

**GENDER ACTION PLAN: GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN**

Activities	Targets and Indicators	Responsibility	Time
<b>A. Output 1: Schools are rebuilt and upgraded with improved learning environment</b>			
1. Rebuild schools (at least 700) addressing GESI concerns meeting universal design and accessibility standards in six affected districts: Bhaktapur; Kathmandu; Kavrepalanchok Lalitpur; Nuwakot; and Sindhupalchowk.	<ul style="list-style-type: none"> <li>Engineered school-premises rebuilt based on international best-practice and safety standards [≥350,000 students in six affected districts]</li> <li>Needs of girls and DAGs addressed in site selection for destroyed schools (high/secondary and primary)</li> <li>Sex-segregated toilets and access to water for teachers and students built according to accessibility standards</li> </ul>	DOE, district education offices, with support from EEAP district-GESI experts	1-36
2. Conduct GESI-sensitive risk assessment for schools (at least 700) and build capacity of teachers	<ul style="list-style-type: none"> <li>GESI-sensitive risk assessments for all projects schools conducted in consultation with all student, teachers, parents, and school management committees</li> </ul>	Social mobilizers will support GESI experts and safeguards experts in the districts.	
3. Build capacity of schools and students for disaster preparedness and emergency	<ul style="list-style-type: none"> <li>Capacity building for disaster preparedness and emergency carried out at times and venues that facilitate women's and girls' participation [Target: 50% women and girls]</li> <li>Ensure GESI considerations are addressed in the update of the MOEs <i>Strategy and Overall Plan for Increasing Disaster Resilient Schools in Nepal</i> and the <i>Type Designs for Classroom Construction</i></li> </ul>		
<b>B. Output 2: Roads and bridges are rehabilitated and reconstructed</b>			
1. Engage women in rehabilitation and reconstruction of affected infrastructure	<ul style="list-style-type: none"> <li>Women employed in construction of strategic roads (estimated 135 km) and district roads (estimated 450 km) work [Target: 20% women]</li> <li>Women employed in compensatory tree plantation for afforestation and slope protection works through bioengineering esp. for hill roads [Target: 20% women]</li> </ul>	DOR; DOLIDAR (DDCs), with support from EEAP district-GESI experts.	1-36
2. Install road safety features	<ul style="list-style-type: none"> <li>Signage, speed breakers, safety barriers, and road shoulders constructed to benefit pedestrians, esp. women, children, elderly and differently-abled</li> </ul>	Social mobilizers will support GESI experts and safeguards experts in the districts.	
3. Ensure women's representation and participation in user and community-level groups and teams	<ul style="list-style-type: none"> <li>Women's participation in: (a) user and community-level groups [Target: 40% women]; (b) Social Mobilization Teams for community-outreach [Target: 40% women]</li> </ul>		
4. Ensure that negative impact on vulnerable FHHs due to road construction is mitigated	<ul style="list-style-type: none"> <li>All affected FHHs directly benefit from appropriate provision and mitigation measures provided in the Resettlement Plan</li> <li>Entitlement matrix contains additional mitigation measures as special provisions for affected FHHs</li> </ul>		

Activities	Targets and Indicators	Responsibility	Time
<b>C. General (Applicable for Outputs 1 and 2)</b>			
1. Provide GESI orientation to project staff at central level	<ul style="list-style-type: none"> <li>Formal meetings held by the EEAP GESI experts with relevant EAs/IAs and project staff –as needed- to raise awareness on the need to ensure women’s equitable representation in the PMU, PIU, Design and Supervision Consultant firms; and District Implementation Monitoring Units (DIMUs) in line with global and GON-supported practices</li> </ul>	PMU, PIU, DSC, DIMUs with support from EEAP GESI expert	1-36
2. Provide GESI orientation to project staff at district level	<ul style="list-style-type: none"> <li>Training sessions carried out targeting specific needs and constraints faced by EEAP IAs (DOLIDAR, DOR, DUDBC, DOE) in GESI concepts and activities during EEAP project implementation [Target: 1/year in participating IAs]</li> <li>Training session/year conducted by GESI experts in affected-districts at DDC/VDC level on GESI-related aspects of project implementation [Target: 2/year in each affected district]</li> </ul>	Social mobilizers will support GESI experts and safeguards experts in the districts.	
3. Ensure that bidding and contractual documents reflect GESI provisions and practices	<ul style="list-style-type: none"> <li>All EEAP bidding documents include clauses on promoting equitable access to labor opportunities for women and DAGs</li> <li>All EEAP contracts will include specific clauses on STI prevention, human trafficking; adherence to CLS (incl. equal pay for work of equal value) and the prohibition of child labor</li> <li>Project affected communities and all contractors participate in STIs’ prevention, human trafficking and adherence to CLS awareness campaign [Target: 50% women]</li> </ul>	same as above	
4. Carry out human trafficking, STI and sexual/gender-based violence prevention campaigns in affected districts <sup>1</sup>	<ul style="list-style-type: none"> <li>All district-based field personnel, contractors’ and local communities participate in the awareness-raising campaigns [Target: equitable participation from men and women from communities]</li> </ul>		
5. Appoint a team of GESI experts at central and district level to support implementation of EEAP GESI activities	<ul style="list-style-type: none"> <li>GESI expert based in Kathmandu, to support IA Social Development Officers</li> <li>GESI experts each of them covering up to three disaster-affected districts<sup>2</sup></li> </ul>		
6. Include sex-, caste- and ethnicity disaggregated indicators in monitoring system and collect data	<ul style="list-style-type: none"> <li>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 relevant reports (incl. Semi-annual Progress Reports)</li> </ul>		

BPL= below poverty line; CLS= core labor standard; DAGS= disadvantaged groups; DDCs= district development committees; DOE= Department Of Education; DOLIDAR= Department of Local Infrastructure Development; DOR = Department of Road; DUDBC= Department of Urban Development and Building Construction; EA=executing agency; EEAP= Earthquake Emergency Assistance Project; FHH= female headed household; GESI= Gender Equality and Social Inclusion; IA= implementing agency; MOE=Ministry of education; PIU=Project Implementation Unit; PMU= Project Management Unit; STI= sexually transmitted infections; SPV = special purpose vehicle; VDC = village development committee.

<sup>1</sup> Following the earthquake, the risks of human trafficking (child and girls/women trafficking), STI and sexual and gender-based violence have increased. To mitigate these risks, the EEAP will take a two-pronged approach: (i) first, it will ask the EEAP GESI experts to assess the coverage of mitigation measures in place in the EEAP project area (whether financed by Government, CSOs or private sector) and –based on the assessment– (ii) identify gaps in coverage and the need for EEAP financial support during project implementation.

<sup>2</sup> The most-affected districts are: Bhaktapur, Dhading, Dolakha, Gorkha, Kathmandu, Kavrepalanchok, Lalitpur, Makawanpur, Nuwakot, Okhaldhunga, Rasuwa, Ramechhap, Sindhuli, and Sindhupalchowk.