

GENDER ASSESSMENT AND ACTION PLAN^a

GENDER ASSESSMENT			
Gender mainstreaming category: effective gender mainstreaming			
<p>1. Key issues. Women enjoy ownership over land and property in only around 32.4% households (census 2021) in Nepal. However, in Rajapur, only 6.5% of the lands are solely owned by women and 29.5% are in the joint ownership with men. Due to outmigration of male members from rural areas of Nepal (81.28% of 2.2 million Nepalese abroad are male),^b agriculture is being progressively feminized over the period. Agriculture sector employed 73.9% of labor force. About 82% of the total women employed are in agriculture sector. However, due to traditional gender division of work, women have less understanding and experience about commercial and market-oriented farming systems. The incidence of poverty is higher in the case of agricultural wage laborers (38.7% compared to 20.7% of national average). About 74,591 permanent workers employed in agriculture sector, of which 41% are female workers.^c Farmer managed irrigation systems (FMIS) contribute significantly to local food production and exist for generations, however there is a need for improved systems. FMIS if improved, will contribute to delivering maximum benefits to poor and disadvantaged irrigation users (women, marginal farmers, landless who are sharecroppers). WUAs lack capacity to manage the infrastructure, operate and maintain, and distribute the water equitable and adequately throughout the command area. Women and the disadvantaged groups have limited involvement in WUA management as decision makers and lack technical capacity. Productivity in women managed farms is two times lower than male-managed farms and is attributed to limited access to information about modern agricultural technology and reliable irrigation. Despite increased responsibilities, women and disadvantaged group have limited voice and representation in agriculture decision-making bodies.</p>			
<p>2. Key actions. The GESI action plan will ensure that (i) representation of women and disadvantaged groups in WUA and/or WUC governance structure reflecting the demographic profile of command area;^d (ii) capacity development on modernized agriculture system, FMIS and economic empowerment opportunities for women and disadvantaged groups financed under the project; (iii) activities to build capacities of project implementation staff (CPMO, CAMO, WRIDDs, AKC, RIMO, RAMO, WUAs and/or WUCs, and contractors) on GESI; and (iv) gender, caste and ethnicity disaggregated internal monitoring system.</p>			
<p>3. Key implementation arrangements. Six social development experts placed by PIMS consultant in project management units (CPMO, CAMO) and four PIUs at federal level (GIRMO, BPEO, RIMO and RAMO) will support all 76 PIUs (72 PIUs at WRIDD and AKC at provincial level) will support in implementation supervision, monitoring, and reporting of GESI AP, under the oversight of a designated GESI focal persons at the CPMO, CAMO, and PIUs. AO at WRIDDs and 122 COs (100 for FMIS, 12 for HLIP and 10 for RIP) will be supporting the implementation of GESI AP at district/field level activities.</p>			
<p>4. Negative impact and risks. Women's participation in WUAs and/or WUCs may increase their workload, contributing to their time poverty. However, reorganization of existing WUAs and/or WUCs will reduce their time engagement in new user groups/cooperatives. Women working in construction work may be at risk of SEAH. Orientation on CLS and SEAH will mitigate such risk.</p>			
<p>5. Monitoring and reporting. The CPMO and/or CAMO and PIMS will ensure that the GESI action plan is implemented, monitored, and progress is reported. A GESI baseline and an endline assessment will be undertaken to assess the outcome of the GESI action plan. The mid-term assessment will guide the implementation of GESI action plan. The DWRI, WRIDD, RIMO, RAMO and AKCs will ensure the GESI action plan implementation and monitoring through PIMS social development experts and COs in their respective project area and ensure GESI disaggregated data collection.</p>			
GENDER ACTION PLAN			
Performance Indicators (activities and targets)	Contract Package Number (as applicable)	Responsibility	Timelines
Output 1: Irrigation infrastructure modernized			
Activity 1 Socio economic baseline and endline survey of project sites established using indicators to identify poor and marginalized farmer's cluster and affected population due to project construction ^e		CAMO / CPMO / PIMS	Year 1–2
Target 1. At least 3 consultations on subproject design, site identification, selection and benefits of all three-project components in each subproject (during entire project cycle) conducted that include at least 30% women and 15% disadvantaged groups		GIRMO, BPEO, RIMO, WRIDD / PIMS / Social Mobilizer	Year 1–5
Output 2: Capacity of irrigation and agriculture agencies and farmer organizations strengthened			
Activity 2. FMIS institutionalized in subprojects with WUAs		CPMO and CAMO	Years 1, 2,

<p>executive committee formation and registration</p> <p>Target 2. At least 100 WUAs in FMIS and RIP, with at least 33% women and 10% disadvantaged groups representation with at least one woman and one disadvantaged groups member in the executive committee of WUA</p> <p>Target 3. At least 20 WUCs are operationalized with each having at least 33% women members and at least 1 holding executive position (chairperson, secretary, treasurer) and at least 10% representation of disadvantaged groups in the WUCs (DMF2d. OP2.3.1)</p>		/ WRIDD / GIRMO, BPEO, RIMO	and 3
<p>Activity 3. Procedural Guidelines for ICWM Program for Sustainable Irrigation System 2021 updated including mainstreaming GESI and adopted by the EA^f (DMF 2a.)</p>		CPMO / WRIDD	Year 1–4
<p>Activity 4. Develop training materials for capacity development of WUA and WUC members and government agencies agriculture and irrigation^g</p> <p>Target 4. At least 80% WUA and/or WUC executives received leadership development, WUA and/or WUC management, GESI sensitization training (including 33% women and 10% disadvantaged group)</p> <p>Target 5. At least 80% of women treasures and/or accountants attended account keeping training</p> <p>Target 6. 70% of WUA and WUC members (including 33% women and 10% disadvantaged groups) reported increased knowledge on MOM and ICWM of irrigation systems (DMF2c. OP2.3.1)</p> <p>Target 7. At least 40% of technical staff of irrigation and agriculture agencies (including 80% of the women technical staff) reported increased knowledge on FMIS management, MOM, and ICWM (DMF2b. OP 2.1.1)</p>		CPMO / WRIDD	Year 1–4
Output 3: Modern Agriculture and value chain facilities introduced			
<p>Activity 5. Modernized, weather-sensitive and smart agriculture and GESI responsive planning in all the ISPs with demonstration on the use of mechanization conducted</p> <p>Target 8. 75% WUA and/or WUC members (including 33% women and 10% disadvantaged groups) reported increased knowledge on weather-sensitive, mechanized and climate smart agriculture practices and agriculture value chains services (DMF3d OP2.1.1)</p> <p>Target 9. At least 40% trained farmer-field school facilitators, 40% leader farmer trained are women</p> <p>Target 10. At least 50% farmers, of whom 50% are women and 15% are from disadvantaged groups report increased knowledge on weather-sensitive and smart agriculture with sustainable operation of enhanced irrigation system</p> <p>Target 11. Of the total social mobilizers and agriculture technician recruited, 50% are women and 15% represent disadvantaged groups</p> <p>Target 12. Digital services with information on weather, marketing, and seasonal crop planning established and accessed by at least 30% of farmers (of which 50% are women farmers) (DMF 3c. OP2.5.2)</p>		CAMO / AKC / RAMO	Year 2–5
<p>Project management and GAP implementation</p> <ul style="list-style-type: none"> At least 90% of project staff receive GESI sensitization and GESI action plan implementation orientation^h Orient contractors, relevant staff, and laborers on national CLS, gender equality in wages, GBV (including sexual 		CPMO / CAMO / GIRMO / BPEO / RIMO / RAMO WRIDD / AKC	Year 1–5

exploitation and human trafficking), SEAH (sexual exploitation abuse and harassment) occupational health and safety standards, water supply, segregated shelter and sanitation facilities (contractor orientation – 1 for each contractor each year) <ul style="list-style-type: none"> Contractors orient laborers 2 times every year on CLS and other measures above, to be monitored. Sex disaggregated and disadvantaged groups data (as required by the project) including record of labor and wages maintained by contractors and overall GESI AP progress are reported in quarterly progress report 			
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AKC = agriculture knowledge center; AO = Association Organizer; BPEO = Butwal People Embankment Office; CAMO = Central Agriculture Management Office; CLS = Core Labor Standards; CO = community organizer; CPMO = Central Project Management Office; DWRI = Department of Water Resources and Irrigation; FMIS = Farmer-Managed Irrigation System; GESI = gender equality and social inclusion; GIRMO = Gorkha irrigation and river management office; ICWM = integrated crop water management; ISP = irrigation subproject; MOM = management operation and maintenance; OP = operational priority; PIMS = project implementation management support; PIU = project implementation unit; QPR = quarterly progress report; RAMO = Rajapur Agriculture Management Office; RIMO = Rajapur Irrigation Management Office; RIP = Rajapur Irrigation Project; SEAH = sexual exploitation abuse and harassment; WRIDD = Water Resources Irrigation Development Division.

^a This annex, in line with ADB's [Framework for Integrating Gender Equality and Social Inclusion in the Asian Development Bank's South Asia Operations \(2023\)](#), reflects the ADB South Asia Regional Department's integrated GESI framework ensuring that OPs for (i) addressing remaining poverty and reducing inequalities (OP1); and (ii) accelerating progress in gender equality (OP2) are pursued together.

^b Government of Nepal, National Statistics Office, *National Population and Housing Census*, 2021.

^c Government of Nepal, Central Bureau of Statistics, *National Sample Census of Agriculture 2021/22: National Report* August 2023.

^d Disadvantaged groups are "those groups who historically have been unable to fully access and/or benefit from social, economic, and political rights, opportunities and resources, including investments due to their identities, i.e., disability, social identity, sexual orientation and/or gender identity, geographic location or income poor (systematic disadvantage); and/or because of their vulnerability such as age or migrant status (situational disadvantaged)." Based on poverty, social and GESI analysis, disadvantaged groups for the project includes women, Janajati, Muslims, Dalits and marginalized farmers (households holding less than 1 hectare of land) [SARD GESI Framework (2023)].

^e Beneficiary profile in the command area will be established. This will be designed by PIMS consultant and field data will be collected by social mobilizers.

^f The ICWM Program introduces field level structures and activities to increase agricultural productivity through an integrated approach of managing irrigation water as per the optimum need of crops by the farmer's WUA. The update of existing ICWM guidelines will streamline the gaps identified, including gaps related to GESI. GESI mainstreaming in guidelines will ensure (i) inclusion, meaningful participation of women and disadvantaged groups in all the 5 key activities of MOM, planning, implementation, monitoring and reporting; (ii) inclusion of women and disadvantaged groups in key decision-making positions of WUAs management, (iii) inclusion of women and disadvantaged groups in MOM capacity building activities; and (iv) zero tolerance on gender-based violence and other discriminations in MOM processes. During the due diligence process, the GESI expert will further assess what the GESI responsive features for MOM guidelines are within the scope of the project.

^g The training materials for the training will be prepared as required (leadership development, WUA and/or WUC management, GESI sensitization training, etc.)

^h This includes project staff, consultants, and contractors.