

GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN (GESI) ¹

Outputs	Activities and Targets	Timeline	Responsible
Output I: Hydropower plant and transmission system made operational			
1.1 Participatory and meaningful consultation, information sharing and grievance redressal	<ul style="list-style-type: none"> Three broad-based participatory and socially inclusive consultations² on GESI and CDS goals, objectives, and status in each VDC as defined in the project area (PA)³ and at different stages of implementation (6 years). Target:⁴ participation of minimum 1,000 peoples; 60% women/socially excluded persons⁵ (SEP) <i>Gender Equity Awareness Consultations</i> on gender equality, empowerment, legal entitlements and rights of girls/women. Target: 1,000 people; 50% women and 50% men Grievances from women and SEP are to be collected and recorded separately by women mobilizers. Target: 18 qualified woman representative/community mobilizers to be hired locally to carry out this task. Each must have good ability to interact and communicate 	Year 1–6 Project planning, preparation and construction phases Year 1 begins after the recruitment of the service provider (late 2013 – early 2014)	Activities funded under Community Development Strategy (CDS) EA/Anchor/Field level Service Provider ⁶
1.2 Facilitating access to local jobs, and creating gender and socially inclusive workplaces	<ul style="list-style-type: none"> Prepare an inventory of (i) local people interested/available to work on the project (ii) their existing skill levels and (iii) required training needs in the PA. Target: 700 men/300 women Skilled and unskilled employment opportunities in the PA.⁷ Target: 1,000 local jobs; 30% women Collect/monitor/evaluate sex disaggregated data on the local workforce. Target: 6 indicators: (i) gender, (ii) job function, (iii) education and skills level, (iv) hourly pay/monthly wages, (v) duration of employment, (vi) training received Work sites to have segregated toilet facilities for women. Target: 1 toilet for every 35 workers⁸ 	Year 1–6 Project planning, preparation and construction phases	Activities funded under civil work contracts EA/Anchor/Field level Service Provider
1.3 Restoring livelihoods affected by resettlement with new skills training	<ul style="list-style-type: none"> Life and financial management skills training to be provided to displaced households (HH), including all physically displaced HH and female-headed HH (FHH)⁹, some living below the poverty line. Target: 758 HH; at least 70% will have joint participation man/woman Vocational training provided to eligible HH on new skills supporting project jobs/opportunities. Training opportunities and potential trainees will be identified following needs assessment carried out across the project area. Target: 1,000 persons; 60% woman/SEP (600) 	Year 1–6 Project planning, preparation and construction phases	Activities funded under CDS and Resettlement Plan (RP). EA/Anchor/Field level Service Provider
Output II: Rural electrification increased¹⁰			
2.1 Increased access to electricity and creation of energy	<ul style="list-style-type: none"> Additional 17,636¹¹ households electrified through the rural electrification scheme. Target: benefiting approximately 100,000¹² persons; of which there are an including 50,000 women¹³ and estimated 1,700 FHH¹⁴. 	Year 4-6	Activities funded under NEA rural electrification program.

¹ Most GESI outputs will be funded under the Community Development Strategy (CDS). Output 1.3 relates to activities in support of resettlement and livelihood restoration activities, as outlined in the project Resettlement Plan (RP).

² The objective of the consultations will be to disseminate information and engender interest and participation of community members in the implementation of CDS and GESI activities.

³ For CDS and GESI purposes, eligible peoples and households are those found inside the project area (PA), comprised of 24 wards spanning across eight village development committees (VDCs) and one municipality within Tanahu District. At least 3,732 HH will be eligible to benefit from CDS/GESI activities.

⁴ The target reflects the minimum number of peoples that the project will aim to benefit, in line with CDS objectives and budgets.

⁵ SEP - Socially excluded persons are defined as those suffering the effects of marginalization within or outside their community due to their ethnicity, religion, gender, caste, disability, health, education or socio-economic status. For the purpose of this project, this specifically includes Dalit, Janajati, disabled and any marginalized group who is politically, socially or economically excluded, including girls/women.

⁶ The CDS activities will be carried out by an anchor national NGO/Firm, known as the service provider, who in turn will hire local NGO partners.

⁷ For the purpose of this project, local peoples shall be defined as those who can show formal and legitimate proof of being from or permanently residing in the PA at the time of hire. THL will decide what constitutes as “formal and legitimate” proof of residence.

⁸ According to the US Department of Labor, Occupational Health and Safety Administration (OSHA), an indicative ratio is one toilet facility per every 20 workers.

⁹ FHH include single, widowed, and deserted women.

¹⁰ The rural electrification component will enable over 17,000 rural households to gain access to electricity. Benefits will be funded under the NEA program.

Outputs	Activities and Targets	Timeline	Responsible
based livelihoods	<ul style="list-style-type: none"> Eligible households taking up connections under the RE scheme shall be given access to micro-finance assistance for enterprise development. Target: 1,000 persons; 60% women/SEP (600) at the PA Financial and administration skills training and market assistance will also be provided as part of the initiative. Target: 1,000 persons; 60% women/SEP (600) at the PA 		EA/Anchor/Field level Service Provider
Output III: Community development program in the project area implemented			
3.1 Social and gender inclusive community development: through creation of opportunities and enhancement of skills, income generation, education, and health	<ul style="list-style-type: none"> Assess baseline conditions and livelihood benefit opportunities in the PA at the onset of community development planning and implementation process. Target: minimum 750 HH to be surveyed for baseline studies; 3,732 HH (including 12,000 women) to be benefited upon evaluation Training on informal cottage industry skills and opportunities, including sewing, arts and crafts, veterinary services, agro-forestry, etc. as relevant. Target: 1,000 people; 60% women/SEP Micro Enterprise Development training and financial support through seed capital. Target: min. 1,000 persons; 60% women/SEP Support the formation/affiliation to “skills and knowledge-based” community groups (e.g., SHGs, CSOs, CBOs) supporting (i) health, (ii) agriculture, (iii) cottage industries and micro-enterprises, (iv) access to markets, etc. Target: minimum 9 groups, 1 in each VDC/eligible municipality. Participation should be promoted to achieve as much critical mass as possible Establishment/training and promotion of self help groups (SHG) for credit and savings activities across each AA (8). Target: 40 SHGs (across each of the VDC’s/eligible municipality), 100% women Establish campaigns to raise awareness about basic health, safety, hygiene and nutrition issues, with a special focus on improving the quality of life of girls/women (pre/post maternal care), infants, the elderly and the poor. Target: 1,000 persons; 60% girls/women Conduct literacy campaigns and carry out programs to increase people’s access to education. Target: 1,000 eligible persons; 60% girls/women/SEP Monitor and evaluate the results of the implementation of the CDS, by documenting challenges, opportunities, successes, recommendations and lessons learnt. Include social and gender inclusive indicators to report on 	Year 1-6 Activities are to be defined at the onset of CD activities during year 1	Activities funded under CDS. EA/Anchor/Field level Service Provider
Output V: Other sector reforms undertaken			
5.1 Project management, monitoring and evaluation	<ul style="list-style-type: none"> Data disaggregated by sex, caste, and ethnicity, specific parameters (outputs/outcomes), and indicators established at the onset of implementation, monitored against baseline conditions and reported on an annual basis, focusing on improvements to quality of life parameters THL’s comprehensive corporate policies, using commercial principles and informed by GESI considerations (including assessments on resettlement and activities focused on women’s entitlements to compensation and livelihood benefits) established by 2015 	Year 2 - 6	Activities funded under RP and CDS. EA/Anchor/Field level Service Provider

¹¹ According to baseline collected for the hydropower project, it is assumed the average household has 6 members. The estimated number of eligible beneficiaries (under the CDS and/or the RE component) is calculated by multiplying the total number of households by 6.

¹² The figure is calculated by multiplying the estimated number of electrified households by the estimated number of persons per household.

¹³ Based on poverty and social assessment for the project, the primary beneficiary from electricity use is targeted on women over studying and working population.

¹⁴ Based on baseline collected on the HEP project, approximately 10% of the population surveyed is FHH, per the definition used herein in footnote 9.