



Gender Action Plan for Jharkhand Power System Improvement Project (JPSIP) (Annex Volume-3)

**Jharkhand Urja Sancharan
Nigam Limited**

Final Draft Report

September 2017

www.erm.com

Jharkhand Urja Sancharan Limited

Gender Action Plan for
Jharkhand Power System
Improvement Project (JPSIP)
(Annex Volume-3)

04 September 2017

Reference # 0402882

Prepared by: **Avijit Ghosh**
Principal Consultant



Approved by: **Debanjan
Bandyopadhyay**
Partner



This report has been prepared by ERM India Private Limited a member of Environmental Resources Management Group of companies, with all reasonable skill, care and diligence within the terms of the Contract with the client, incorporating our General Terms and Conditions of Business and taking account of the resources devoted to it by agreement with the client.

We disclaim any responsibility to the client and others in respect of any matters outside the scope of the above.

This report is confidential to the client and we accept no responsibility of whatsoever nature to third parties to whom this report, or any part thereof, is made known. Any such party relies on the report at their own risk.

TABLE OF CONTENT

1	INTRODUCTION	1
1.1	ABOUT THE PROJECT	1
1.2	GENDER ACTION PLAN FOR JPSIP	1
1.3	OBJECTIVES OF THE GAP	2
2	SOCIO-ECONOMIC PROFILE OF WOMEN	3
3	POTENTIAL GENDER ISSUES	6
3.1	WOMEN WORKING IN CONSTRUCTION SITE	6
3.2	WOMEN RESIDING IN ADJACENT SETTLEMENTS OF PROJECT AREA	6
4	MEASURES TO ADDRESS GENDER ISSUES	8
	<i>List of Table</i>	
<i>Table 2.1</i>	<i>Percentage of Total Female Workers in Jharkhand</i>	<i>5</i>
<i>Table 4.1</i>	<i>Measures to Address Gender Issues</i>	<i>8</i>
	<i>List of Figure</i>	
<i>Figure 2.1</i>	<i>Population of Jharkhand with Gender Segregation</i>	<i>3</i>
<i>Figure 2.2</i>	<i>District wise Population Distribution within Project Area</i>	<i>3</i>

1 INTRODUCTION

1.1 ABOUT THE PROJECT

The Government of Jharkhand through Jharkhand Urja Sancharan Nigam Limited (JUSNL) has taken the initiative to align itself with the endeavour of Government of India's aim to achieve 24x7 Power for All. To achieve this objective - Power for All, the project proponent, Jharkhand Urja Sancharan Nigam Limited (JUSNL) has planned to include:

- Creation of 25 new 132 kV substations, and
- Development of associated transmission lines of around 2000 ckms.

The 2000 km of transmission lines have been divided into 25 GSS and associated transmission line covering most of the areas of the state except for the DVC command areas. Each of the packages essentially consists of a transmission line and development of new / modification of existing substations.

1.2 GENDER ACTION PLAN FOR JPSIP

The Gender Action Plan (GAP) for the Jharkhand Urja Sancharan Nigam Limited (JUSNL) has been developed in adherence to World Bank Gender and Development Policy Framework, OP/BP 4.20. The World Bank recognizes that gender issues are important dimensions of its poverty reduction, economic growth, human well-being and development effectiveness agenda. The objective of Gender Action Plan (GAP) is to ensure the mainstreaming of gender issues and concerns into all aspects of the transmission project throughout project lifecycle through detailed planning, implementation, monitoring and evaluation activities. This will be specifically prioritised through the implementation of the ESMP for the project.

The Gender Action Plan (GAP) will safeguard the interest of the community women adjacent to the sub-stations sites; promote their participations in project planning and activities (if any applicable) and ensure safer and healthier living conditions for them. It will also contain actions that will be adhered by all the agencies (Contractors, Sub-Contractors) involved for the implementation of the project during the project lifecycle along with the project proponent.

The GAP that is discussed subsequently comprises of the following:

- An overview of the socio-economic profile of the women in the State of Jharkhand;
- Potential Gender-based impacts (adverse and beneficial) associated with the proposed sub-project; and

- Recommended actions to incorporate a gender-sensitive approach for the Project.

1.3

OBJECTIVES OF THE GAP

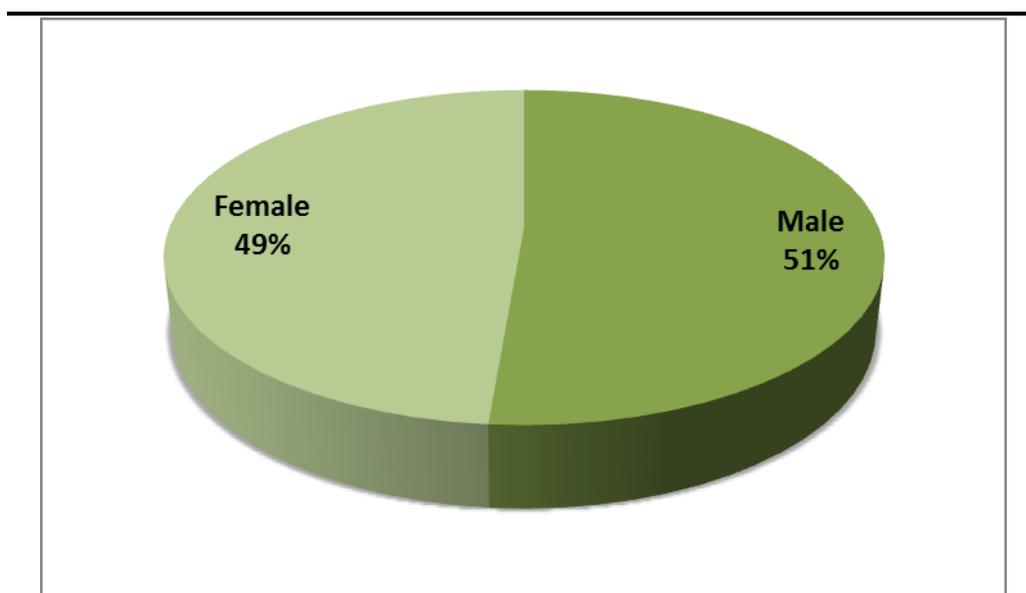
The Gender Action Plan (GAP) illustrates the specific activities to address gender specific concerns and social impacts associated with the proposed project.

The objectives of the GAP are follows:

- Promote women's participation in project
- Maximize women's access to project benefits
- Minimize social vulnerability of women arising due to the project activities like securing land, security concerns during construction

Jharkhand, carved out of erstwhile Bihar in November 2000, has a total population of 3.3 crores (approximately) as per Census 2011, of which 49 percent is female population and 51 percent male population (*figure 2.1*). The total population growth rate since Census, 2011 was 22.42 percent.

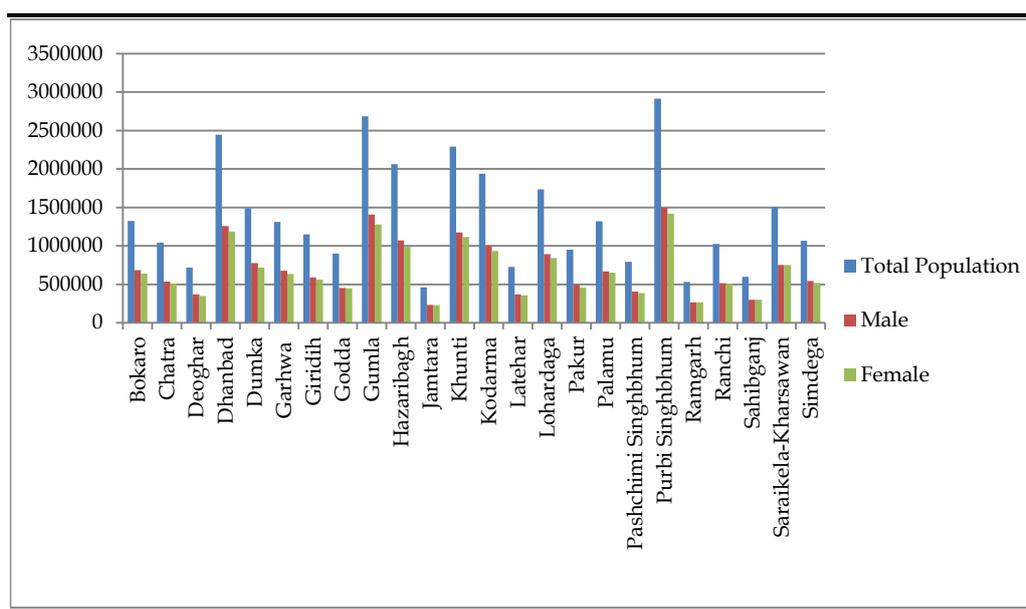
Figure 2.1 *Population of Jharkhand with Gender Segregation*



Source: Census 2011

The district population of Jharkhand also indicates that there is less difference between the female and male population (*figure 2.2*).

Figure 2.2 *District wise Population Distribution within Project Area*



Sex Ratio

Sex ratio is one of the most important indicators defining gender equality. This indicates improvement in one of the Human Development indicators that can enhance gender equality influencing progress in productivity, improve development outcomes and make institutions more representative. The Sex Ratio in Jharkhand is 947 for each 1000 male which is higher than the national rate of 940 females per 1000 male; the girl child ratio per 1000 boys is 943. Census 2011 data indicates that sex ratio is higher in the districts of Gumla, Khunti, Simdega and East Singhbhum and lower in Palamu, Ramgarh, Bokaro, Dhanbad and Deoghar.

Education

Improving female educational levels has been demonstrated to have clear impacts on the health and economic future of young women, which in turn improves the prospects of their family and entire community.

Among all (36) the States and Union Territories in India, Jharkhand ranks in the 31st position in respect to literacy rate as per Census 2011. The literacy rate of Jharkhand is 67.63 percent which is lower than the national rate of 74.04 percent. The female literacy rate in the state is 56.21 percent whereas the male literacy rate is 78.45 percent (both lower than the national average). The disparity in the literacy rate implies that the pace of development and progress in the state is slow. The second factor influencing the lower literacy rate is due to the reason that major population of the state remains in rural areas with limited access to the education infrastructure. Poverty is also one of the prime reasons for low literacy rate in the state and whole of India in general.

The Jharkhand Economic Survey conducted in 2015-16 states that the girls' enrolment to primary and upper primary levels has remained stagnant at 50 percent and similar stagnation was observed in the enrolment of students belonging to SC and ST population.

Female Workforce Participation

Female labour force participation is a driver of growth and therefore participation rates indicate the potential for a state to grow more rapidly. The participation of women in the labour is driven by a wide variety of economic and social factors including economic growth, increasing educational attainment, social norms, etc. Also variations are observed between rural and urban areas.

In the state of Jharkhand the female work participation rate is 29.1 percent (2011 Census) and has increased over the decade (26.4 percent in 2001). The breakup of the total female workers by work nature shows that 33.9 percent are main workers, 66.1 percent are marginal workers and 17.7 percent are other workers (table 2.1). Female work participation is higher in rural areas of the state and they work as marginal workers.

Table 2.1 *Percentage of Total Female Workers in Jharkhand*

Jharkhand	Total Workers	Main Workers	Marginal Workers	Other Workers
Total	29.1	33.9	66.1	17.7
Rural	35	30.8	69.2	12.1
Urban	10.1	68.5	31.5	80.5

Source: Statistical Profile on Women Labour, 2012-13, Labour Bureau, Ministry of Labour & Employment, Government of India

Women with Vulnerability

Women headed households, widows, households headed by women with physically challenged family members, single elderly women living alone, in the state have been identified as the vulnerable women.

In the state of Jharkhand 8.6 percent of the total households are headed by females which are slightly lower than the national average rate of 10.9 percent (Census 2011). The broad reasons for the vulnerability are characterized by (i) the absence of a male head due to widowhood, divorce, separation and desertion, (ii) migration of male members for long periods, (iii) loss of economic function by resident males due to severe unemployment, disability, illness and male reluctance to work, (iv) house with no mature sons and (v) sons residing in independent nuclear units.

The key gender issues relating to women population can potentially be classified into two sections: (i) women working in construction site and (ii) women residing in the adjacent settlements of the project area (sub-stations in particular) and during erection and stringing of the transmission towers during the construction period.

3.1 WOMEN WORKING IN CONSTRUCTION SITE

Potentially during the construction period (particularly for the substations), the unskilled labours will be hired from the adjacent and impacted settlements, however chances of women employment may be low. Women's participation in construction and also in operation and maintenance phase in almost negligible due to the nature of the infrastructure development. The social, cultural barriers and physical abilities refrains women from taking part in various construction related activities.

3.2 WOMEN RESIDING IN ADJACENT SETTLEMENTS OF PROJECT AREA

Based on the preliminary assessment the following potential issues have been identified that the women in the project area may face:

Livelihood: Participation of women into civil construction related activities may be very low. They may potentially be refrained to work (especially for the sub-stations) due to physical abilities and subsequently may receive less wage rates than the men.

Decision Making: It has been revealed that restricted decision making, mobility and lack of confidence among women, gender discriminatory practices are few of the barriers faced by the women both at family and community level. They are refrained from meaningful participation in decision making either at family level and community level.

Resettlement Issues: Women may be refrained from any spousal consent rising due to negotiated settlement for land purchase or land acquisition and subsequently compensations related to resettlement and rehabilitation. Women in many occasions are denied land or property rights and hence will be deprived from receiving compensation.

Security Concerns for Women: The proposed project can potentially increase the security risk for women specifically during the construction phase of the substations if it is near settlements due to increased movement of strangers in the area and also may be due to the blockage of access roads.

Land for Sub-stations & Transmission Lines: Land will be required for construction of sub-stations and right of way (RoW) for erecting transmission

towers and transmission lines. The potential adverse impact includes loss of livelihood, decrease in sale value of land, decrease in agricultural output of land and damage to crops and trees -these impacts are across all affected persons. However, the impact will be significant in case of women headed households.

This section summarizes the specific actions that have to be undertaken during the planning phase and the recommended actions during construction and operations phase to ensure gender-based benefits of the proposed project. In general, the gender action plan underscores the importance of participation of women in the project area in a free, prior and informed manner across various activities of engagement.

The gender action plan will be effective across the entire project area under JPSIP. The project will implement gender actions as mentioned that will ensure involvement of women in project activities and maximize project benefits and try to mitigate the potential adverse impacts, especially on women.

Table 4.1 *Measures to Address Gender Issues*

Issues	Measures	Applicability	Responsible Agency	Monitoring Indicators
A. Women Working in Energy Sector and Construction Site				
Women workforce	Encourage contractors to prioritize the use of local materials and the employment of local workers and to maximize use of women (at least 30%) in labour-based work (wherever feasible)	Construction phase	Initiative to be taken by the developers and ensure policy alignment with the contractors hired	Minimum 30% of the workforce are women at the construction site
Equal wage	<ul style="list-style-type: none"> • Ensure equal pay for equal work for women and men for all construction and maintenance work • Also to be included in contractors agreement 	Construction phase	JPSIP and Contractors	All workers (both women and men doing same work) receive same wage and reflected in payroll
Employment announcement	Announce employment opportunities and recruitment notices widely, targeted at women as well as men.	Pre-construction phase	To be implemented by the contractor	Notice of employment opportunity published in local newspapers, cable channels, ward offices, housing society offices, outside the construction site, etc.
Employment Opportunities	Technical training can be provided to the local workforce, especially women for inclusion in operation and maintenance phase	Operational phase	JPSIP can take the initiative and implement it	Can target minimum 25 % women

Issues	Measures	Applicability	Responsible Agency	Monitoring Indicators
Availability of basic facilities	Ensure basic facilities (separate toilets, clean water, drinking water facilities, resting place, crèche) are provided for female as well as male workers at the construction site	Construction and Operational phase	To be implemented by the contractors and to be ensured by JPSIP	All facilities available at the construction site and used by the women workers
B. Women Residing in Adjacent Settlements of Project Area				
Livelihood	Preference may be given to women from project affected families to work as unskilled workers (wherever feasible) during the construction phase and they receive equal wage for the work	Construction phase	Contractor and JPSIP	Minimum 30 % of the workforce is women
Women in energy decision making	<ul style="list-style-type: none"> Women to be trained and empowered to be part of household energy solutions - their understanding and knowledge about their own household energy needs to be translated in defining the way forward on access to clean, affordable and sustainable energy. 	Through the project lifecycle	JPSIP to facilitate trainings with help of any local NGO working on sustainable renewable energy	Minimum 50 % women receive training and are empowered as energy decision makers in the project area
Resettlement Issues	<ul style="list-style-type: none"> Women are also fully informed and are part of the consultation and disclosure meetings related to land acquisition or negotiated settlements. Women are informed and are aware about the resettlement plan and the entitlements encompassing the R&R process (if applicable). Compensation related to resettlement and rehabilitation may be given in the name of the female member of the 	Pre-construction phase	JPSIP and the Contractor or who so ever implementing R&R component for the project	60 % involvement

Issues	Measures	Applicability	Responsible Agency	Monitoring Indicators
Safety and Security concerns	<p>affected household.</p> <ul style="list-style-type: none"> • Provision of proper labour camp at construction site to reduce interphase of construction labours with community people • Minimise and avoid any obstruction related to access roads 	Construction phase	Contractor	Number of safety and security related complaints registered with GRC
Land for Sub-stations & Transmission Lines	<ul style="list-style-type: none"> • Proper compensation for land to be acquired for sub-stations and transmission tower footings • Efforts may be made to avoid acquiring lands from women headed families; where avoidance is not possible special assistance may be provided to the affected family 	Pre-construction phase	JPSIP and Agency implementing Resettlement Plan (RP)	



**ERM has over 160 offices
Across the following
countries worldwide**

Argentina	Netherlands
Australia	Peru
Belgium	Poland
Brazil	Portugal
China	Puerto Rico
France	Singapore
Germany	Spain
Hong Kong	Sweden
Hungary	Taiwan
India	Thailand
Indonesia	UK
Ireland	USA
Italy	Venezuela
Japan	Vietnam
Korea	
Malaysia	
Mexico	

ERM India Private Limited
Building 10, 4th Floor
Tower A, DLF Cyber City
Gurgaon – 122 002, NCR , India
Tel: 91 124 417 0300
Fax: 91 124 417 0301

Regional Office – West
801, 8th Floor, Windfall, Sahar Plaza,
J B Nagar, Andheri (East),
Mumbai – 400 059
Tel : 022 42107373
Fax: 91- 022- 4210 7474

Regional Office – West
702 Abhishree Avenue,
Near Nehru Nagar Circle,
Ambawadi Ahmedabad -380006 India
Tel: +91 79 66214300
Fax: +91 79 66214301

Regional Office -South
Ground Floor, Delta Block
Sigma Soft Tech Park
Whitefield, Main Road
Bangalore- 560 066, India
Tel: +91 80 49366 300 (Board)

Regional Office –East
4th Floor,
Asyst Park, GN-37/1, Sector-V,
Salt Lake City, Kolkata 700 091
Tel : 033-40450300