



Social Impact Management (SIM) Framework Update

Gender Action Plan: *Upper Trishuli-1 Hydropower Project, Nepal*



Consultation Draft Report

March 2018

www.erm.com

CONTENTS

1	GENDER ASSESSMENT AND ACTION PLAN	1
1.1	CONTEXT OF GENDER ACTION PLAN	1
1.2	AIMS AND OBJECTIVES OF THE GENDER ACTION PLAN	2
1.3	APPLICABILITY OF THE GENDER ACTION PLAN	2
1.4	APPLICABLE REFERENCE FRAMEWORK	2
1.5	STRUCTURE OF THE GENDER ACTION PLAN	3
2	PROJECT UNDERSTANDING	4
2.1	PROJECT BACKGROUND	4
2.2	AREA OF INFLUENCE OF THE PROJECT	4
3	UNDERSTANDING OF WOMEN'S ROLE IN SOCIETY	7
3.1	LIVELIHOOD AND ECONOMIC ACTIVITIES	7
3.2	ROLE IN HOUSEHOLD ACTIVITIES	8
3.3	DECISION MAKING PROCESS	8
3.4	OWNERSHIP OF PROPERTY	9
3.5	SHARE IN UT1 COMPENSATION AND ITS USE BY PAFs	9
3.6	ROLE IN COMMUNITY FOREST USER GROUPS	11
3.7	CONSULTATIONS WITH WOMEN'S GROUPS	11
3.7.1	Awareness about Project Activities	11
3.7.2	Expectations of women: Post-earthquake	11
4	GENDER ACTION PLAN	13
5	IMPLEMENTATION ROLES AND RESPONSIBILITIES	15
5.1	MANPOWER	15
5.1.1	Internal Resources	15
5.1.2	External Resources	16
5.2	TRAINING REQUIREMENTS	16
5.3	FINANCIAL RESOURCES	16
5.4	DOCUMENTATION, MONITORING AND REPORTING PROCESS	17

This document presents the Gender Action Plan (GAP) for the Upper Trishuli 1 project commissioned by Nepal Water and Energy Development Company (NWEDC) and the International Finance Corporation (IFC). This plan has been prepared as part of the Social Impact Management Framework (SIMF) for the project. This GAP provides an understanding of the role of women in the Area of Influence for the project and puts in place specific measures for women to be put in place as part of the LALRP process. This Gender Action Plan shall be implemented in parallel with the other plans prepared as part of the larger Social Impact Management Framework (SIMF) for the project, including the Livelihood Restoration Plan, Stakeholder Engagement Plan, Indigenous People's Development Plan and Grievance Redressal Mechanism.

1.1 **CONTEXT OF GENDER ACTION PLAN**

The Project is being developed as a 216 megawatt green field run-of-the-river project located in the upper part of the Trishuli watershed, approximately 50 kilometres north of Kathmandu. The project area of influence [AoI] is located in the former Haku, Ramche, and Dhunche Village Development Committees (VDCs), Rasuwa District in the Central Development Region of Nepal, (the Project's AoI currently includes four out of the five Gaonpalikas). In March 2012, the International Finance Corporation (IFC) Infra-Ventures signed a Joint Development Agreement with Korea South-East Power Co. Ltd, Daelim Industrial Co., Ltd; Kyeryong Construction Industrial Co. Ltd.; and Jade Power Private Limited to develop the Project. The Project Development Agreement (PDA) with the Government of Nepal was signed on 29th December 2016.

As part of this Project and in keeping with the applicable reference framework, a number of environmental and social assessments were performed and management plans were developed. As part of the Livelihood Restoration Plan (LRP) developed for the project, certain specific provisions were put in place for women amongst the Project Affected Families and in the AoI. This was based on an understanding that due to the socio-economic conditions and gender dynamics in the AoI, there was a risk that women would face differential impacts from the project activities and would not have equivalent access to the benefits accruing from the project.

Furthermore, in 2017, the Lawyer's Association for Human Rights of Nepalese Indigenous Peoples has undertaken a study on the project and provided certain feedback on the project activities and impacts. This study is primarily based on the studies/ reports prepared for the project prior to 2015, and information made available by the local community during consultations undertaken by the organization's representatives. One of the key observations of this report was that the engagement activities undertaken for the project

thus far (prior to 2015) did not allow for adequate participation of women or vulnerable Indigenous People PAFs. The report was of the opinion that the participation of women till 2015 was 'inadequate and tokenistic', as most of the women can't speak Nepali and thus could not be properly engaged.

The 2015 Gorkha earthquake also resulted in changes in the Project baseline. These changes included residences, asset ownership, livelihood profile, financial status of the Project, and stakeholder expectations from the Project. Due to these changes, the impact assessments and management plans needed to be updated. In keeping with these aspects, the present Gender Action Plan has been formulated.

1.2 AIMS AND OBJECTIVES OF THE GENDER ACTION PLAN

The primary objective of the Gender Action Plan is to ensure equivalent participation of women in the project lifecycle and decision making processes, in keeping with the project context stated above. The GAP is thus aimed at putting in place, specific targets and performance indicators to ensure gender inclusion and facilitate women's involvements in the project lifecycle. While the LRP, SEP, GRM and ESIA and benefit sharing plans put in place the project's commitments towards the local community in the AoI and specifically the PAFs, the GAP is aimed at identifying specific measures within these plans which would allow for gender inclusion and parity.

1.3 APPLICABILITY OF THE GENDER ACTION PLAN

The GAP applies to the entire Upper Trishuli-1 Project, including any new acquisitions such as offices, camps, research and development, and associated facilities. This document is applicable to the entire life cycle of the Project with a specific focus on the implementation of the SIMF and other management plans. The GAP is a part of the larger SIMF and is to be considered as a living document, to be updated regularly based on the emerging needs and patterns for engagement with the various stakeholders.

1.4 APPLICABLE REFERENCE FRAMEWORK

The GAPs and its provisions are governed by the applicable reference framework for the project, which include the following:

- Applicable national regulations;
- Applicable World Bank Group (WBG) Performance Standards (PSs);
- Asian Development Bank (ADB) Safeguards; and
- Asian Infrastructure Investment Bank's (AIIB) Environmental and Social Standards.

The remaining Gender Action Plan is structured as follows

Section 2	Brief Project Understanding
Section 3	Understanding of Women's Role in Society in the AoI
Section 4	The Gender Action Plan
Section 5	Implementation Roles and Responsibilities, process of documentation, monitoring and reporting

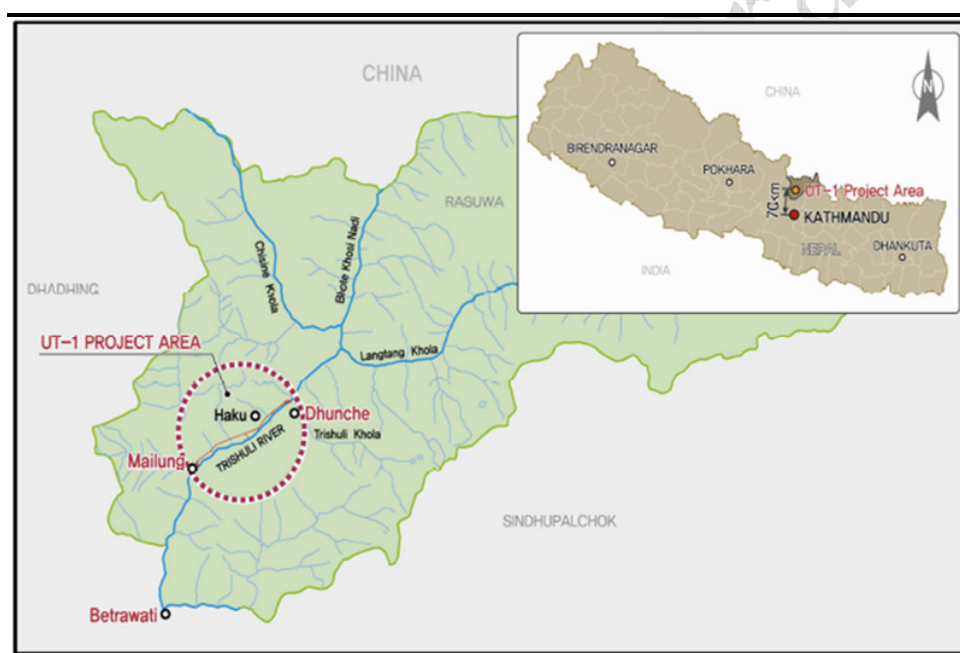
Consultation Draft

This section provides a brief description of the Project, Project background, and the AoI. This information is important for setting the context of the GAP.

2.1 PROJECT BACKGROUND

The Project is a 216 megawatt green field runoff- river hydropower facility to be located in the upper part of the Trishuli watershed, in the Rasuwa District in central Nepal, 50 kilometres northeast of Kathmandu, with the geographical coordinates longitude between 85°12'40"E and 85°18'03"E, and latitude between 28°04'27.50"N and 28°07'42"N (see *Figure 2.1*).

Figure 2.1 Project Location



Source: Upper Trishuli-1 Detailed Project Report

2.2 AREA OF INFLUENCE OF THE PROJECT

The Project footprint is spread across three former VDCs: Haku, Dhunche, and Ramche. Land acquisition for the Project is from eight villages (Haku Besi, Sanu Haku, Thullu Haku, Gogone, Tiru, Thanku, Mailung, and Phoolbari) from the Haku VDC. A total of 107.79 hectares of land are required for the Project. LRP provides an understanding of the land take process till date for the Project.

The introduction of the new Nepalese Constitution in 2015 was accompanied by a change in the administrative structure of the country (see *Figure 2.2*) in keeping with this, the following wards and *Gaunpalika*/ *Gaupalika* are now included in the Project footprint (Table 2.1). The figure shows the Project

layout in reference to both the former administrative structure and the new administrative structure.

Table 2.1 *Change in Administrative Structure for the Project's AoI*

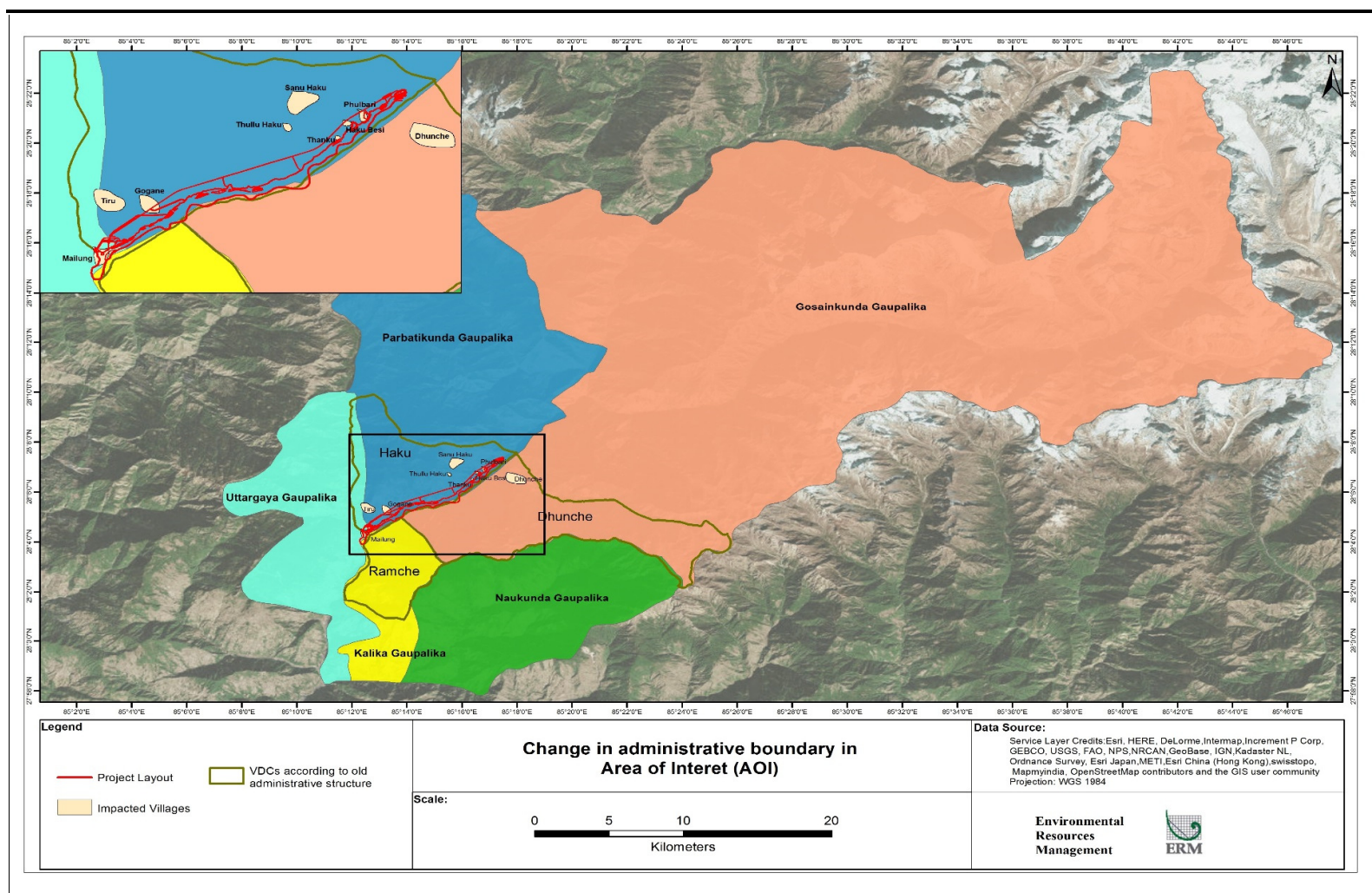
Impacted Village	Old Administrative Structure	New Administrative Structure
Haku Besi, Sanu Haku and Thullu Haku	Haku Ward number 3	Parvati Kunda Ward number 1 & 2
Gogone and Tiru	Haku Ward Number 8&9	Uttar Gaya Ward number 1
Mailung	Dadagaon Ward number 9	Uttar Gaya Ward number 1
Thanku	Haku Ward number 5	Parvati Kunda Ward number 1 & 2
Phoolbari	Haku Ward number 3	Parvati Kunda Ward number 1 & 2
No directly affected villages	Ramche	Kalika Ward Number 1
No directly affected villages	Dhunche	Gosaikunda Ward number 6

Source: NWEDC

Under the previous administrative structure, the Rasuwa district was comprised of 18 VDCs, each with nine wards. However, under the new administrative structure, there are five Gaunpalikas in the Rasuwa district. Thus, while the Project footprint was previously directly affecting 3 of the 18 VDCs, it is now affecting four of the five Gaunpalikas in the Rasuwa district. Furthermore, the reorganisation of the wards within the 18 VDCs has been done in such a manner that even if the wards fall under one VDC, they may not fall under a single Gaunpalika. This results in an increase in the population within the Gaunpalikas within the Project footprint.

The AoI for this GAP is comprised of the directly affected villages and VDCs, and areas of indirect Project impacts on ecosystem services, upon which there is livelihood dependence, and associated facilities that have a land impact. The AoI as determined by the ESIA covers the three former VDCs of Haku, Dhunche, and Ramche. Certain Project benefits will be at the district and Gaunpalika level (such as the Benefit Sharing Plans); however, they are outside the scope of this Plan. Please refer to the ESIA, LRP and the Indigenous People's Development Plan for a detailed description of the Project's AoI.

Figure 2.2 Project Layout Against the Revised Administrative Structure

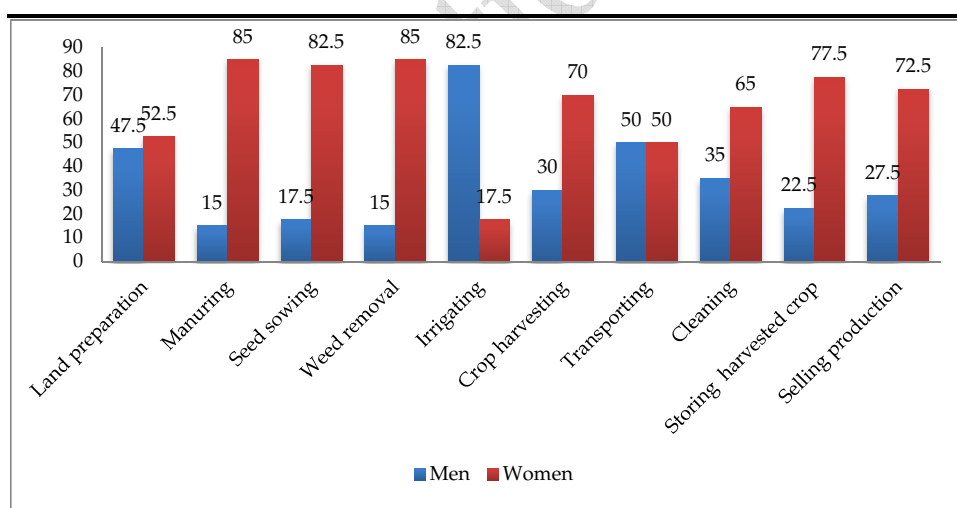


As has been discussed in the *Section 4* of the LALRP the project AoI are characterised by a negative sex ratio of 989 females per thousand males. The following sub sections provide a detailed understanding of the role of women in certain key sectors in the AoI. The following discussions provides an understanding of the overall role of women in the Project AoI, and is not specific to any particular social group. The following discussion is based primarily on data collected as part of the supplementary social baseline for the project. This baseline was formulated based on structured questionnaires and focus group discussions undertaken with the local community in the AoI.

3.1 LIVELIHOOD AND ECONOMIC ACTIVITIES

According to the discussions undertaken during the complementary SIA and the LALRP preparation, it is understood that women play a critical role in the society in terms of their role in the decision making within the household and in economic activities, especially agriculture and small businesses.

Figure 3.1 *Gender Based Division of Labour (%) in agriculture-related works in Project AOI (VDC level)*



Source: UT-1 Supplemental ESIA Appendix A, 2014 based on the responses given

As can be seen from the above figure, the ratio of the involvement of women is higher than men in activities such as manuring, seed sowing, weed removal, crop harvesting, cleaning, storing of the harvested crop and sale of the produce. The involvement of men and women is reported to be equivalent in land preparation and transport of the produce.

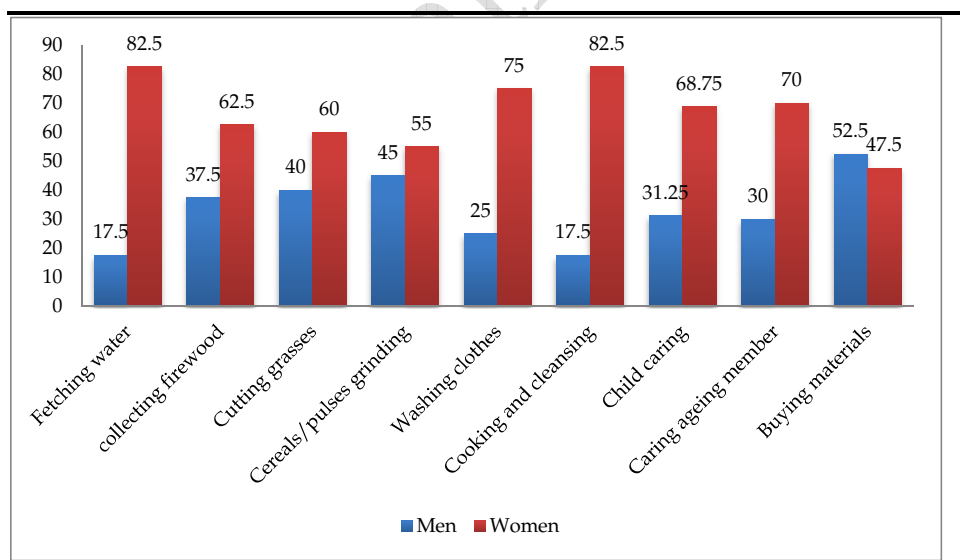
However, post-earthquake; as a result of the exposure of the villages to the market economy and opening up of communication/transportation routes, there has been a clearer division of labour along gender lines. The women in the households on the other hand, are reported to be more engaged in wage

based labour, especially, stone breaking. The consultations with the women's groups suggested that pre-earthquake, the women generally did not work outside their houses, agricultural fields or their own shops (close to their houses). However, the scenario started changing after 6-7 months of the earthquake, where livelihood and income constraints, led to the women getting involved in livelihood generating options outside the households, such as work as construction labours, in stone cutting activities, etc. On the other hand, the introduction of wage based labour in the society has led to men preferring to migrate out of the villages for wage labour either to India, Malaysia or Arab countries. However, the household commitments and young children requiring attention do not let the women engage in work for more than 10-12 days in a month.

3.2 *ROLE IN HOUSEHOLD ACTIVITIES*

Similarly, the role of women in household activities is higher in proportion to that of the men, except in case of purchasing materials. Women are reported to be prominent in activities such as fetching water, cooking and cleaning, washing clothes, caring for the elderly members of the family, child caring, firewood gathering, grass cutting and cereal/pulses grinding.

Figure 3.2 *Gender based Division of Labour (%) in household Activities in Project AoI (VDC level)*



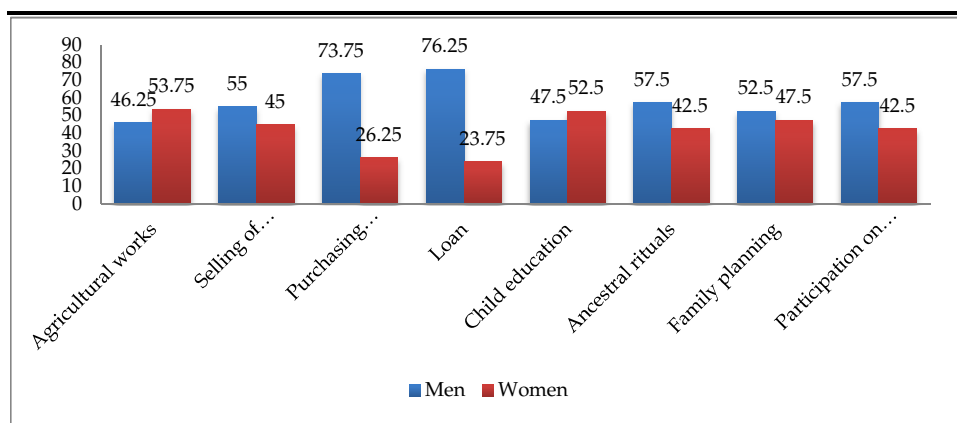
Source: UT-1 Supplemental ESIA Appendix A, 2014 based on the responses given

3.3 *DECISION MAKING PROCESS*

The men are reported to be more visible in the decision making process at the household and community level, although the participation of women is understood to be crucial, especially at the Household level. According to the consultations undertaken, the women are reported to have the least say in the decision making, especially in regards of borrowing money and purchase of

land and property. However, in aspects such as agricultural activity and the education of the children, women were reported to take more decisions than men.

Figure 3.3 *Gender Participation (%) in Decision Making Process in Project AoI (VDC level)*

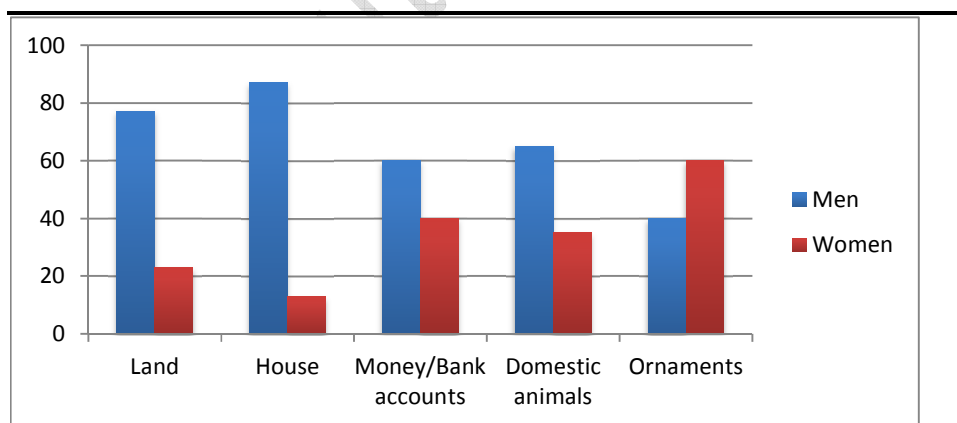


Source: UT-1 Supplemental ESIA Appendix A, 2014 based on the responses given

3.4 OWNERSHIP OF PROPERTY

In terms of ownership of property, in most cases (65%) it remains in the name of men. However, certain assets are predominantly owned by women, such as ornaments.

Figure 3.4 *Gender based ownership of Property (%) in the Project Area VDCs*



Source: UT-1 Supplemental ESIA Appendix A, 2014

3.5 SHARE IN UT1 COMPENSATION AND ITS USE BY PAFs

Of the total 38 land owners/tenants, 7 are women, while of the 142 PAFs, 7 were reported as women headed households. In terms of receiving the compensation amount, there does not appear to be a significant difference amongst men and women. It is understood that the compensation payment has been completed for the affected households and was paid through

cheques in the name of the land owners, irrespective of the gender. The money was further divided internally among families sharing the household, depending upon how the family was organised and the way the land ownership was understood within the family. Furthermore, according to the consultations undertaken during the LRP survey it is understood that in many instances, the compensation was split amongst the daughters and sons of the land owners albeit with sons getting the larger share. However, assessing the exact number of families in which payment reached the female member of the family is difficult.

A woman PAP who received the compensation amount of 30 lakhs NR divided this sum among each of her three sons, while she kept a sum of only 3 lakhs NR for herself. She continues to stay with the sons and sometimes resides with her daughters too. The same trend is reflected for the male land owners too who have multiple sons and daughters.

In another case, a lady PAP received payment of almost 20 lakhs NR. She is a widower and hence lives with her daughter who is settled in Mailung. Consultations with her suggested that she purchased jewellery for herself and her daughter with the compensation and then spent the rest of the amount for the construction of the house for the daughter. In a third case, the compensation amount of 16 lakhs NR was divided among her two sons, while some amount was kept for herself. She expected the sons to take care of her.

It is important to note that one of the reasons why the compensation amount was also shared with the daughters (though this is not the norm) was that most of the girls are married in the same locality and a sense of strong relationship between the parents and daughters exists even after the marriage. However, the proportion of the compensation shared with the married daughters is much lower than that shared with the sons.

Another important indicator of the gender dynamics in the community is the role women played in deciding the utilization of the compensation received. It is understood that despite the fact that the education levels and exposure to market forces in the older generation of women was limited; it is common practice for men to consult women in deciding the use of the compensation. ERM found that construction or buying of land or house in Dhunche or Kathmandu is the first preference of many of the HHs and the women too have supported such a choice. Alternate land for farming has been bought in very few instances. In cases where the compensation amount was not enough to facilitate house construction in an urban centre, the compensation amount has either not been used or has been used to support the family's daily needs, or has been used for children's education. For children's education no discrimination was reported along gender lines.

The women are important in the membership of Community Forest User Groups (CFUGs) and are quite vocal, once they understand the context and the implications of the project community forest land requirements and the loss of the community forest. However, their understanding of the process related to cutting of the trees in the community forest or the area diverted for the construction of the project access road was limited. While in case of Gogone and Tiru, where the project has impacted on the community forest, the women articulated their concern about the losses. In Haku Besi, the women, though aware of the project, compensation etc., were unclear about the project's impact on community forests and loss of the trees therein.

This sub section provides an understanding of the perception of women towards the project and its activities.

The awareness levels of the project and its activities was observed to differ across the groups engaged during the consultation process. This was understood to be resultant from the location of the village of residence and the subsequent proximity to project activities and larger VDCs of Mailung and Dhunche and exposure to market forces. The women's group consulted in Mailung prior to earthquake, were aware of the project activities, the land acquired, the negotiation process and the payments received because they were located closer to the project. However, the women from the villages of Gogone and Tiru were observed to have minimal understanding of the project and its activities and were not aware of the negotiation process, while it was underway. Furthermore, while both the women groups had an understanding of the compensation provided and played some role in how the money was to be spent.

The women are less aware and updated in land related matters. In the present scenario, the women are less informed on the cultivable land available in their original villages. It is the men's group which has largely undertaken visits to the original villages, which can also be attributed to destroyed access to the villages, from the present places of residence and lack of adequate shelter in the villages.

3.7.2 *Expectations of women: Post-earthquake*

The preference of work amongst women is still reported as those activities which can help them earn while maintaining balance with household responsibilities, e.g., tailoring, poultry, livestock farming, etc.

As per the consultations undertaken, the key expectations of women from the project primarily pertain to the generation of livelihood opportunities and

employment in the project for the local community. Apart from this, the project was expected to provide trainings and assistance in establishment of alternative livelihoods, while allowing them to fulfil their familial responsibilities.

Consultation Draft

In keeping with this understanding of the role and status of women in the community, a specific gender action Plan has been formulated. The management plans prepared as part of the SIMF identify specific action items and steps to be taken by the project, to ensure minimization of negative impacts, maximization of benefits and community participation. The purpose of the GAP is to maximize the involvement of women in the action items thus identified, and to minimize the possibilities of increasing the vulnerability of women after the completion of the implementation of these plans. While the management plans prepared as part of the SIMF provide the exact details of the action items, the specific measures to be taken to ensure women's participation include the following:

- **Encouragement of women's participation in public meetings:** the SEP, ESIA and LALRP for the project put in place specific requirements for engaging with the local community in the AoI and PAFs and minimizing project related impacts. As part of the implementation of these plans, NWEDC will facilitate the involvement of women in the public meetings held for the project as well as any other public meeting/ discussions held in the villages, especially during the Free Prior Informed Consent (FPIC) process. The objective is not just to increase the attendance of women in these meetings, but also enhancement in their participation in discussions and decision making. For this purpose, NWEDC will identify key women in the community with leadership qualities who can assist in creating awareness amongst women and encouraging them to participate in project led engagement. Also, specific engagement will be undertaken with women for this purpose across the project area, in the manner discussed in the SEP for the project.
- **Increasing women's awareness towards project activities and health and safety risks associated with the same:** as part of the regular engagement to be undertaken by the project during its lifecycle, specific engagement activities will be undertaken with women. Through these engagement activities, an attempt will be made to increase women's awareness on aspects such as potential in-migration due to the project, code of conduct for the workers, risks such as human trafficking, sexually transmitted diseases, potential of accidents due to vehicular movement, provisions in place for women's safety and security etc.
- **Increasing women's participation in LALRP entitlements:** Furthermore, as part of the engagement activities an attempt will be to ensure that women avail the LALRP options developed for PAFs. This will be achieved through regular engagement with women by the ESMC, in the form of focus group discussions and individual interactions with key informants as discussed in the SEP. Beneficiary selection will be conducted in a manner so as to ensure that women are equally benefitted. In cases where a PAF is getting multiple entitlements and women and men identify different entitlements, the same shall be enabled to the extent possible by

the project. Also, women's feedback should be taken for the designing of the implementation plan for the specific entitlements identified. This may be in terms of the timings of the trainings, location of trainings being near the IDP camps, number of days of the training, crèche facility for young mothers etc. through this an attempt should be made to implement the LRP in a manner so as to allow the women to gain maximum benefit while fulfilling their familial responsibilities;

- **LALRP Implementation:** The LALRP implementation by the social team of the ESMC will be undertaken keeping the gender aspect in context. It will be ensured that decision making on LALRP implementation issues like the provision of employment opportunities to the locals, training and capacity building, selection of beneficiaries, duration and location of the training, types of training, provision of support and linkage with government schemes etc., is done with special emphasis on women's participation. Also, the project is in the process of hiring two women Community Liaison Officers, which is aimed at further enabling adequate participation by women in the LALRP process;
- **Ensuring Women's Feedback in LALRP implementation and Monitoring Process:** As part of the LALRP implementation and monitoring process the social team of the ESMC will try and ensure that the feedback and viewpoint of women is captured separately as well as in a larger group and taken into consideration through targeted engagement activities and identifying specific monitoring indicators for the LALRP. Furthermore, to the extent possible, women will be involved in the internal monitoring process as identified in the LALRP

These proposed measures will be disclosed to the local community as part of the disclosure and FPIC process and specific feedback will be sought from women on the same. Based on the discussions and feedback received, the Gender Action Plan will be updated into a detailed plan.

As stated earlier, the project acknowledges the importance of ensuring adequate engagement and participation of women. For this purpose, the project will give the implementation of the GAP as much importance as the other project activities and ensure the availability of the required resources. Since the GAP is linked to the implementation of the SIMF, the specific plans such as LALRP, SEP and GRM put in place the specific requirements for resources and documentation and monitoring. The following sections provide an understanding of the specific provisions within the larger SIMF for the implementation of the GAP.

5.1 *MANPOWER*

In order to ensure the proper implementation of the GAP, the project will make available human resources as required in the form of internal resources within the project as well as external resources such as NGOs or other third parties.

5.1.1 *Internal Resources*

As discussed in the LALRP and SEP, the project will form an Environmental and Social Management Cell for the Project. The following figure provides an understanding of the proposed structure of the ESMC.

Figure 5.1 *Organization Structure of the ESMC*



The project has already employed 2 site level community liaison officers, one of whom is a Tamang PAF for the project. In addition to this, the project will employ two more women CLOs, atleast one of which should be a local and conversant in the Tamang language. In addition to this, the project will also identify any additional personnel which may be required for the effective implementation of the GAP. In case the existent resources at the project appear to be insufficient to meet the needs for the implementation of the GAP as outlined in the previous sections, the employment off personnel specifically for the purpose of enabling participation of women through the life of the project will be undertaken.

Furthermore, due to the fact that a number of contractors and external parties will be involved in the project at various stages of its development, it will be ensured that the contractors/third parties abide by the principles established as part of the SIMF. Wherever possible, relevant conditions will be inserted into the contracts, including right to investigate reported incidents of violence against women and penalties for non-compliance. Also, it will be ensured that regular monitoring is undertaken of the compliance of the contactors and their staff to the Labour Influx Management Plan, which includes a code of conduct for the labourers.

5.1.2 External Resources

In case the internal resources at the project appear to be insufficient, the project will also consider engaging a reputed third party in the form of the organization (NGOs/CSOs) working in the field of women empowerment and gender dynamics, familiar with the region and are acceptable to the community. The NGO would then not only serve as a link between the company and the community but as a third party in the implementation of the GAP.

5.2 TRAINING REQUIREMENTS

The project will, from time to time assess the adequacy and capacity of the ESMC team members in terms of their understanding of the SIMF and specifically the GAP put in place for the project and the principles governing the same. Provisions for refresher trainings will be put in place.

5.3 FINANCIAL RESOURCES

The project will ensure that the budget formulated for the purpose of the SIMF implementation is sufficient to meet the expenses of the same. The recruitment of two female CLOs is included as part of the budget for the LALRP implementation. Any other expenses identified are also to be met through the SIMF.

The review and appraisal process in any project is an extremely important component for the smooth functioning and the avoidance of major risks within a project. This importance of the review process lies in the fact that it allows for the corrections of any oversight which may have been made during the initial stages of a project through mid-course corrections. This also serves as an important quality assurance mechanism.

The review process becomes all the more important when it is kept in mind that the GAP is a 'live document' or in other words a document which needs to be revised in a timely manner so as to make it comprehensive for any given period of time. This is so because of the fact that due to the life span of the project, it is difficult to properly identify and understand the gender dynamics and requirements for ensuring gender parity at the beginning of the project lifecycle. The GAP thus requires regular reviews keeping in mind attributes such as the requirements of the SIMF, the gender dynamics in the AoI and the feedback of stakeholders over the course of the project lifecycle.

The specific documentation, monitoring and reporting requirements are as specified in the LALRP and SEP. The reporting and monitoring for the LALRP will be inclusive of these gender based indicators and gender segregated information will be provided.