**GENDER EQUALITY AND SOCIAL INCLUSION FRAMEWORK**

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<tr>
<th>PREPARATION/DESIGN PHASE</th>
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| - Carry out *Gender and Social Inclusion analysis,* to inform the finalization of *Detailed Project Reports* (DPRs), by a dedicated Social Development (GESI) Specialist for the Facility-financed Projects. Should the nature of the Project allow for end-user interface based on direct energy access, a *GESI and energy profile* should be developed with information and data to include:
  (i) Socio-cultural norms and practices of local communities in the project area in terms of gender division of labor, rights and responsibilities, access to information and services, access to and control over economic and financial resources and services, with focus on gender, caste and ethnicity.
  (ii) Gender based livelihoods patterns of local communities, incl. access to energy, water, sanitation, education, health, and transport services, disaggregated by sex, caste and ethnicity, with focus on women, poor female-headed households (FHHs), incl. single women, widowed and deserted women; and
  (iii) Access and use of energy resources and services and the role of women and men in the management of community and household energy resources.
| - Assess work patterns, employment (unskilled, semi-skilled and skilled) and related training opportunities, and energy-based livelihood opportunities for women and how the project could enhance women’s opportunities in these areas.
| - Identify and recommend key GESI elements in risk mitigation measures including addressing health and social impacts associated with large-scale infrastructure development [such as sexually transmitted infections (STIs), human trafficking].
| - Identify appropriate *ADB Gender Mainstreaming Categories,* and – if potentially categorized as Gender Equity (GEN) or Effective Gender Mainstreaming (EGM), include preparation of a GESI Action Plan (GESI/AP). Identify government agencies/NGOs for GESI/AP implementation and assess their capacity.
| - Adopt specific targets for meaningful consultation and representation of women and socially excluded groups [e.g. Dalit, Adivasi Janajati, Muslims] at different stages of project design. | Project team includes Social Development (GESI) Specialist, with local knowledge and experience on Community-Based Development: 3-6 person months based on project complexity and range of GESI-related impacts/benefits anticipated in the project.
| | Consultation with community structures/groups, project affected beneficiaries [% targets defined for women’s participation (at least 33%) and proportionate participation of excluded groups].
| | GESI/AP prepared with clearly defined activities and performance targets, timelines, and responsibilities. Key GESI/AP indicators reflected in project Design and Monitoring Framework.
| | Government agencies and/or NGOs identified and capacities assessed for GESI/AP implementation. | EA/IAAs and ADB |

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1. **This Gender Equality and Social Inclusion (GESI) Action Framework (AF) aims at providing a framework for the effective incorporation of GESI approaches and considerations in the design of Facility-financed Projects and the development of GESI/AP, should the ensuing Projects be categorized as Effective Gender Mainstreaming (EGM).** The Framework builds on GON’s broader commitment to GESI, including in the energy sector and promising practices developed by ADB in its support to the energy sector in Nepal. The GESI Framework is not a substitute for any other safeguards’ frameworks (i.e. Resettlement, Environment and/or Indigenous People’s Frameworks) which – by their nature – aim at specifically targeting affected people within the project area.


3. **See Gender Analysis: Developing Gender and Energy Profiles, in Gender and Energy Toolkit: Energy, Going Beyond the Meter, ADB: 2012: 11.**
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<th><strong>CONSTRUCTION PHASE</strong></th>
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<td>• Establish specific targets for women’s employment during construction and operation, including for semi-skilled and skilled labor—based on the gender and social analyses conducted, baseline data collected, GON’s legislation, promising practices and—if feasible- adoption of evidence-based or aspirational targets</td>
<td>Employment targets for women (33% minimum) and proportionate targets for excluded groups, for unskilled labor. Record of wages paid shows no gender disparities for work of equal value. Details of entitlement disbursement as per the safeguard framework. Targets for women’s participation in awareness raising/capacity development/training (at least 33%). Budget allocated for GESI implementation. GESI-informed mitigation measures implemented</td>
<td>EA and IAs</td>
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<td>• Provide separate facilities required for women employees at the construction site such as separate toilets.</td>
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<td>• Provide child care facilities in case of mother of under five year children during construction and operation of hydropower project,</td>
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<td>• Identify location, and beneficiaries to positively impact women and socially excluded groups,</td>
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<td>• Support participation and representation of women and excluded groups in community structures and in decision making,</td>
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<td>• Provide equal wage rates for women and men laborers, entitlement packages for women and socially excluded groups,</td>
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<td>• Include women in all awareness and capacity development and training activities.</td>
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<td>• Identify if— in the project area- adequate GESI sensitive mitigation initiatives (supported by Government, NGOs/CBOs) are in place and—if not-, budget for and implement specific GESI-based mitigation modalities.</td>
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<th><strong>OPERATION PHASE</strong></th>
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<td>• Implement GESI-inclusive M&amp;E system whereby: (a) data are disaggregated by sex, caste and ethnicity and systematized in the project management database, (b) indicators are established at the onset, monitored against baseline conditions and reported on a regular basis, focusing on improvements to quality of life parameters.</td>
<td>Consultations carried out with women and IPs/organizations [target: at least 33% women in mixed gatherings]. Details of entitlement disbursement as per the safeguard framework</td>
<td>EA and IAs</td>
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<td>• Conduct participatory and GESI inclusive monitoring activities.</td>
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<th><strong>CAPACITY DEVELOPMENT PHASE</strong></th>
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<td>• Review national GESI provisions and laws and relevant GESI elements in energy sector policies. Prepare GESI Mainstreaming guidelines for planning and implementation</td>
<td>GESI Guidelines prepared Training carried out for the staff [target: at least 33% women and proportionate number of socially excluded groups]. Project training package includes GESI training modules and sessions, facilitated by GESI training experts.</td>
<td>EA/IAs and ADB</td>
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<td>• Contribute to establish long-term capacity to monitor the GESI impacts and result of the energy project by the Hydropower company.</td>
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<td>• Develop a training module for GESI sensitization training for the department staff, PIU, Hydropower Corporation and other related staff on GESI policy, principle and requirements.</td>
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ADB = Asian Development Bank, CBO = Community based organization, DOED = Department of energy development, Ministry of Energy, GESI = Gender equality and social inclusion, GESI AF - Gender equality and social inclusion action framework, HOH= Head of household, IPs = Indigenous peoples, NGO = Nongovernmental organization, TOR = Terms of reference.