

GENDER EQUALITY AND SOCIAL INCLUSION (GESI) ACTION PLAN

	Activity	Targets/Performance Indicators	Responsibility	Year
Output 1: Systems and capacity for integrated and participatory river basin management established				
1	Establishment of RBOs with participation of women, poor and excluded in both leadership (council, secretariat, sub basin committees, and IRMCs) and non-leadership (staff) positions	<ul style="list-style-type: none"> RBO established with: at least 20% women and 15% representation from the diverse communities of the river basin RBO Secretariat: at least 2 core professional staff are women out of 5 and at least 33% in technical, managerial and other staff positions. Sub-basin committees and other committees: 33% women and 20% from other social groups representing local communities and CSOs IRMC: at least 33% women and 20% from other social groups Grievance redress committee: 33% women and special support and privacy for women involved in any grievance process 	WECS, HPCIDBC	Yrs 1 and 2
2	IRBDMP for Bagmati 2015-2040 prepared	<ul style="list-style-type: none"> Consultation process for the development and approval of the IRBDMP includes local communities of which 50% are women Women only forums will be convened for women to participate in the consultation process and disclosure (where needed) IRBDMP for Bagmati is inclusive and equitable in approach and addresses the needs/priorities of local communities 	IRBDMP consultants , WECs , HPCIDBC	Year 1 and 2
3	The database management system (DSS) includes gender and socio-economic parameters	<ul style="list-style-type: none"> The information system includes sex and caste/ethnicity disaggregated data and information 	DSS consultants, WECs	Year 2 and 3
4	GESI responsive social mobilization plan developed for effective implementation of IRBDMP Inclusive and representative NGO Platform established Livelihood activities and awareness raising activities targeting local communities especially women, poor and socially excluded implemented	<ul style="list-style-type: none"> Increased number of women, poor and excluded utilising the project resources, benefits through social mobilisation efforts NGO platform includes representatives from NGOs, local village groups with 50% participation of women Livelihood activities support to 296 HHs in the SNNP gives preference to poor, FHH and excluded groups 	IRBDMP consultants , WECs, HPCIDBC	Year 1 and 2
Output 2: Improved river bank environment in urban areas				
5	Improved river environment through rehabilitation/ protection of ghats, river banks, regulators and engagement with local community, basin settlers, and local CSOs/NGOs	<ul style="list-style-type: none"> 300 pm employment generated from rehabilitation works of which 20% is by women and 10% by poor and socially excluded. Equal pay for work of equal value 	HPCIDBC	Year 2 to 4
6	Local users committee mobilised for community participation for conservation related activities in the water shed management areas comprising women and excluded groups	<ul style="list-style-type: none"> 33% of women members and 20% from the poor and socially excluded groups women in local users groups, and proportionate representation from other social groups Preference to be given to local user groups/committees for protection/conservation works and river training IEC materials on river environment conservation are simple and in local languages and disseminated to all basin stakeholders through Radio, TV 	NGOs PMDSC	First year
Output 3: Increased water availability in the basin during dry season and watershed conservation				
7	Capacity building training program on RWH system	<ul style="list-style-type: none"> Sub-engineers, engineers, architects, plumbers – 20% women as 	NGOs PMDSC	Year 2

	installation and O&M includes women and socially excluded	trainees <ul style="list-style-type: none"> • Students: 50% women and proportionately from other social groups • HH level: At least one female member of each of the interested HHs are trained on RWH installation to O&M and solid waste management, special consideration to FHHs. • Information materials on RWH technology are in simple and local language 		and 3
8	Training and awareness programs on conservation and protection of watershed areas to the stakeholders – users groups, local settlers, national park staff, army personnel to include women and socially excluded groups	<ul style="list-style-type: none"> • At least 30% of the total 750 trained on conservation and protection of watershed, solid waste disposal are women and proportionately from socially excluded groups. 	NGOs, PMDSC	Year 2 to 4
9	Training and demonstration on use of energy efficient wood cooking stoves – key target women of SNNP settlement	<ul style="list-style-type: none"> • 100% women of the 250 households to be considered will receive training and demonstration kits 	HPCIDBC/NGO	Year 2 to 4
Output 4: Flood Forecasting and Early Warning System in the Bagmati River Basin is functional				
9	Community-based early warning system and flood adaptation programs implemented.	<ul style="list-style-type: none"> • Community-based early warning system and flood adaptation program considers specific needs of women and vulnerable groups 	DHM	Year 2 to 4
Output 5: Efficient Project Management and Effective Stakeholder Coordination				
10	Ensure GESI-sensitive project management	<ul style="list-style-type: none"> • GESI Action Plan adopted and annual action plan formulated (<i>Responsibility: PCMU</i>) • Implementation of GESI Action plan monitored and reported in quarterly progress reports and on QCPRM (<i>Responsibility: PCMU</i>) • HPCIDBC, RBO, WECS, sub-basin committees and local users groups, and partner NGOs oriented on the GESI Action Plan as well as on the use of GESI mainstreaming tools (<i>Responsibility: PCMU</i>) • GESI-sensitive monitoring system established and regularly populated with sex-, ethnicity-, caste-, and poverty level-disaggregated data. (<i>Responsibility: PCMU</i>) • Local community motivators and social mobilisers hired include 50% women and 40% from socially excluded groups 	PCMU and PMDSC NGO	Year 1 to 5
11	Capacity building on GESI mainstreaming conducted for community, project staff/government officials and NGOs	<ul style="list-style-type: none"> • Community level training: 50% women and proportionate representation from excluded groups • Project staff, government officials and NGOs: 30% women 	PMDSC/PCMU	Year 1 to 2

CSO = civil society organization, DSS = decision support system, DWIDP = Department of Water Induced Disaster Prevention, FHH = female headed household, GESI = gender equity and social inclusion, HH = household, HPCIDBC = High Powered Committee for the Integrated Development of the Bagmati Civilization, IEC = information education and communication, IRBDMP = integrated river basin development master plan, IRMC = integrated resource management committees, NGO = nongovernment organization, O&M = operation and maintenance, PCMU = project coordination and management unit, PMDSC = project management design and supervision consultant, QCPRM = quarterly country portfolio review meeting, RBO = river basin organization, RWH = rain water harvesting, SNNP = Shivapuri Nagarjun National Park, WECS = Water and Energy Commission Secretariat.

Source: Asian Development Bank.