



**Government of Nepal**

**Ministry of Federal Affairs and Local Development**

**Central Level Project Implementation Unit**

# **Earthquake Emergency Assistance Project**

**(ADB Loan 3260-NEP)**

*Kavre*

## **Section IV: Gender Equality and Social Inclusion Action Plan**

**Khopasi - Dhungharka - Chyamrangbeshi - Milche – Borang**

**SUB- PROJECT**

**(Chaniage: 0+000-14+055)**

**July, 2017**

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## *ACRONYMS*

ADB	Asian Development Bank
BPL	Below Poverty Line
BS	Baseline Survey
CE	Community Empowerment
CISC	Central implementation support consultants
CLS	Core labor Standard
DAGs	Disadvantaged Groups
DDCs	District Development Committees
DFID	Department for International Development (UK)
DoLIDAR	Department of Local Infrastructure Development and Agricultural Roads
DOE	Department of Education
DOR	Department of Roads
DOS	Description of Services
DPO	District Project Office
DPR	Detailed Subproject Report
DRCN	District Road Core Network
DTMP	District Transport Master Plan
DTO	District Technical Office
DUDBC	Department of Urban Development and Building Construction
EA	Executing agency
ERMC	Environment Resource Management Consultant (the consultant of EEAP)
EEAP	Earthquake Emergency Assistance Project
GESI	Gender Equality and Social Inclusion
FHH	Female Headed Household
GDP	Gross Domestic Product
GoN	Government of Nepal

ICD	Institutional Capacity Development
IA	Implementing agency
IPDP	Indigenous People Development Plan
IRR	Improved Rural Roads
LBFAR	Local Body Financial Administrative Regulation
LEP	Labor-based, Environmentally-friendly, and Participatory (approach)
LSGA	Local Self-Governance Act
MoFALD	Ministry of Federal Affairs and Local Development
MOE	Ministry of Education
NGO	Non-Government Organization
PMU	Project Management Units
PIU	Project Implementation Unit
PCR	Subproject Completion Report
RBGs	Road Building Groups
RIRR	Rural Infrastructure Rehabilitation & Reconstruction Investment Plan of GoN
RoW	Right of Way
EEAP	Rural Reconstruction and Rehabilitation Sector Development Program
SDC	Swiss Agency for Development and Cooperation
SI	supplementary infrastructure
STI	Sexually transmitted infections;
SPV	Special purpose vehicle;
SRN	Strategic Road Network
VDC	Village Development Committee
VICCCs	Village Infrastructure Construction Coordination Committees
Zol	Zone of Influence

## **1. INTRODUCTION**

### **1.1 PROJECT BACKGROUND**

1. The Earthquake Emergency Assistance Project (EEAP) will support the Government of Nepal to accelerate recovery and reconstruction following the devastating earthquake of 25 April 2015 and the major aftershock of 12 May 2015. The Project will support the rebuilding of Schools roads and district-level government building, and strengthen resilience to future disasters. The main objective of the project is to restore critical public and social infrastructure and services with strengthened resiliency. Under this Project About 472 kilometers of rural roads damaged by the earthquake will be rehabilitated with feature of build back better for road safety and climate resilience, under this project. The Earthquake Emergency Assistance Program (EEAP) covers 12 earthquake affected districts.
2. The Earthquake Emergency Assistance Program (henceforth, the Program) will involve the reconstruction of rural infrastructure (mainly rural roads which is demolished by Earthquake) that have been either abandoned, left unfinished or rendered inoperable due to lack of maintenance resulting after the Earthquake of 25 April 2015 in Nepal. Development of physical infrastructure of devastating road will be combined with the establishment of mechanism to ensure that the services from the project flow directly to the intended beneficiaries. Its major aim is to reduce further the level of poverty and mainstream socially excluded groups and regions in the development process. The linkage between inadequate access and level of poverty and social exclusion is widely recognized.
3. The Ministry of Federal Affairs and Local Development (MoFALD) is the implementing Agency of the Project. And the National Reconstruction Authority (NRA) is the executive committee (PMC). The Central Level Project Implementation Unit (CCPIU) supported by Central Implementation Support Consultants (CISC) will provide overall guidance and monitoring of the project activities. District Level Implementation Unit (DLPIU) will implement overall activities of the project at district level and will provide regular supervision and monitoring.

## **2. DISTRICT PROFILE OF SUBPROJECT AREA**

4. Kavre District is situated in the south-east part of Bagmati zone of central development region. The political boundary of the district comprises of Sindhuli and Ramechhap in east, Sindhupalchowk in north, Lalitpur and Bhaktapur in west and Makawanpur in south. The district lies between 27° 20' to 27° 45' North latitude and 85° 24' to 85° 49' East longitude in Mahabharata range. The elevation of the district is 300 meter to 3018 meters from the mean sea level. The total population of the Kavreplanchowk district is 368,165.00 as per the latest census. Most of the parts of the districts lies in the Mahabharata range and have steep slope. 52.5 percent of land have steep slope, 41.3 percent of land have moderate slope, 5.1 percent consists of plain & valley and 1.1 percent land is covered by gravel and rivers. The average temperature of the district varies from minimum 10C to maximum 31C. The average annual precipitation is 1582ml. The major rivers of the kavreplanchowk districts are Sunkoshi, Indrawati, Roshi, Bagmati. The remote parts are lagging of proper transportation facilities. Dhulikhel municipality, Banepa, Panchkhal valley, Panauti are the key growth centres. There are three municipalities in the district namely Dhulikhel, Panuti and Banepa. 25.9 percent of the land is used for the agriculture purpose and 28.2 percent of land is forest.

## 2.1 SUB- PROJECT BACKGROUND

5. Khopasi - Dhungharka - Chyamrangbeshi - Milche - Borang Road road of 14.055 km originates at Khopasi of Panuti Municipality and passes through different settlements of Khopasi, Chalalganeshthan, Dhungharka and Chyamrangbeshi VDCs and reaches to Sanodurlung, Chyamrangbasi VDC. This road stretch that connects the different settlements of Khopasi, Chalalganeshthan, Dhungharka and Chyamrangbeshi VDCs with Banepa - Panauti feeder road and Arniko highway and ultimately joins with district headquarter Dhulikhel and Kathmandu valley. Road will provide access to market, education institutions, and Health center and government service offices.

## 2.2 DEMOGRAPHIC INFORMATION OF ZOI AREA

15. These two VDCs is situated Khopasi - Dhungharka - Chyamrangbeshi - Milche - Borang road corridor. The total population of ZOI area is 6080 whereas 3105 (51%) male and 2975(49%) female. The total household in the sub-project area is 1031. Out of them, 156 samples HHs have taken from ZOI whereas total population is 871. Among them 50.1 percent are male and 49.9 percent is female. The Sample HHs will also reflect the overall scenario of the ZOI. The female headed household is 30 in ZOI area. The detail population of VDCs along the sub-project ZOI areas is as mentioned in Table 1.

Table 1: Demographic structure of ZOI VDCs

Caste	No Of HHs	Gender	B/C	Janjati	Dalit	Total
Chalal GaneshSthan with ward No. 1, 2, 5, 6, 7 & 9	78	Male	54	157	10	221
		Female	54	147	9	210
Dhungharka with Ward No. 6, 8 & 9	78	Male	140	70	5	215
		Female	142	75	8	225
Total	156		390	449	32	871
%			44.78	51.55	3.67	100

Source: Field Survey 2015

16. Regarding the ethnicity of ZOI area, main castes is *janajati*, Brahman/Chhetri, then *dalit*. *Dalit* is significantly lower in population comparing to B/C and *janajati*. The majority of the population belongs to Janjati which is 51.55% followed by Brahman and Chhetri 44.78% and Dalit 3.67% in sub-project ZOI area.

## 2.3 INDIGENOUS PEOPLE DISTRIBUTION IN GENDER BASES

17. The population stratified By Indigenous people such as *janjati* composition, this survey data revealed that the total HHs of Indigenous people is 78 whereas the populations segregated by caste are lama (15.59 %), Newar (35.41 %), Sherpa (2.45 %) and Tamang (46.55). Tamang is dominated into the *janjati* rather than other *janjati* groups in this road alignment area. The detail indigenous population of VDCs along the sub-project ZOI areas is as mentioned in table 2.

**Table 2: Indigenous people distribution in Gender bases HHs**

VDC	No of HHs	Gender	Lama	Newar	Sherpa	Tamang	Total
Chalal GaneshSthan with ward No. 1, 2, 5, 6, 7 & 9	54	Male	28	35	6	88	157
		Female	31	38	5	73	147
Dhungkharka with Ward No. 6, 8 & 9	24	Male	6	39	0	25	70
		Female	5	47	0	23	75
Total	78		70	159	11	209	449
%			15.59	35.41	2.45	46.55	100

Source: Field Survey 2015

## 2.4 LITERACY RATE OF ZOI IN GENDER BASE HHS

18. Education is the key indicator which reveals the social condition of the peoples residing in any communities and territories in the country. Any form of development project must focus on the educational condition of the community which is the key aspect of the society so that the really need one will taste real fruit of development. Real educational attainment of project location Chalal Ganeshsthanand Dhungakharka reveals through the table 3.

**Table 3: Literacy rate of ZoI in Gender Base**

VDCs	HHs	Gender	Illite rate	Literate	Primary	Bachelor	Lower & Secondary	SLC	Bachelor & above	Total
Chalal GaneshSthan with ward No. 1, 2, 5, 6, 7 & 9	78	Male	13	33	41	33	62	25	2	209
		Female	26	51	30	37	26	27	4	201
Dhungkharka with Ward No. 6, 8 & 9	78	Male	9	45	29	33	33	42	5	196
		Female	31	49	27	30	32	29	7	205
Total	156		79	178	127	133	153	123	18	811
%			9.7	21.9	15.7	16.4	18.9	15.2	2.2	100

Source: Field Survey 2015

19. Above table shows the educational attainment at Chalal Ganeshsthan and Dhungakharka among the sampled Household is 156 and total population show that 871 but in education level population is 811. Among them 9.7 Percent Male and female are found illiterate, 21.9 percent are Literate, 15.7% are Primary, 18.9% lower secondary, 15.2% are SLC, 16.4% are Bachelors and 2.2% Bachelor and above. Besides of Illiterate Male and female population the survey data reveals that Men are more educated rather than females.

### 3. SITUATION ANALYSIS OF WOMEN IN THE VDCS WITHIN ZOI

The required data was mainly collected from the primary sources. Data on socio-economic conditions of women in the VDCs within ZoI was collected during the feasibility study of *Khopasi - Dhungkharka - Chyamrangbeshi-Milche - Borang* road sub-project and it has been verified by zone of influence survey (ZOI), household survey and focus group discussion. As per the information collected from relevant informants, stakeholders, women and survey format; the woman conditions have not an access of property right and family decision in Brahaman/Chettri. The population of women in the VDCs within zone of influence is 2975 which is (49 percent).

**Table 4: Demographic population of ZOI HHs**

VDC	No of HHs	Male	Female	Total
Chalal Ganeshsthan with ward No. 1, 2, 5, 6, 7 & 9	467	1357	1296	2653
Dhungkharka with Ward No. 6, 8 & 9	564	1748	1679	3427
Total	1031	3105	2975	6080
%		51	49	100

Source: Field Survey 2015

#### 3.1 SOCIO-ECONOMIC CHARACTERISTICS OF WOMEN IN SUBPROJECT ROAD ALIGNMENT AREA.

24. The Nepal Gender and Social Exclusion Assessment (GSEA) examines gender, caste and ethnicity as three interlocking variables that determine individual and group access to assets, capabilities and voice based on socially-defined identity. The exclusion of women predates that of Dalits and Janajatis throughout Nepal. Overwhelming majority of women in ZOI including this project area is in deprived from the lack of access such as poor health, the uneven topography of the area and the poor condition of the community infrastructure, higher rates of morbidity and mortality, lack of private and government job, lack of education women condition in the project area is very difficult. Women in the influenced VDCs are facing wide ranges of problems. They have been historically disadvantaged, and they continue to lag behind in their income and asset levels, educational achievements and human development indicators, and to the extent to which they are represented in the local power structure. Overwhelming majority of women in the project area is suffering from social and political exclusion, poverty, and low level of literacy. They have been facing various challenges and threats posed by food insecurity, socio-economic insecurity and by livelihood earning options.
25. Further, the overall development of women cannot be achieved without their active participation. They should be key role players in their own development. So, EEAP will be focused on women, poor, DAGs development activities so that with an appropriate opportunities, support and disciplined guidance; they will be able to participate in their development activities. Their communicative as well as problem solving skills will increase their confidence. The project also considers empowerment of women, poor and DAGs as an important strategy, which will enable them to defend their rights and duties as well as this opportunity will be assisted to socially transformation to them (women, poor, and Disadvantaged Groups (DAGs)). In this backdrop and context, EEAP envisages the active participation of women in all spheres of the project cycle. Furthermore, it seems to be inevitable to make women responsive program intervention for mainstreaming and empowering them in the project area.



### 3.2 OCCUPATION OF ZOI WITH GENDER BASE

21. The households who were facing food deficit problem and how their daily livelihood condition is coped up with were the difficult question to answer. Such problems are to be well considered now for future evaluation with activities intervention to change their livelihoods. For coping with the food deficit problems, the sample households were found to have adopted various alternative occupations to cope up their food sufficiency levels. This table is shown as below table 5.

**Table 5: Occupation of people by Gender base**

VDC	HHs	Gender	Agriculture	Services	Business	Wages	Foreign Employment	Student	Housewife	Others	Total
Chalal GaneshSthan with ward No. 1, 2, 5, 6, 7 & 9	78	Male	60	35	16	11	13	27	1	2	165
		Female	77	11	7	6	3	25	31	1	161
Dhungkharka with Ward No. 6, 8 & 9	78	Male	41	37	24	24	10	15	2	0	153
		Female	51	17	13	18	1	26	31	3	160
Total	156		229	100	60	59	27	93	65	6	639
%			35.84	15.6	9.39	9.2	4.23	14.55	10.17	0.94	100

Source: Field Survey 2015

22. Total 156 samples households, Majority (35.84 percent) of households depends on Agriculture sector while minimum HHs percent depend on Foreign employment and others. Besides of Agriculture in coping with the deficit of food items, majority of households are involved into different occupation is male population rather than female populations. Depend on different occupations it means the activities for the economic enhancement which is significantly desirable in the area and the road network would supplement to such need in future.

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

Gender sensitivity is the major concern of recent project activities which deals the gap between male and female opportunity, access and equality. Further, EEAP has some provision to make aware about disaster preparedness and risk management. Likewise, vulnerable communities, indigenous people and women headed household are the focused group of this plan. However, these all activities are prepared and planed on the basis of GESI-AP stated in PAM /EEAP 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 Khopasi– Dhungharka – Milche-Borang sub project.

Below table has presented the estimated cost for conducting training and orientation program for Khopasi– Dhungharka – Milche-Borang 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 6: 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.

## 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.	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 * 1/2 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.	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)	As per 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.	During construction period.	
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.	During construction 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	September 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.	October 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)	November 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 formed and assigned.	
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.