

### GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Activities	Indicators and Targets	Responsibility	Timeframe
Outcome: Access to and quality of GBV services in project areas improved.	By 2027: a. Number of GBV cases reported to WCSCSCs in project areas increased by 30%.  b. At least 70% of GBV survivors enrolled in the rehabilitation centers reported receiving satisfactory services. <sup>a</sup>  c. At least 50% of survey respondents in project areas reported confidence in WCSCSCs. <sup>b</sup>	WCSCSD/ Nepal Police, PMU/ Federal MOWCSC  Province level PIUs, PMU  PMU, PIU, WCSCSC	Year 1–4
<b>Output 1: WCSCSC services strengthened.</b>			
1. Construct and operate WCSCSC buildings with necessary facilities for GBV survivors and women police.	1.1 By 2024, 15 WCSCSC buildings (at least 12 in area police offices) constructed with adequate facilities for women and girl survivors, and female police staff, and are operational. <sup>c</sup> 1.2 100% of WCSCSCs in project areas maintain an improved survivors' referral data system. <sup>d</sup>	PMU/Federal MOWCSC WCSCSD/ Nepal Police  WCSCSD/ Nepal Police	Year 1–2  Year 1–4
<b>Output 2: Rehabilitation services for GBV survivors strengthened.</b>			
2.1 Construct rehabilitation centers for GBV survivors with facilities for accommodation and other necessary rehabilitation services.	2.1 Four long-term rehabilitation center buildings with necessary facilities for GBV survivors constructed and operational in three provinces; Lumbini, Sudurpaschim, and Madhesh and one in Kathmandu. <sup>e</sup> 2.1a Second stage home facilities for GBV survivors established in at least 2 out of 4 rehabilitation centers.	PMU, PIUs  PMU, PIUs	Year 1–4
2.2 Prepare and approve Standard Operating Guidelines for rehabilitation centers in the provinces.	2.2 By 2024, Standard Operating Guidelines for rehabilitation centers prepared, and approved, by each province.	PIUs	Year 1–3
2.3 Ensure life skills and/or livelihood skills training and psycho-social counselling program for GBV survivors enrolled in rehabilitation centers.	2.3 At least 80% of GBV survivors enrolled in long-term rehabilitation centers demonstrate increased knowledge on life skills and/or livelihood skills and report receiving psycho-social counselling. <sup>f</sup>	PMU/PIUs	Year 2–4
<b>Output 3: Community awareness on GBV prevention and services increased.</b>			
3. Design and implement GBV awareness raising activities to prevent and reduce GBV cases.	3.1 At least 27,000 individuals, including at 40% men and boys, reached by GBV campaigns, out of which 40% demonstrated increased awareness on GBV prevention and services. 3.2 Awareness videos on GBV prepared and posted on social media platforms reaching at least 500,000 individuals	PMU, PIUs  PMU	Year 1–4
<b>Output 4: Institutional capacity for providing effective GBV services developed.</b>			
4.1 Form GBV response coordination committees and develop its terms of references.	4.1 By 2024, GBV-RCC formed and operational in Lumbini, Sudurpaschim, and Madhesh provinces comprising	PIUs	Year 1–4

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	government and civil society organizations as per agreed guidelines.		
4.2 Roll out survivor-centric investigation and GBV case handling training to WCSCSC staff in project areas.	4.2 By 2026, at least 70% of the 870 police personnel trained reported increased knowledge on survivor-centric investigation and GBV case handling. <sup>g</sup>	WCSCSD	Year 2–4
4.3 Conduct trainings on safety protocols, referral data system and its usage and survivor-centric service for key personnel in the rehabilitation centers.	4.3 At least 24 staff of rehabilitation centers report increased knowledge on safety protocol, referral data system and its usage, and survivor centric services to GBV survivors. <sup>g</sup>	PIUs	Year 2–4
4.4 Support delivery of psychosocial counselling training to create a pool of certified counselors.	4.4 At least 50 trainees received grants psychosocial counselling certification . <sup>h</sup>	PMU, PIU	Year 2–4
4.5 Orient gender focal and women officials in line ministries on legal provisions related to GBV.	4.5 At least 70% of the 200 gender focal and women officials in line ministries oriented on legal provisions on GBV (such as the Sexual Harassment at Workplace Act 2017) report increased knowledge on the provisions.	PMU	Year 2–4

GBV = gender-based violence, GBV-RCC = gender-based violence response coordination committee, MOWCSC = Ministry of Women, Children and Senior Citizen, PIU = project implementation unit, PMU = project management unit, WCSCSC = Women, Children, and Senior Citizen Service Center, WCSCSD = Women, Children, Senior Citizen Service Directorate.

<sup>a</sup> The outcome will be measured based on survivors' rating of their experience in the rehabilitation centers in terms of services such as timeliness of health checkups as and when needed, access to counseling, quality of therapeutic activities, attitudes of rehabilitation center staff. Survivors will be asked to rate their experience using a Likert scale; the data will be collected via short periodic surveys during project implementation.

<sup>b</sup> Survey respondents will include individuals from different demographics and social backgrounds from project areas, adolescent girls and boys, youth groups, members of CSOs, individuals working in shelter homes and other GBV response services, and GBV survivors. Confidence in WCSCSCs/police will be measured via a composite score based on responses to a set of questions related to perceptions of police attitudes, likelihood of police supporting survivors to get justice, refer them to adequate services, likelihood of police maintaining survivors' confidentiality and investigating cases in an unbiased manner.

<sup>c</sup> Adequate facilities for GBV survivors include a private counseling room, a separate bedroom with a proper door to ensure privacy, a private bathroom, and a childcare room. All WCSCSCs will comply with the Nepal National Building Code 2020 to make them earthquake resilient. Disaster-resilient features may include mitigating measures for site-specific hazards such as flood walls and retaining walls to mitigate flood and landslide risk. Disability-friendly features will include ramps and bathrooms suited for use by disabled persons.

<sup>d</sup> Referral data system should include record of each individual case with detailed information, such as form of GBV, whether the survivor was referred to another service provider or not, the service provider the survivor was referred to, whether the survivor was sent back home or to another place (in case of mediated cases), and the survivor's marital status, age, any form of disability, ethnic group or caste, indigenous peoples group, and gender identity (if revealed).

<sup>e</sup> Rehabilitation centers include the national rehabilitation center in Bhaktapur and the three province level rehabilitation centers. Facilities in the rehabilitation center will include disabled friendly access, privacy, safety, and security features, second stage home facilities, staff with GBV survivor centric skills, and investigation and case handling tools and other skills development and counselling support.

<sup>f</sup> Life-skills training includes, but is not limited to, counseling, training on safety, and managing personal health and wellbeing.

<sup>g</sup> Survivor-centric service refers to an approach that seeks to empower the survivor by prioritizing their rights, needs, and wishes by ensuring access to appropriate, accessible, and quality services. This entails applying principles of confidentiality, safety, respect, and non-discrimination and ensuring sensitivity to survivor's background and culture including those of indigenous peoples as applicable.

<sup>h</sup> Selection criteria will be prepared during the early stage of project. Prospective trainee can be staff from safe house, shelter house, or from municipalities working as GBV counselors.

Source: Asian Development Bank.