Total
			Brahmin/Chhetri		Janajati		Dalit		Muslim		M	F	
			M	F	M	F	M	F	M	F			
1	Masel	Ghyampesal	9	11	140	152	12	15	7	5	168	183	351
2	Pandrung	Deurali	3	4	39	45	4	5	-	-	46	54	100
		Pandrung	5	5	40	47	5	7	-	-	50	59	109
3	Takukot	Bakot	20	22	62	64	20	23	-	-	102	109	211
4	Swara	Majhkot	2	1	28	30	8	10	-	-	38	41	79
5	Saurpani	Simbu	16	17	23	24	3	5	-	-	42	46	88
		Jhakriswara	17	18	24	25	4	6	-	-	45	49	94
		Bhandari Gaun	18	20	26	27	6	7	-	-	50	54	104
		Saurpani	22	25	30	32	7	9	-	-	59	66	125
<b>Total</b>			<b>112</b>	<b>123</b>	<b>412</b>	<b>446</b>	<b>69</b>	<b>87</b>	<b>-</b>	<b>-</b>	<b>600</b>	<b>661</b>	<b>1261</b>

(Source: Field Survey 2016)

Within the specific settlement along the road corridor, total population of 1261 with 600 (48.00%) of male and 661 (52.00%) of female are distributed in 249 households. Brahmin, Chhetri, Janajati, Baram and Dalit people live within all the settlements of the proposed road. Among 1261 populations in 249 households, 48 percent is male and 52 percent is female. The 249 households will also reflect the overall scenario of the sub-project. Out of 249 households, 15 female-headed households are found in sub-project area while socio-economic survey was carried out for loss assessment. The detail population of VDCs along the sub-project areas is as mentioned in Table 2.

## **2 Situation of analysis of women in sub-project area.**

During the survey, it was noticed that over half of the population in the sub-project area are female. So, women, especially girl children and elderly women are most likely affected by calamity. They need every kind of assistance made available for their integration in the society. In context of this sub-project, situation of women within the sub-project area has been analyzed based on their residential structure and livelihood.

During the survey, 15 households within the sub-project area were found to be run by the females. These women are involved in various groups like women's groups, women's co-operatives and women's civil awareness centers. Women are also found engaged in the agricultural works and other income generating activities like knitting and stitching works and handcrafts making. Thus, the survey shows the self-reliant nature of women in the sub-project area.

Most of the households run by females are small families. Despite of small family size, almost every of these households has food storage for less than 6 months. The detail of status of women is given in Table 3 below:

**Table 3: status of women**

<b>Female headed household</b>	<b>No. of family members</b>	<b>No. of female</b>	<b>Food sufficiency</b>	<b>Income source</b>
Kaushalya Gurung	7	4	< 3 months	Agriculture based labour
Sudipa Bhatta	3	3	< 3 months	Agriculture based labour
Buddhimaya Gurung	4	2	< 3 months	Agriculture based labour
Batuli Shrestha	10	5	< 3 months	Agriculture based labour
Maya Gurung	4	2	< 3 months	Agriculture based labour
Niramala Gurung	6	3	< 3 months	Agriculture based labour
Gyanu Gurung	6	2	< 3 months	Agriculture based labour
Buddhimaya Gurung	4	2	< 3 months	Agriculture based labour
Hiramaya Gurung	9	6	< 6 months	Agriculture based labour
Ishwormati Shrestha	5	2	< 3 months	Agriculture based labour
Chinu Subedi	5	2	< 3 months	Agriculture based labour
Bhunti Baram	5	2	< 3 months	Agriculture based labour
Kalimaya Shrestha	7	3	< 9 months	Agriculture based labour

Anumaya Gurung	7	2	< 6months	Agriculture based labour
Sukmaya Gurung	6	2	< 9 months	Agriculture based labour

**(Source: Field Survey 2016)**

The data was mainly collected from the primary sources. Furthermore, socio-economic conditions of women in the VDCs within sub-project area were collected during the feasibility study of Ghyampesal – Bakot – Palkhu – Swara – Saurpani - Barpak Road sub-project and it has been verified by zone of influence survey, household survey and focus group discussion. As per the information collected from relevant informants, women and survey format; the women are working for lifestyle upliftment via several women groups.

APs have been informed and consulted about the involuntary resettlement during the survey of sub-project, and Resettlement Plan (RP) has been prepared which plan to mitigate the issues related to women. Women headed households and ethnic communities will get appropriate assistance and compensation for their lost based on law, regulation of government of Nepal and safeguard policy statement of ADB.

Furthermore, APs will get livelihood training entitled income restoration program and if any issues raise due to road construction, Grievance Redress Committees will be formed. Likewise, they are free to knock legal court for their rights which can be technical error or any other kind of impact and lost.



### **3 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 and ethnic communities. 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 that 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.
- **Life skill development training:** Such as nursery management and proper handling of bio – engineering techniques training. Training related to the civil works such as retaining structure and masonry handling.

### **3.1 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 and ethnic communities will be made aware of disaster, its impact and challenges. Further, 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.

**4 Estimated budget for conducting GESI-AP for Ghyampesal – Bakot – Palkhu – Swara – Saurpani - Barpak Road.**

Following table presents the estimated cost for conducting training and orientation program for Ghyampesal – Bakot – Palkhu – Swara – Saurpani - Barpak Road sub-project regarding GESI-AP. The outcomes of this training and orientation program will address the issues of project affected women and ethnic communities. The participants will be based on project affected households, women headed households and ethnic communities but it doesn't mean to discriminate of any caste and communities within sub-project area.

**Table 4: 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
<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\ 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	
	<b>Sub –Total</b>		<b>200 persons</b>		<b>100,000.00</b>		

**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.

**5 Details cost breakdown.**

<b>1. Orientation/training on EEAP modality, disaster preparedness, Visual/ documentary show on disaster and risk management for 100 participants*1 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.	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	20,000.000
7	Khaja closing	Sets	100	150	15000
	<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 100 person * 1 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.	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/khaja day time	Sets	100	200.00	20,000.00
8.	Khaja closing	Sets	100	150.00	15,000.00
	<b>Total</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)	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>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	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.