



Summary of Social and Gender Integration Plan (SGIP)

September 2021

Millennium Challenge Account Nepal Development Board
MCA-Nepal

1. Introduction

The Federal Democratic Republic of Nepal (Nepal) acting through the Ministry of Finance, Government of Nepal (GoN) and the Millennium Challenge Corporation (MCC), a United States government agency, entered into a Millennium Challenge Compact on 14 September 2017. MCC contributes US\$500 million as a grant and GoN contributes US\$130 million for the implementation of two projects, namely; Electricity Transmission Project (ETP) and Road Maintenance Project (RMP) under the Compact. The ETP intends to construct a 400kV double circuit overhead transmission line spanning approximately 314 kilometers and three new substations. The RMP is expected to support the roads maintenance up to 305 kilometers. The Compacts' overarching goal is to reduce poverty through economic growth by addressing inadequate supply of electricity and high cost of transport by implementing these two projects.

MCC's Gender Integration Guidelines require that the implementation agency develop a Social and Gender Integration Plan (SGIP) to strategically systemize gender and social inclusion across Compact projects. The SGIP presents Gender and Social Inclusion (GSI)-focused activities and interventions developed during Compact development and identifies potential entry points for GSI consideration. It identifies the roles and responsibilities of MCA-Nepal project teams for implementing GSI-related activities. The SGIP is MCA-Nepal's internal document that serves as an operational and monitoring tool.

The SGIP was developed through a consultative and interactive methodology. It is based on a comprehensive review of national and international reports as well as key informant interviews and focus group discussions with government institutions, non-government organizations and communities. The draft SGIP was sent to key stakeholders including relevant ministries for review and comments. Comments and concerns raised during the SGIP Stakeholders' Consultations Workshop held on November 21, 2019, written comments from key stakeholders, inputs received from MCC, and MCA-Nepal teams have been taken into account in finalizing the SGIP.

The SGIP is referenced in all Compact documents, including Implementing Entity Agreements (IEAs), where specific measures and actions are to be undertaken throughout the Compact implementation period. Contractors are required to comply with applicable SGIP requirements. MCA-Nepal's GSI team, working in coordination with project teams, sector leads and with the support and guidance of MCA-Nepal senior management leadership is responsible for the implementation and monitoring of the SGIP.

The development and approval of the SGIP is also a Condition Precedent required before the second Disbursement of Program Funding to occur on or after 90 days following the Compact's Entry into Force (EiF). The SGIP is expected to be periodically updated to incorporate new developments and changes that can occur during Compact implementation.

2. Country Context

Inequalities exacerbated by Nepal's history of caste discrimination and social exclusion has prompted the GoN to identify women, Adivasi, Janajatis, Madhesis, Muslims, people with disabilities, gender and sexual minorities, and people from remote regions as disadvantaged or excluded. The GoN has been progressive in addressing inequalities by instituting different policies and legislation aimed at ending all forms of discrimination. Moreover, the 2015 Constitution guarantees the right to equality by prohibiting all discrimination based on any grounds.

Nepal's economy is largely agricultural, providing 67 percent of total employment but accounting for only 1.3 percent of growth and one-third of the total value-added produced (WB 2018). The service sector is largely informal and dominated by wholesale and retail trade, accounting for half of the total growth, and the industry sector contributes 0.5 percent points to the total growth (ibid).

The labor force participation data indicates that disparities remain in labor market outcomes between women and men, and rural and urban areas. The Nepal Labor Survey (2017/18) reports unemployment rates are higher among women (13.1 percent) than men (10.3 percent). At least 57 percent of youth find employment by contacting relatives and friends (WB, 2018). Women have fewer networks than men and are discriminated in wages and opportunities. The 2017/18 Nepal Labor Force Survey shows that women earn 29.45 percent less than their male counterparts, with the same level of education and equivalent positions. However, the Article 18 (4) of Nepal's 2015 Constitution states that there should be no discrimination in remuneration for the same kind of work.

The National Living Standard Survey (NLSS) which assesses poverty and living conditions of the Nepalese population shows a declining trend in poverty in which remittances have played a significant role. Despite decreasing rates of poverty, the Census of 2011 shows that lower caste and traditionally excluded social groups are more likely to be poor and rural poverty is nearly double urban poverty (27.43 percent versus 15.46 percent, respectively). Social and gender inequalities continue to reduce the opportunities for poverty reduction among the historically marginalized groups.

In 2002, the 11th Amendment of the Civil Code provided equal inheritance rights to unmarried daughters and sons. There is a policy of tax exemptions to incentivize the registration of land in a woman's name and joint ownership of husband and wife. According to the 2018 Nepal Social Inclusion Survey (CDA 2020), 7.3 percent of women own houses and 21.4 percent of women own land. The rates of landlessness among Dalits is high, as they have traditionally depended on income from trades and services rendered. The Seventh and Eighth Amendment of the Land Act has provided the legal framework for the Constitutional provision, which requires the state to provide land to landless Dalits and to landless squatters and unmanaged dwellers.

In Nepal, gender, caste, and ethnic exclusions intersect with hierarchies, sectors, institutions, religions, occupations, languages, and locations. Dalit men tend to have a lower status in society than non-Dalit women. A rural woman would face problems compounded by caste, religion, ethnic group, level of education, age, and position within the family if widowed or disabled. Women experience Gender-Based Violence (GBV) both in domestic and public spaces including workplaces. In Nepal, the most common forms of GBV include female infanticide and food/nutrition deprivation, early and forced marriage, trafficking in persons, sexual exploitation, and domestic violence, and ostracism during menstruation. The full extent of GBV in Nepal is still unknown as 66 percent of women who have experienced any type of physical or sexual violence have not sought any help (GoN 2017).

Nepal is a signatory to many international agreements and has passed national legal and policy frameworks for protecting human rights and promoting gender equality and social inclusion. Nepal's national legal and policy frameworks are establishing important precedents in support of equal opportunities and ending discrimination based on gender and social identities. The Constitution supports gender equality, proportional inclusion, and social justice. Positive provisions include affirmative

action to address historical disadvantage and a ban on gender or caste/ethnicity-based discrimination. While Nepal's legal provisions are intended to eliminate gender and social discrimination and to promote gender equality and social inclusiveness, many laws are not implemented effectively. Large numbers of women, especially in rural areas, are also unaware of laws that are intended to protect them.

The Ministry of Women, Children and Senior Citizens (MoWCSC) plans and executes programs for empowering women, children, and senior citizens. There are Gender Equality and Social Inclusion (GESI) units and focal persons in all the ministries and they regularly communicate and consult with MoWCSC. Some line ministries have prepared their GESI Strategies to integrate gender and social inclusion into their respective programs.

The Constitution of Nepal (2015) also makes provision for seven National Commissions on Women, Dalits, Inclusion, Indigenous Nationalities, Madhesis, Tharus, and Muslims. The major role of these commissions is to assess the situation of the social groups for which it has been established and make recommendations to the GoN for necessary policy, legal and institutional reforms.

3. Gender and Social Analysis of the Power Sector in Nepal

3.1 Gaps in Access and Use of Electricity

The Nepal Electricity Authority (NEA) plans to reach 100 percent national grid connection by 2023 and reports that 86 percent of total households have access to electricity infrastructure as of FY 2019/20. Various factors can hinder access to electricity, including distance to the grid, connection and tariff costs, and service provision failures (PA, 2018).

According to NEA, it costs up to NPR 2200/ to get grid connection for 5-amp service. NEA also makes free connections to the poor customers who are unable to pay the connection charge. NEA recently made its service connection procedure simpler and less costly for new customers by removing its requirement for certificates from local authorities in order to get grid connections. A single-phase connection can be obtained one week after submitting the application forms to NEA, while it takes 15 days to get a 3-phase connection.

The GoN has implemented the Community Rural Electrification Program (CREP) since 2003, to expand the access of electricity services to remote rural areas. The Community Rural Electrification Department (CRED) in NEA implements this program through a community-based participatory approach in which the GoN contributes 90 percent and Community Rural Electrification Entities (CREEs) contribute the remaining 10 percent of the total cost for Rural Electrification and Rehabilitation. Currently, an estimated 550,000 customers have access to electricity through this approach. However, the majority of its connections are single-phase which does not support the use of machines, equipment and appliances.

3.2 Electricity Pricing and Tariff Affordability

Nepal's household electricity tariffs follow the traditional block structure where the price of electricity increases as the consumption moves from one block to another. There is a monthly fixed charge and a variable charge proportional to the amount of energy used. The 2020/21 GoN budget announced free connection of electricity for the poor who consume less than 10 kWh per month. The first tariff structure fixed by Electricity Regulatory Commission (ERC) continues the low-user tariff which subsidizes consumers who consume up to 20 kWh per month and free for those who consume up to 10 kWh per month, with the cost for this free consumption cross

subsidized within the tariff structure. This latest ERC tariff structure also benefits all customer households with some kind of subsidy. The provision of electricity at a lower cost without designating the source of subsidy can jeopardize the financial health of the utility companies.

In Kathmandu and other urban and peri-urban areas, small and large housing units (not high-rise apartment buildings) are rented out to several individuals or family units. However, the entire house often has one electricity meter and the combined consumption of these multi-family units is charged at 13 NPR per kWh and an additional 2 NPR per kWh charges are added to cover landlords' expenses. The ERC (2020) has recently made provisions for electricity tariffs on rental housing. It states that the house-owner cannot charge more than the maximum rate determined during the billing, and proposed NEA to carry out a study on providing separate meter or sub-meter services to the rental houses before submitting the next tariff proposal.

3.3 Electricity Use and Reliability

Nepal's Sustainable Energy for All National Plan targets reaching a consumption rate of 550 kWh per person per year by 2030 which is only 218 kWh per capita electricity consumption per year (NEA 2019/20). Central Bureau of Statistics (2016) reports that more than three-quarters of Nepal's households use electricity as their primary source of lighting of which 49.1 percent and 96 percent are from the poorest and wealthiest quintiles, respectively.

The NEA forecasts that Nepal will have an electricity surplus starting in 2022 especially in high river flow season, and this puts pressure on NEA and other stakeholders to find ways to best increase electricity consumption. Promoting the use of electricity for cooking is the apparent choice to promote increased consumption at the household level. However, there are technical challenges to encourage increased use of electricity for cooking. First, a household connection has to be at least 15 amperes to use 1.8-2 kWh of induction cooker. In addition, cooking being a peak-time activity, it is likely to cause a significant impact on the capacity and power quality of the distribution network, as well as the transmission network. Further, low-income households may have financial constraints for buying cook stoves and cooking appliances if they are to quickly transition to electric cooking. In addition, the electricity tariffs need to be fixed at levels that would make electric cooking beneficial.

The use of electricity for agricultural services exists in Nepal but is not significantly promoted. The new tariff approved by ERC (2020) has a subsidized rate of NPR 4.30 per kWh for irrigation purposes for the level of 230/400-volt customers. Nepal has a significant length of single-phase distribution lines, built to serve low-user customers at lower distribution line cost but the single-phase lines may not allow larger industrial, commercial, or agricultural customers who need supply from a 3-phase supply line that limits the productive use of energy. Another key area is the use of electricity for small-scale industries. As this consumption would be low during off-peak (daytime) hours, the additional burden on the distribution network would be more manageable than the use of electricity for household cooking.

3.4 Policy and Institutional Frameworks

The Electricity Act, 1992; the Hydropower Development Policy, 2001; the Electricity Regulatory Commission Act, 2017 and the latest Water Resources Policy, 2020 constitute the legal framework that governs the electricity sector in Nepal. However,

none of the regulatory and policy frameworks makes reference to or provision for social equity and gender equality.

The ERC will set standards and/or policies for hydropower construction, transmission lines and distribution networks, wheeling charges, and power purchase agreements. The establishment of the ERC, in terms of staffing and setting strategic priorities, has been progressing. Electricity regulators have a responsibility to protect consumers including low-income groups.

The NEA works with both power producers and consumers and is responsible for implementing power sector policies. The Environmental and Social Study Department (ESSD) is a separate entity (under the Engineering Service Directorate of NEA) that has responsibility for environmental and social aspects of hydropower and transmission line projects. With ADB's support, a GESI Unit was established in 2016 within the ESSD to implement and oversee GSI-related activities. However, a recent report notes that those assigned to the GESI Unit have a limited understanding of GESI issues and/or training in applying a GESI lens to projects (ADB, 2018). This same report indicates that the lack of workforce diversity within the NEA, including within the ESSD, may contribute to this lack of awareness or understanding.

NEA has 8,654 staff of which 1193 are women staff (NEA, 2021). The lack of diversity within the NEA and the energy sector, in general, can negatively impact energy delivery and services, business performance, and community consultations. GSI-responsive practices and policies will be necessary to increase employment opportunities and reduce gender segregation in the energy sector. Changes at NEA could promote workforce diversity and strengthen GSI-responsive engagement in project-affected communities.

4. Gender and Social Analysis of the Road Sector in Nepal

4.1 Road Maintenance and Employment

In Nepal, roads are classified into four types of roads, namely national highways, feeder roads, district roads and urban roads, according to the administrative classification of roads. Two different departments manage these roads according to the road types. Department of Road (DoR) manages the national highways and feeder roads collectively called Strategic Road Networks (SRN) whereas the then Department of Local Infrastructure and Agricultural Roads manages (now managed by Provincial and Local Governing Authority) districts and urban roads which are collectively called Local Roads Network (LRN) roads.

Over the past decade, the length of the SRN has doubled while the length of the Local Road Network (LRN) has almost tripled. The rapid expansion of the road network without adequate and timely maintenance, has inexorably deteriorated road conditions and level of service. The DoR has employed "length workers" to maintain road length up to certain kilometers, many of whom are women and/or from vulnerable and excluded social groups, including Dalits.

4.2 Women's Employment in Road Maintenance

Road maintenance is one of the areas that can generate skilled, semi-skilled and unskilled jobs. The ADB experience in road projects suggests that the number of women employed can be significant, especially in rural areas. The Ministry of Physical and Infrastructure Transport (MoPIT) has prepared their GESI Operational Guideline in order to mainstream gender and social inclusion at the policy and institutional levels as well as in planning, programming, budgeting, and project cycles.

4.3 Road Safety

The Department of Transport Management data shows 3.5 million vehicles are registered as of 2018/19 (GoN, 2018). Based on aggregated information extracted from traffic accident reports and police data (2007-2012), the main causes of accidents are “driver negligence” (43.7 percent) and high speeds (18.7 percent).

Pedestrians and non-motorized means of transportation are most vulnerable in road accidents, largely due to the lack of road safety awareness and safe zones. Road infrastructure improvements should go hand-in-hand with road safety awareness, including widespread campaigns for road-user behavior change and increased public knowledge and enforcement of rules and regulations.

5. Gender and Social Inclusion in Compact Projects

5.1 GSI Activities and Interventions

The construction of 315 kilometers of a double-circuit 400-kilovolt Transmission Line (TL) and Substation (S/S) under ETP is expected to generate about 7300 skilled, semi-skilled and unskilled jobs. MCA-Nepal will require contractors to apply non-discriminatory recruitment and pay practices to ensure equal opportunity and equal pay for women and historically marginalized groups. A minimum 33 percent employment target for women is expected to be applied in the recruitment of all jobs. Contractors will be required to put in place the necessary measures that will create a safe working environment for women workers.

MCA Partnership Program (MPP) Sub-activity: This is a sub-activity under ETP which intends to build and sustain relationships within affected communities by delivering direct benefits that complement the improvements in electricity supply. GSI consideration is at the center of its development especially during the community consultations for activity finalization.

The Compact’s Power Sector Technical Assistance (TA) Activity will embed experts within ERC to support ERC and NEA ESSD capacity strengthening. The GSI considerations under this activity are: (i) support studies to examine key social issues in tariff and electricity affordability; (ii) electricity services to communal multi-family rental properties; (iii) support the development of ERC’s Gender and Social Inclusion strategy; and (iv) support for strengthening the NEA’s ESSD function. ERC capacity will be strengthened to enable it to perform its responsibility from social equity and inclusion perspectives while NEA ESSD’s capacity will be strengthened in conducting social impact assessments, inclusive stakeholder consultations and an effective grievance redress mechanism.

The RMP will also be used to engage with contractors and MCA-Nepal envisions using MoPIT’s GESI Operating Guidelines that require the participation of women and historically marginalized groups in employment in the road maintenance work. This activity is also expected to promote road safety by implementing outreach and educational activities.

In addition to the above mentioned GSI specific interventions in compact projects and activities, GSI requirements will be integrated into the following crosscutting issues: including Trafficking in Persons (TIP), Environment and Social Performance (ESP) of compact implementation; and communications and monitoring and evaluation as presented below.

5.2 Trafficking in Person Risk Management Plan

MCC’s Counter-TIP policy (2014) guides TIP-related analyses and risk mitigation in the project. This policy defines TIP as (a) sex trafficking in which a commercial sex

act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age; or (b) the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for subjection to involuntary servitude, peonage, debt bondage, or slavery. The most direct way that TIP can impact infrastructure projects funded by MCC is through exploitative recruitment practices and/or labor conditions for workers.

All projects that use contract mechanisms for works (large and small), non-consulting and consulting services are required to comply with the Counter-TIP Minimum Compliance Requirements. As part of the EIA for the ETP, the Consultant conducted a TIP risk assessment and concluded that all segments of the transmission line route are categorized as at high risk of TIP, thereby triggering contractual requirements to prepare a TIP Risk Management Plan.

The TIP Risk Management Plan will highlight the risk assessments in the project area, preventive measures based on the assessment, monitoring, reporting mechanisms along with Contractors' roles and responsibilities. The document also explains internal and legal procedures to be taken in case TIP incidents occur, including the penalties.

5.3 Environmental and Social Performance

The Environmental and Social Management System (ESMS) outlines key plans, including Emergency Preparedness and Response Plan, Health and Safety Policies and Procedures, and Resettlement Policy Framework. Land acquisition and the physical and/or economic displacement of women, men, and other vulnerable groups are other key concerns. The development and implementation of the Resettlement Action Plan (RAP) and Livelihoods Restoration Plan (LRP) will be in place before construction begins.

For the ETP, the preparation of a detailed ESHSMP outlines the key risks and requirements for contractor's safeguards compliance for preventing and mitigating social risks, among others. This will support monitoring and compliance to help ensure the implementation throughout the project and among the numerous contractors is done in ways that are safe for workers and the communities affected, minimize and compensate for disruptions to communities and society, and minimize and repair damage to the environment. In the RMP, the Environmental and Social Management Plan (ESMP) requires safeguard measures be complied with by contractors, and incorporates gender issues and TIP risks.

5.4 Communication and Monitoring and Evaluation

Socially inclusive and gender-responsive outreach campaigns can improve communication and strengthen trust with local people. Communication tools and activities will take into account the varying needs of women and socially excluded or vulnerable groups, including people with disabilities and the poor. Communication and outreach materials will be prepared in English, Nepali and predominant local languages, to increase understanding and inclusiveness. In addition to general information about Compact, the PSAs will disseminate specific messages, such as promotion of women's employment, TIP issues, and others, among a wider audience.

As per the MCC M&E Policy, efforts will be made to identify GSI targets and indicators as relevant and where possible. In the context of gender differences and inequalities, MCA-Nepal will establish targets when pre-compact gender analysis, cost-benefit analysis, or program design work leads to the formulation of specific hypotheses on gender impacts or explicitly links performance to gender-specific outcomes, such as

equitably distributed benefits. In the context where program design work does not explicitly lead to the formulation of gender impacts or gender-specific outcomes, the M&E Plan will still specify which indicators will be disaggregated by sex and caste/ethnicity.

5.5 SGIP Budget and Implementation Timeline

Funding has been budgeted for GSI-related interventions outlined in the SGIP under each compact project and activity as well as crosscutting themes. Based on these provisions, contractors will have resources available to them to implement the SGIP. The timeline for implementing SGIP is aligned with project and activity implementation after the EiF.

6. Social and Gender Integration Action Plan

Compact Project I: Electricity Transmission Project (ETP)			
GSI Objectives	Tasks	Output/Process Indicators	Responsibility
<p><u>Transmission line and substation construction</u></p> <p>1.1 Promote employment opportunities for women, socially excluded, marginalized and vulnerable groups in all skilled, semi-skills and unskilled jobs in construction (transmission line & sub-station).</p>	<p><u>1. Procurement phase</u></p> <ul style="list-style-type: none"> - Integrate a language in GSI section of Tech Specs in bidding documents and contracts. - GSI requirements included in line items and set targets for employing women and marginalized groups. - Include requirements for contractors to ensure the provision of safe and enabling work and workers camp environment. - Include GSI key personnel, GSI work experience in the bid evaluation criteria. <p><u>2. Construction phase</u></p> <ul style="list-style-type: none"> - Orientation and sensitization of contractors and their employees on GSI requirements in construction contracts. - Information dissemination about the employment opportunities to communities and encourage women, socially excluded and marginalized groups to apply for employment. - Review Contractors' Environment Social Health & Safety Management Plan (CEHSMP) and ensure the integration of GSI requirements in line with MCA-Nepal's ESHSMP as follows: <ul style="list-style-type: none"> o Separate workers camp and sanitary utilities for women and men; Development and implementation of Anti-Sexual Harassment Policy 	<ul style="list-style-type: none"> - Recruitment of women, socially excluded and marginalized groups in all categories of employment in construction works is prioritized and expected to meet 33 percent filled by women workforce. - No discrimination on payment for same work with regard to gender. - Contractors' Team aware of policies and requirements on GSI. - Creation of safe work camp and free of all forms of harassment and exploitation. - Continued progress towards achieving 33% women employment target for ETP achieved - Supervisory engineer develops risks monitoring plans that includes GSI risks. 	<p>Project Manager-ETP</p> <p>QAM- Social Inclusion and Resettlement</p> <p>GSI Specialist-ETP</p> <p>Supervisor Engineers</p> <p>Contractors-ETP</p> <p>Project Manager-ETP</p> <p>QAM- Social Inclusion and Resettlement</p> <p>GSI Specialist-ETP</p> <p>ESP team</p>

	<p>and TIP Risk Management Plan, ensure development and implementation of Workers Code of Conduct and Workforce Management Plan, Implementation of non-discriminatory recruitment and pay practices including equal pay for the same job, Regular updates on targets and workers' camp environment.</p> <ul style="list-style-type: none">- Ensure and support continued progress toward achieving 33% women's employment target for ETP.- Monitor contractors' compliance (including coordinating monitoring with supervisory engineer) with all GSI requirements such as:		
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Compact Project I: MCA Partnership program, Sub-Activity under ETP			
GSI Objectives	Tasks	Outputs	Responsibility
<p>1.2. Ensure inclusive consultations with women, socially excluded and marginalized groups to identify activities in MCA Partnership program design.</p> <p>1.3. Implementation of MCA Partnership program activities to benefit women, socially excluded and marginalized groups.</p>	<ul style="list-style-type: none"> - Provide technical guidance and inputs to the design and finalization of the MCA Partnership program. - Ensure the community consultations are inclusive, with representatives from all sections of the communities. - Ensure the poor families who are not connected to the grid benefit from the Partnership program. - Ensure transparent procedure and inclusion of women, socially excluded and marginalized groups in the users' committees and management committees during the implementation. - Set flexible beneficiary selection criteria of the MCA Partnership program (as per thematic area) to incorporate the poor, informal, unregistered entrepreneurs. 	<ul style="list-style-type: none"> - MCA Partnership program designed and implemented with significant GSI consideration and indicators to monitor progress. 	<p>Project Manager-ETP</p> <p>QAM-Social Inclusion and Resettlement</p> <p>Benefit Sharing Specialist</p> <p>GSI Specialist -ETP</p>

Compact Project I: TA - Regulatory Strengthening and Capacity Building of the Electricity Regulatory Commission (ERC)			
GSI Objectives	Tasks	Outputs	Responsibility
1.4 Build the capacity of ERC to perform its social equity functions increase transparency, gender integration and socially inclusive consultations and services.	<ul style="list-style-type: none"> - Assess ERC's function and role in promoting social equity and inclusiveness in line with global and regional best practices. - Integrate GSI-related tasks and deliverables into the Terms of References (ToRs) for embedded advisors who will study and develop the ERC capacity building program. 	<ul style="list-style-type: none"> - Design and implement a program that enhances the capacity of ERC in ensuring gender and social inclusive standards in policy and utility practices through developing tools and standards for inclusive service delivery and training of staff. 	<p>Project Manager-TA</p> <p>QAM- Social Inclusion and Resettlement</p> <p>GSI Specialist-TA</p>
1.5 Support the promotion of social equity in electricity affordability and service delivery	<ul style="list-style-type: none"> - Support ERC's Electricity Tariff Affordability Study as following: <ul style="list-style-type: none"> o Ensure the tariff study ToR includes assessment of electricity affordability and electricity service and tariff issues related to multi-household large rental properties and recommend solutions to address the high cost of electricity paid by tenants with key policy recommendations o Support ERC in conducting consultations with key sector stakeholders including GoN institutions, civil society organizations, and private sector & development partners and share tariff study outcomes. - Support and ensure the development of ERC's GSI Strategy and Action Plan. 	<ul style="list-style-type: none"> - Recommendations for institutionalizing measures for affordable electricity services. - ERC GSI Policy developed and institutionalized. 	<p>Project Manager-TA</p> <p>QAM -Social Inclusion and Resettlement</p> <p>GSI Specialist-TA</p>
Compact Project I: TA Operational Policies and Activities of NEA			
1.6	<ul style="list-style-type: none"> - Review and assess existing ESSD's policy, regulatory framework and institutional capacity in social impact 	Capacity building of ESSD's in Social Impact Assessment,	Project Manager-TA

<p>Strengthen the capacity of NEA's ESSD to adequately perform social impact assessment, gender-responsive and inclusive stakeholder consultations and the effective functioning of grievance redress mechanism (GRM).</p>	<p>assessment, stakeholder engagement and grievance redress</p> <ul style="list-style-type: none"> - Consult and coordinate with other donors (WB, ADB and others) in building ESSD's capacity. - Review consultant's report and provide technical inputs from GSI perspective <p>Note: These tasks have been put on hold as the WB and the ADB are actively supporting the capacity strengthening of NEA's ESSD. MCA-Nepal will continue coordinating with WB and ADB on the status of the implementation of their respective projects.</p>	<p>Stakeholder engagement and consultation and grievance redress.</p>	<p>QAM-Social Inclusion and Resettlement</p> <p>GSI Specialist - TA</p>
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Compact Project ETP: Environment Social Health Safety and Security Management Plan (ESHMP)			
GSI Objectives	Activities/Tasks	Outputs	Responsibility
1.7 Ensure contractors' compliance with MCC C-TIP Policy.	<p><u>TIP Prevention and Risk Management</u></p> <ul style="list-style-type: none"> - Ensure the development/implementation of TIP Risk Management Plan in each work package. - Orientation and sensitization of Contractors on TIP and compliance with MCC C-TIP Policy. - Coordinate and collaborate with key stakeholders at the project site on effective implementation of TIP Risk Management Plan. - Ensure the GRM is functioning effectively. - Coordinate with MCA-Nepal ESP team to monitor TIP risks at project sites. - Coordinate with the Supervisory Engineer in developing TIP risk monitoring and reporting mechanisms. 	<ul style="list-style-type: none"> - TIP Risk Management Plan developed and implemented. - Periodic status reports on field visits - Effective implementation of TIP Risk Management Plan. - Ensure TIP risk monitoring and reporting mechanism developed by the Supervisory Engineer. 	<p>Supervisory Engineers</p> <p>Contractors</p> <p>QAM-Social Inclusion and Resettlement</p> <p>GSI Specialist - ETP</p> <p>MCA-Nepal ESP Team</p>
1.8 Ensure contractors' compliance in non-discriminatory (gender/caste) policy & practices of recruitment and payment.	<ul style="list-style-type: none"> - Ensure the Contractors develop and implement Anti-Sexual Harassment Policy and mechanism for addressing any incidents that may happen. - Ensure the Contractors develop and implement Workers' Code of Conduct and Workforce Management Plan that includes language on protecting women from all forms of discrimination, harassment and violence. 	<ul style="list-style-type: none"> - Contractors develop and implement Anti-Sexual Harassment Policy. - Workforce Management Plan, Workers Code of Conduct includes language to protect women from sexual harassment and all forms of violence. 	<p>Supervisory Engineers</p> <p>Contractors</p> <p>QAM-Social Inclusion and Resettlement</p>
1.9 Ensure contractor's compliance in the provision of safety and security for women workforce free of sexual harassment and	<ul style="list-style-type: none"> - Ensure the regular toolbox talk includes GSI issues. - Ensure the GRM is functioning effectively. - Monitoring of Contractors works in close coordination with ESP Team. 	<ul style="list-style-type: none"> - Efficient GRM (internal and external) is at place. 	<p>GSI Specialist - ETP</p> <p>MCA-Nepal ESP Team</p>

gender based violenc			Project Manager-ETP
Compact Project II: Road Maintenance Project (RMP)			
GSI Objectives	Activities/Tasks	Outputs	Responsibility
2.1 Promote employment opportunities for women and historically marginalized groups in all skilled, semi-skilled and unskilled jobs in roads maintenance and develop mechanism for preventing and mitigating GSI-related risks.	<p><u>1. Procurement phase:</u></p> <ul style="list-style-type: none"> - Include GSI requirements in Bidding Documents and BOQ requirements. - Include GSI key personnel, GSI work experience in the bid evaluation criteria. - Apply the provisions of MoPIT's 2017 GESI Operational Guideline for road maintenance in documents. <p><u>2. Construction phase</u></p> <ul style="list-style-type: none"> - GSI orientation and training to the Contractors team. - Ensure the environmental impact assessments scope of work covers the GSI issues including TIP risk assessment in accordance with MCC's C-TIP policy. - Ensure that the environment and social risk mitigation measures/plans incorporate GSI issues. - Monitor Contractors activities for their GSI compliance. - Establishment of GRM. 	<ul style="list-style-type: none"> - Prioritizing recruiting for women, socially excluded and marginalized groups in all categories of employment in RMP works. Expected to meet targets set in the MOPIT GESI Operational Guideline. - Creation of safe work camp and free of all forms of harassment and exploitation. - GSI Inclusive Assessment Reports. - Contractors' Team comply with policies and requirements on GSI. - No discrimination on payment for the same work with regard to gender. - Efficient GRM in function. 	<p>Supervisory Engineer</p> <p>Contractors-RMP</p> <p>Project Manager-RMP</p> <p>QAM- Social Inclusion and Resettlement</p> <p>GSI Specialist-RMP</p> <p>ESP</p>
Compact Project II: Road Safety Awareness and Employment in Road Maintenance Project (RMP)			

<p>2.2 Incorporation of safety measures for non-motorized means of transportation in the road design, where applicable.</p> <p>2.3 Road safety information and awareness campaign</p>	<ul style="list-style-type: none"> - Ensure the road design has incorporated safety measures for pedestrians and non-motorized vehicles. - Ensure contractors identify and analyze the best practices used for road safety awareness campaigns and design information campaigns to promote road safety awareness and behavior change in driving practices and other road users (non-motorized and pedestrians). - Ensure contractor’s task to conduct an assessment on how to support the implementation of information campaigns by the government to raise awareness about truck and bus driver responsibilities, vehicle maintenance, and the safe and responsible use of highways by motorized and non-motorized means of transportation and pedestrians. 	<ul style="list-style-type: none"> - Safe walkways and safety measures for non-motorized vehicles are designed and built for road improvement. - Road Safety awareness campaign modules are finalized and smooth implementation. - Awareness raising materials for information and awareness campaign used to promote behavior change. - Campaign on road safety awareness implemented. 	<p>RMP Consultants</p> <p>Project Manager-RMP</p> <p>QAM-Social Inclusion and Resettlement</p> <p>GSI Specialist- RMP</p>
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Cross-Cutting for Compact Projects I and II: Electricity Transmission Project (ETP) and Road Maintenance Project (RMP)			
Project Components	Entry point/Activities	Outputs	Responsibility
3.1 Strengthen social and gender integration in the MCA-Nepal, IEs and other stakeholders.	<ul style="list-style-type: none"> - Conduct further consultations and validation workshops with MCC/MCA Nepal for Social and Gender Assessment (SGA) situational analysis and updates or modifications to MCA-Nepal's SGIAP. - Conduct sensitization and training workshops on Social and Gender Integration in the Compact to MCA Nepal management and staff, IEs, consultants and contractors and other relevant stakeholders. - Organize information sharing and discussion workshops on MCC and MCA-Nepal approaches to GSI mainstreaming strategy, areas, process and intended results to MCA-Nepal management staff, including field staff, key stakeholders and partners, including the analysis of the annual review of SGIP. 	<ul style="list-style-type: none"> - SGIAP informed by validation workshop and consultations - Identification of GSI issues as perceived by MCA-Nepal Board, Management, and employees and IEs - MCA-Nepal Board, Management and employees, IEs, consultants and contractors and other relevant stakeholders sensitized/informed about MCC's GSI concerns (e.g., policy and practices) of the Compact, and its programs and projects - Rendered MCA-Nepal team, IEs, Contractors capacity and able to incorporate GSI issues - Increased capacity and understanding about MCA-Nepal GSI approaches, processes, and methodology 	<p>Respective Project Managers</p> <p>QAM-Social Inclusion and Resettlement</p> <p>GSI Specialists</p>

<p>3.2 Social and Gender Integration in Cross-cutting ESP Activities to enhance gender and social integration in ETP and RMP</p>	<ul style="list-style-type: none"> - Integrate GSI considerations in the studies, surveys, and related actions within the Compact activities (e.g., Baseline, EIA, RAP, LRP, ESHSMP) to minimize and mitigate risks from impacts of project activities. - Provide orientation to all Contractors, Subcontractors and their employees on MCC Policies. - Lead discussions on relevant GSI topics in meetings, conferences, workshops, media programs/events to share and learn experiences. - Identify key and relevant stakeholders (bilateral, multilateral, private sector, GO and I/NGOs, community associations and development partners) and explore possible partnership opportunities. - Gather relevant data/information on key GSI concerns in the Energy and Road sectors instructive to RMP and ETP as needed. 	<ul style="list-style-type: none"> - GSI components incorporated in the implementation of Compact projects' studies and surveys. - Inclusive consultations to mitigate risks from the impacts of project activities. - All contractors, subcontractors and their employees are informed on MCC Gender Policy and C-TIP Policy. - Partnerships established to coordinate e GSI in project activities - Meetings held with key and relevant stakeholders -conducted (i.e., bilateral, multi-lateral, private sector, GOs and I/NGOs, community-based associations and development partners engaged in Energy and Transport sectors in Nepal) - Data/information collected on key GSI concerns for RMP and ETP 	<p>Supervisory Engineer</p> <p>Project Managers</p> <p>QAM- Social Inclusion and Resettlement</p> <p>GSI Specialists</p> <p>ESP Specialists</p>
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3.Cross-Cutting Activities for Compact Projects I and II: Electricity Transmission Project (ETP) and Road Maintenance Project (RMP)			
GSI Objectives	Entry point/Activities	Outputs	Responsibility
3.3 Ensure designing and implementation of RAP and LRP to be gender-responsive and socially-inclusive	<ul style="list-style-type: none"> - Ensure the participation of women and vulnerable groups during RAP preparation and implementation. - Ensure the compensation payment procedure and its associated activities (such as agreement process and financial literacy) and address constraints that might be experienced by socially excluded and vulnerable groups among the affected families. - Ensure LRP design and implementation address the concerns of women, socially excluded, marginalized groups, and vulnerable families due to project impact. - Maintain a socially inclusive RAP database. 	<ul style="list-style-type: none"> - RAP/LRP document integrates the socially excluded and vulnerable groups among the project impact families. - RAP database disaggregated by sex, vulnerability and other social variables (age, education, social group- caste and ethnicity, and income level). 	<p>MCA-Nepal's Consultant/ Contractors-RIC, LRP</p> <p>GSI Specialists</p> <p>QAM- Social Inclusion and Resettlement</p> <p>ESP Specialist-(Land Acquisition)</p>
3.4 Ensure contractors, IEs, and other stakeholders have staff with gender and social inclusion expertise	<ul style="list-style-type: none"> - Incorporate GSI expertise as a requirement for Contractors and IEs to ensure that there is sufficient competency and capacity to implement actions and recommendations as per MCA-Nepal/MCC policies. 	<ul style="list-style-type: none"> - Staff with requisite GSI knowledge and expertise engaged by contractors and consultants. 	<p>Project Managers</p> <p>QAM- Social Inclusion and Resettlement GSI specialists</p>
3.5 Support integration of gender and social considerations into M&E Framework	<ul style="list-style-type: none"> - Support GSI related data collection and reporting template design - Support incorporation of GSI into approaches, methodologies, studies, and survey instruments and in data analysis. - Support training/orientations on collecting, analyzing, and reporting disaggregated data (i.e., by gender and 	<ul style="list-style-type: none"> - Gender-informed data collection and regular reporting. - Gender-responsive and socially-inclusive methodologies and instruments used in studies and assessments 	<p>QAM- Social Inclusion and Resettlement</p> <p>M&E Manager</p> <p>GSI Specialists</p>

	<p>social groups) for the Contractors' team and field staff.</p>	<p>- Contractors' team and field staffs capacitated for collecting and analyzing GSI-sensitive data and information</p>	
<p>3.6 Support GSI integration into MCA-Nepal's communications products and stakeholder consultations</p>	<ul style="list-style-type: none"> - Coordinate with Communication Unit to prepare information materials and public service announcements to ensure that communication products and channels are accessible to the diversity of PAP in the project area. - Create GSI-sensitive language and messaging guidelines for stakeholder consultations. 	<ul style="list-style-type: none"> - GSI-sensitive communications products developed and appropriate communications channels used. - Stakeholder consultations are GSI sensitive. 	<p>Communications Team</p> <p>QAM- Social Inclusion and Resettlement</p> <p>GSI Specialists</p>

Fostering economic growth with better access to electricity and roads.



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