

GENDER and SOCIAL INCLUSION ACTION PLAN¹

	Activities	Indicators & Targets	Source of funding	Timeline	Resp.
Output A: Increased electricity transmission					
1(a)	Promote local employment for women and men and equal wages for equal work in unskilled, semi-skilled and skilled labour	<ul style="list-style-type: none"> Equal employment opportunity given to poor women and men. Contractors will be encouraged to hire 30% of the project workforce locally, with preference to women and marginalized groups 	NEA	Project Implementation Period	NEA, PMU, Consultant
1(b)	Women's livelihoods enhanced through skills training	<ul style="list-style-type: none"> Livelihood training [target: 1,500 people] in income generating skills and activities (target: 80%: women and marginalized groups) Energy-based training targeting local communities in the Baliya VDC (Badi community), Thami community in Rameche VDC, Tamang community in Sundarijal VDC and along the Khimti-Kathmandu T/L [target: 500 women] in a range of skills and expertise which include: TV, mobile phone repairs; household equipment repairs; local production and marketing (handicraft, pickle-making, jam-jelly, off-season vegetables) 	TASF		EA Local NGO
1(c)	Gender-related public awareness activities	<ul style="list-style-type: none"> Awareness raising package in communities along the T/L right-of-way (ROW) and substation area [target: 1,500 people] about safety risks and hazards of T/L, social and health risks associated with infrastructure development (inc. STI/HIV), safe working conditions and practices, women's participation in project activities and efficient use of energy 			
1(d)	Assistance to vulnerable communities	<ul style="list-style-type: none"> Life coaching, awareness building and assistance to women in three Thami communities (Rameche VDC) and three Badi communities (Baliya VDC) living along the K-K line 			
1(e)	Small-scale gender sensitive infrastructure development	<ul style="list-style-type: none"> Construction of male/female toilets in public schools in Motipur VDC Construction of male/female public toilet facilities in up to 3 market-places along the T/L in Bhurigaoun and Sanoshree and Karnali bridge 	NEA		NEA, PMU, Consultant
1(f)	Conduct public consultations with affected people, Electric Users' Cooperatives (EUCs)/Women Groups on compensation for land acquisition, resettlement and displacement ensuring those FHHs and other affected women are included	<ul style="list-style-type: none"> All FHHs affected by the project, assured of equal compensation [target: 100% women] Affected households compensated in joint husbands and wife account. 			

¹ The Gender and Social Inclusion (GESI) Action Plan outlines modalities through which women will be involved in the implementation of the Project by ensuring their access to energy-based resources, opportunities, and services. The GESI Action Plan contains specific targets for ensuring project benefits reach rural women and marginalized groups living along the transmission lines (T/Ls). Gender design features under the Project include skills training, livelihood enhancement and creation, employment and training opportunities, consultation, gender-based community improvements, and public awareness. The Nepal Energy Authority (NEA) will monitor and report on the GESI Action Plan implementation on a semiannual basis in its performance monitoring and reporting. Reference to NEA indicates the use of Government Counterpart Funds under the Loan.

	Activities	Indicators & Targets		Timeline	Resp.
Output B: Increased Electricity Distribution Capacity					
2(a)	Identify needs, scope and geographic coverage of assistance	<ul style="list-style-type: none"> Needs assessment carried out to determine eligibility for rural-based community/household-level electrification 	TASF	Project Implementation Period	EA Local NGO
2(b)	Increase electrification rates in rural communities	<ul style="list-style-type: none"> Electricity access provided to 20% of newly electrified households along the K-K line (target: 30% women and marginalized groups) (baseline: 9,000) 			
2(c)	Women's livelihood opportunities enhanced through awareness building in the use of renewable energy	<ul style="list-style-type: none"> Increased public awareness of newly electrified households (2,000) in: (i) safe and efficient use of electricity (incl. compact fluorescent lamps (CFL)); (ii) energy related livelihood opportunities; (iii) energy consumption patterns for household tasks 			
Output C: Enhanced Electricity Generation					
3(a)	Women's livelihoods enhanced through skills training	<ul style="list-style-type: none"> Training on local product processing and marketing skills targeting local communities (20 HHs) in the Sundarijal VDC (9 wards). Training in public health activities in Tamang Village (target: 30% women participation) 	TASF	Project Implementation Period	EA Local NGO
3(b)	Small-scale gender-sensitive infrastructure development	<ul style="list-style-type: none"> Construction of male/female public toilet facilities in pipeline source in Sundarijal hydro plant in Sundarijal VDC Maintenance support of local suspension bridge in Tinau hydro plant at Dovan VDC (used primarily by women for accessibility) 	NEA		NEA, PMU, Consultant
Complementary and Supporting Activities²					
4(a)	Monitor the project's impact on target groups	<ul style="list-style-type: none"> Establish a M&E system in PMU to collect sex, caste/ethnicity disaggregated data in project monitoring, evaluation 	NEA/PMU	Project Implementation Period	PMU
4(b)	Conduct gender sensitization workshops to the PMU and Transmission Line Project Staff.	<ul style="list-style-type: none"> Workshop modules developed on the importance of social and gender concerns in project development, handling of grievances during the project, and about holding open, transparent and inclusive public consultation and dialogue with direct and indirect stakeholders 			
4(c)	Ensuring electricity access for rural poor and vulnerable communities	<ul style="list-style-type: none"> Electricity access provided to selected (8-10) EUCs, or approximately 8,000-10,000 households³, through support provided to the community rural electrification program of the Community Rural Electrification Department⁴ (CRED) program 	JFPR		EA Consultant
4(d)	Strengthening technical, organizational, and end-user capabilities	<ul style="list-style-type: none"> Support provided for strengthening the technical and organizational capabilities of (selected) EUCs under the CRED program through: (i) community cooperatives training for 5 people from 8-10 EUCs, with a target of at least 15 women participants (30%); and (b) user training (estimated 8,000 to 10,000 households in nine districts, with 50% target women participation) 			

DHO: District Health Office; EUCs: Electricity Users Cooperatives, FHHs: Female-headed household (FHHs) are families without adult males, composed of widows, separated/divorced, unmarried women; GESI = Gender and Social Inclusion; M&E= Monitoring and Evaluation; NEA: Nepal Electricity Authority, NGO: Non Governmental Organization; PMU= Project Management Unit, ROW: Right of Way, VDC= village development committees.

² Complementary activities will be financed under the Nepal Component of JFPR 9158 *Improving Gender Inclusive Access to Clean and Renewable Energy in Bhutan, Nepal and Sri Lanka* (2011).

³ Under the program, cooperatives formed in communities bear 20% of the cost of installation, while the government invests on the remaining 80%. Special attention will be paid to ensuring that access to electricity, including household connections, is provided to households headed by women and/ marginalized groups.

⁴ The CRED is under the Electrification Business Group of the NEA. It was established to conduct community-based rural electrification works.