



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)
Garma-Nele-Bogal Subproject,
Solukhumbu
Chainage: (O+000 -22+007)

August, 2016

Table of Contents

1	Background.....	1
2	Demographic Information of the Project Area	2
3	Situation Analysis of Women.....	3
4	Proposed Activities of GESI-AP for this sub project.....	4
4.1	Expected outcomes of GESI-AP:-	4
5	Cost Estimate of Orientation on disaster preparedness and gender sensitization.....	5
6	Details cost breakdown.	6

List of table

Table 1: Population of the Project Area.....	2
Table 3: Current Occupation Pattern of Women compared with men.....	3

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

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 Background

The Earthquake Emergency Assistance Project covers 12 earthquake affected districts like Solukhumbu, 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. This plan has been prepared for **Garma-Nele-Bogarl** subproject of Solukhumbu 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 proposed sub-project **Garma-Nele-Bogal** is of 22.007 km length. The road width is 8 m, 4 m each from the centerline. The proposed road is a part of the Garma-Nele-Budidanda with total length 27.1 km. The future scope of this alignment is to connect the Dudhkoshi River passing by Budhidanda, Pawai, Bung, Sotang and Cheskyam VDCs. The sub-project Garma-Nele-Bogal lies in south-eastern part of Solukhumbu district in Eastern Development Region of Nepal. Solukhumbu is internationally famous because of Mt. Everest which lies in this district. Throughout the year regular flight is accessible to and from Kathmandu-Phaplu, Kathmandu-Luklaa and Phaplu-Luklaa. The district is also linked with other parts of the country through Sagarmatha highway which is black topped recently and this subproject is started at Jorbudda along this highway. The sub-project starts after Jorbudda of Dudhkunda Municipality (then Garma VDC) and ends at Bogal village at Ch 22+007. The alignment passes through KhatriTole, TamangTole, JhareniTole, Saaune Tole and DohoTole, Rokti, BogalTole and few Community Forests. The detail survey and design team has selected the alignment considering the demand of local people and following the existing trail. The alignment passes through private and public land plots as well.

The principal objectives of 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.

Considering these principle objectives, details of activities, events, cost and time period are described in chapter 4.

2 Demographic Information of the Project Area

According to the Population Census 2011 of Nepal, the total population of the Solukhumbu district is 105,886 consisting of 51,200 male and 54,686 female. The average household size is 4.5.

The combined population of the affected municipality and VDCs is 20016 with an average family size of 4.27. The percentage of male and female population is 47.90 and 52.10 respectively. Table 1 shows the population composition of affected VDCs.

Table 1: Population of the Project Area

SN	Influenced Municipality/VDCs	Total Households	Male		Female		Total Population
			No.	%	No.	%	
1	Dudhkunda (previously Garma VDC)	2789	5388	47.9	5859	52.1	11247
2	Mukali	535	1143	46.8	1299	53.2	2442
3	Nele	484	1054	48.0	1143	52.0	2197
4	Deusa	875	2002	48.5	2128	51.5	4130
Total		4683	9587	47.9	10429	52.1	20016

Source: CBS, 2011.

The mentioned table shows that population in market Centre is higher as comparison to adjoining VDCs. Garma VDC is transformed to Dudhkunda Municipality which is the project starting point. 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 lesson learned to other women and disadvantage communities.

3 Situation Analysis of Women

Socio-economic status of women is similar with national stream in sampled households. The data was mainly collected from the primary sources and analyzed and compared with center bureau of statistics and DDC profile. During the feasibility study of *Garma-Nele-Bogal* sub-project household survey and focus group discussion were held and analyzed. Lack of education is the main problem of women in subproject area, number of illiterate population is high and the number of illiterate women is much higher as comparison to the male population.

Property Right: - According to cadastral survey 2016, out of 521 plots of owner verified land only 118 (22.65 %) 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 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)	37	38.95	58	61.05	95	43.2
agriculture (Own with Adiya)	6	35.29	11	64.71	17	7.7
Adiya Only	1	25	3	75	4	1.8
Agriculture Labor	6	100	0	0	6	2.7
Govt. Job	6	100	0	0	6	2.7
Private Job	2	50	2	50	4	1.8
Business	2	66.67	1	33.33	3	1.4
Livestock	1	50	1	50	2	0.9
Forest Product	1	100	0	0	1	0.5
Student	31	65.96	16	34.04	47	21.4
Foreign Employment	19	100	0	0	19	8.6
Unemployed	11	73.33	4	26.67	15	6.8
Other	1	100	0	0	1	0.5
Total	124		96		220	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, Rai found that they are enjoying in decision power of family and facing less violence by male as comparison to other communities.

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 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 Cost Estimate of Orientation on disaster preparedness and gender sensitization.

SN	Description	Target	No of Participant	Duration (days)	Budget	Responsible
					(Rs.)	
Awareness Raising Training/Orientation Program						
A. Project Related Awareness Raising Training/Orientation Program						
1	Disaster preparedness and risk management Orientation to the stakeholders and local peoples using EEAP modality, Gender Sensitization and their Roles & Responsibility for the social expert.	At least 40% participants are women.	100	1/2	50,000	CISC/DDC/DISU/PISU/SC/SM/
	Sub –Total		100		50,000	
B. Capacity Development Related.						
2	Campaign program on CLS, human trafficking, STI and sexual/gender based violence prevention programs and women empowerment.	At least 40% participants are women.	40	1/2	47,000	CISC/DDC/DISU/PISU/SC/SM/
	Sub-Total		40	1/2	47,000	
	Grand Total (A+B)		140		97,000	

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

6 Details cost breakdown.

Details Cost Estimate of disaster preparedness and gender sensitization.

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 40 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	40	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	40	200.00	8,000.00
	Total		40		47,000.00

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.