

IND: Infrastructure Development Investment Program for Tourism, Uttarakhand

Asian Development Bank Loan No. 2833 IND

**Quarterly Progress Report
(October-December 2014)**

**Prepared by Department of Tourism, Government of Uttarakhand
for Asian Development Bank
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This gender monitoring progress report is a document of the borrower. The views expressed herein do not necessarily represent those of ADB's Board of Directors, Management, or staff, and may be preliminary in nature.

**GENDER ACTION PLAN – QUARTERLY PROGRESS UPDATE (OCTOBER TO DECEMBER 2014)
INFRASTRUCTURE DEVELOPMENT INVESTMENT PROGRAM FOR TOURISM, UTTARAKHAND**

Activity	Indicators/Targets	Progress to Date	Issues and Challenges
Overall Project Related Tourism Activities			
<ul style="list-style-type: none"> Ensure women's participation in all consultative processes and structures for the prioritization of Project plans and decision-making. 	<ul style="list-style-type: none"> Women's representation in all project-related decision-making processes and structures. Number of women in attendance and actively participating as recorded in meeting minutes [target: 30% representation of women] 	<p>Total 21 number of consultative meetings attended by 542 number of participants, of which 128 (23.61 %) were Women. Annexure-I</p>	<p>Female workers are involved under unskilled category</p>
<ul style="list-style-type: none"> Ensure equal job opportunity for female workers in all project-financed subprojects (i.e. skilled and unskilled jobs) 	<ul style="list-style-type: none"> Women's representation in most subproject activities [target: 20% representation of women] 	<p>164 number of workers employed in skilled & unskilled work in 06 subproject packages of which (144 male and 20 female) 12.2 % are women.</p>	
<ul style="list-style-type: none"> Bidding documents will include a clause requiring contractors to ensure the adoption of gender targets for the employment of laborers, the provision of core labor standards (incl. equal wages for work of equal value). 	<ul style="list-style-type: none"> Bidding documents 	<p>All Bid documents prepared under Tranche-II and Tranche-III are with suitable clauses for the provision of core labour standards (including equal wages for work of equal value) as per GCC 63</p>	
<ul style="list-style-type: none"> Orient contractors at the time of issuing work orders on the implementation of the clause elaborating actions related to gender and core labor standards 	<ul style="list-style-type: none"> Training session for Implementing Agencies on contractual arrangements and modalities to enforce 	<p>01</p>	

Activity	Indicators/Targets	Progress to Date	Issues and Challenges
	gender/core labor standards provisions provided [target: biennial training]		
Component 2. Connectivity Improvement			
<ul style="list-style-type: none"> Women's participation in consultative processes for selection of subprojects sites encouraged, women's equal access to employment and training opportunities on core labor standards (incl. equal wages for work of equal value) promoted 	<ul style="list-style-type: none"> Target: 30% women Project quarterly progress reports 	<p>6 number of consultative meetings attended by 14 number of participants, of which no women were there.</p> <p>0 number of women receiving skilled/unskilled employment in project financed subprojects.</p> <p>____ number of orientation/training workshops organized for contractors and implementing agencies on core labor standards.</p>	<p>(Trek Trail and Corbett North Entry) No formal consultation was organized. PIU Kot. attended meetings with different govt. officials to pursue NOC for flush door factory. All were male, therefore women participation showing nil.</p>
<ul style="list-style-type: none"> Mitigation of health, social and gender-related risks associated with infrastructure development carried out through IEC and awareness campaigns 	<ul style="list-style-type: none"> Systematic incorporation of women's needs and constraints in the preparation of all awareness materials Project quarterly progress reports 	<p>___ Number of awareness campaigns on gender __related health and social issues conducted and ___ number of participants in the campaigns of which ___% are women.</p>	
<ul style="list-style-type: none"> Gender-responsive guidebooks, brochures and websites on social and health-related risks and impacts associated with tourism infrastructure development finalized 		<p>02 number of guidebooks, brochures developed and distributed.</p>	

Activity	Indicators/Targets	Progress to Date	Issues and Challenges
Component 1. Improved Infrastructure and Urban Services			
<ul style="list-style-type: none"> Women's participation in consultative processes for selection of subprojects sites encouraged, women's equal access to employment and training opportunities on core labor standards (incl. equal wages for work of equal value) promoted 	<ul style="list-style-type: none"> Target: 30% women Project quarterly progress reports 	10 number (11.62%) of women involved in construction activities out of 86 number of laborers.	(Assan, TRH Parichay, Tigerfall, Tehri) Asan Barrage – 13 Male labourer
<ul style="list-style-type: none"> Mitigation of health, social and gender-related risks associated with infrastructure development carried out through IEC and awareness campaigns 	<ul style="list-style-type: none"> Systematic incorporation of women's needs and constraints in the preparation of all awareness materials 	02 number of awareness campaigns on health, social and gender-related issues conducted and 122 number of participants in the campaigns of which 04 were women. *	Parichay – 61 total – 51 Male + 10 female
<ul style="list-style-type: none"> Gender-responsive guidebooks, brochures and websites on social and health-related risks and impacts associated with tourism infrastructure development finalized 		02 number of guidebooks, brochures developed and distributed	Tigerfall – 12 Male labourer
Component 3. Enhanced Environmental Quality of Natural and Cultural Attractions			
<ul style="list-style-type: none"> Gender-differentiated community needs incorporated in all management plan-based investments for natural and cultural heritage sites. 	<ul style="list-style-type: none"> Systematic incorporation of women's needs and constraints in the preparation of all awareness materials 	02 number of investment plans (packages) containing gender concerns and 04 (package wise leaflets) number of awareness materials incorporating gender needs. All awareness material are being prepared in local language, which is easy to understand for both the	(Hanol, Lakhamandal, Mostmanu, Pithoragarh Fort)

Activity	Indicators/Targets	Progress to Date	Issues and Challenges
		genders. Steps of Health Hygiene, Sanitation and SWM are incorporated in the awareness material.	
Component 4. Community-based Activities			
<ul style="list-style-type: none"> Community-based societies established and made functional in the management of natural and cultural heritage sites 	<ul style="list-style-type: none"> Target: 30% women Project quarterly progress reports 	<p>___ number of community based societies established and ___ number of members, of which ___% are women.</p>	<p>EOI for hiring program NGO is under approval by ADB</p>
<ul style="list-style-type: none"> Around 500 individuals spread over 25 communities trained on heritage management and tourism-related skills 		<p>46 number of individuals trained on heritage management and tourism-related skills, of which 10 were women.</p> <p>___ number of individuals receiving employment in heritage and tourism-related management of which ___% are women.</p>	
Component 5. Capacity Development, Fostering Community Participation and Project Management			
<p>Capacity development</p> <ul style="list-style-type: none"> Training programs on environment, culture and tourism developed and implemented 1,000 staff of state tourism officers and related organizations (tour operators and guides) trained in environment, culture, tourism 	<ul style="list-style-type: none"> Training programs contain gender sensitive features Target: 30% women for training Target: 30% women for established units Project quarterly progress reports 	<p>20 PMU & PIU & UTDB officials attended various training programs (PMU and ADB), out of which 04 (20 %) were female and 16 Male (80 %).</p> <p>___ number of state officers trained in environment, culture, tourism planning, coordination,</p>	<p>Concept Plan on Training, Capacity Building and Marketing & Promotion approved by ADB.</p>

Activity	Indicators/Targets	Progress to Date	Issues and Challenges
<p>planning, coordination, monitoring and marketing</p> <ul style="list-style-type: none"> Community-based tourism units established in all participating states 50 community-based tourism (CBT) units in the tourism organizations created and functional 		<p>monitoring and marketing of which ___% are women.</p> <p>___ number of community-based tourism units established and ___ number of representatives participating as members of these units of which ___% are women.</p>	<p>Preparation ongoing for implementation.</p>
<p>Planning</p> <ul style="list-style-type: none"> Management and master plans prepared produced and endorsed for nature and culture-based tourist destinations and made operational; 	<ul style="list-style-type: none"> All plans have sections on gender aspects 	<p>04 number of participatory rural tourism master plans prepared with active participation of village women by given clear sections on gender aspects.</p> <p>16 consultative meetings organized with total participation of 350-400 (approximately) rural community, out of which more than 50% were women.</p> <p>Policy Support to UTDB- A stakeholder consultation/Brain Storming Session on Draft Homestay Guidelines of Uttarakhand was organized by IDIPT. The session was attended by 23 stakeholders out of which 05 were women. The suggestions are incorporated in the draft document and submitted to UTDB</p>	

Activity	Indicators/Targets	Progress to Date	Issues and Challenges
<p>Fostering Community Participation</p> <ul style="list-style-type: none"> Value chain analyses undertaken to establish stronger links between tourism and local economies; Schemes for tourism-based, livelihood generation involving social mobilization and micro finance services designed and implemented; Tourism-related skills development activities in heritage management and hospitality-related skills among the communities 	<ul style="list-style-type: none"> Analyses consists of gender features Livelihood schemes are gender-responsive Skills development are gender-responsive 	<p>Value chain analysis prepared/not prepared and shared/not shared.</p> <p>___ number of gender-focused schemes designed/ implemented and ___ number of families benefiting from such schemes of which ___% are below poverty line and female-headed households.</p> <p>___ number of community members trained in skilled tourism management of which ___% are women.</p> <p>___ number of trained community members receive employment in tourism management of which ___% are women.</p>	<p>EOI to hire Program NGO is under approval from ADB.</p>

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- Tiger Fall – 13.11.2014:** To discuss the land, resettlement and O&M issues of tigerfall package, where Villagers from 03 Villages were present with an understanding that technical team of PIU and DSC is coming, who all would be male and technical issues would not be understood by village women so no need for them to attend the meeting.

Learning – 1 - This time the message was not communicated properly as CDO, PIU was on maternity leave and Engineering team communicated the message to Village Pradhan.

When CDS PMU along with Community Organizer DSC attended the meeting and raised the issue of low women participation, the above message was highlighted. Secondly the meeting could not be organized on time (team reached at 1:30pm) due to landslide and traffic jam, by the time the limited women were present, had also gone back to receive their children and cook meal.

Learning 2 – The timing of the meeting was not suitable for village women.

2- **TRH Parichay – 17.10.2014** : The 2nd event was the orientation for PIU and Contractor, where no female staff is currently employed with PIU Bhimtal and the contractor. Only 02 female labourer were presented on that day.

Annexure-I

Summary of activities done by PMU & PIUs:

A- Community Participation/Development Activities carried out by PIU, Dehradun

S.n o.	Activity /Event at a glance	Date	Total Participant	Male	Female	Discussion/Suggestions	Voices of Women
1	Stakeholders meetings at Gwasapul for Tiger fall project	13.10.2014	102	100	02	<ul style="list-style-type: none"> To discuss the Resettlement issue and land availability for Toilets & Kiosks near Tiger Fall. For Operation and Maintenance by Village Panchayat. Discuss about the training requirements to enhance their skills & restore the livelihood. 	NA
2	Stakeholders meeting at Mukhba village for social survey	17.11.2014	50	34	16	<ul style="list-style-type: none"> Need assessment for preparation of village tourism master plan under Rural Tourism subproject of T-III. Resource Mapping and Village Mapping. For Operation and Maintenance by Village Panchayat/Committee. Discuss about the training requirements to enhance their skills & restore the livelihood. 	Women suggested to provide market linkages of the services/products, will be initiated/produced when village will be developed under Rural Tourism
3	Stakeholders meeting at Harshil	18.11.2014	35	30	05	<ul style="list-style-type: none"> Need assessment for preparation of village tourism master plan under Rural Tourism subproject of T-III. 	An integrate approach should be adopted while

	village for social survey					<ul style="list-style-type: none"> • Resource Mapping and Village Mapping. • For Operation and Maintenance by Village Panchayat/Committee. • Discuss about the training requirements to enhance their skills & restore the livelihood. 	developing our village under rural tourism, otherwise agencies/departments come, invest and leave us in middle without proper sustainability of the things initiated during certain program/project.
4	Stakeholders meeting at Phalasi village for social survey	5.12.2014	50	20	30	<ul style="list-style-type: none"> • Need assessment for preparation of village tourism master plan under Rural Tourism subproject of T-III. • Resource Mapping and Village Mapping. • For Operation and Maintenance by Village Panchayat/Committee. • Discuss about the training requirements to enhance their skills & restore the livelihood. 	Training should be given to start micro enterprise by women self-help group.
5	Stakeholders meeting at Kabiltha village for social survey	8.12.2014	40	15	25	<ul style="list-style-type: none"> • Need assessment for preparation of village tourism master plan under Rural Tourism subproject of T-III. • Resource Mapping and Village Mapping. • For Operation and Maintenance by Village Panchayat/Committee. • Discuss about the training requirements to enhance their skills & restore the livelihood. 	Tourism activities can only be taken up by village women when they are free from ancestral agricultural activities.
		Total	277	199 (71.8 4%)	78 (28.15 %)		

B- Community Development Activities carried out by PIU, Kotdwar

S.no.	Activity /Event at a glance	Date	Total Participant	Male	Female	Discussion/Suggestions	Voices of Women
1	GRRC Kotdwar	4/10/14	1	1	NIL	Land issues of flush door factory	NIL
2	GRRC Lansdowne Station H.Q.	9/10/14	2	2	NIL	Land issues of flush door factory	NIL
3	S D M Office Kotdwar	14/10/14	2	2	NIL	Land issues of flush door factory	NIL
4	GRRC Lansdowne Station H.Q.	21/10/14	1	1	NIL	Land issues of flush door factory	NIL
5	A D M Office Haridwar	28/10/14	4	4	NIL	Regarding NOC for Kanwarpatri subproject Haridwar	NIL
6	D M office Haridwar	30/10/14	5	5	NIL	Regarding NOC for Kanwarpatri subproject Haridwar	NIL
7	DRM Office Moradabad	5/11/14	2	2	NIL	Regarding Railway Bridge of Kanwar Patri Haridwar	NIL
8	S S P Office Haridwar	18/11/14	1	NIL	1	Regarding Railway Bridge of Kanwar Patri Haridwar	Kanwar Patri Railway Bridge issue
9	SDM Office Kotdwar	26/11/14	6	6	NIL	Land issues of flush door factory	
10	Rural Tourism Master Plan Preparation for T-III	12/12/14	25	17	8	<ul style="list-style-type: none"> • Need assessment for preparation of village tourism master plan under Rural Tourism subproject of T-III. • Resource Mapping and Village Mapping. • For Operation and Maintenance by Village Panchayat/Committee. • Discuss about the training requirements to enhance their skills & restore the livelihood. 	Suggested a numbers of women micro enterprise keeping local resources in mind
		Total Participati on	49	40 (81.6 3%)	9 (18.36 %)		

C- Community Development Activities carried out by PIU, Bhimtal

S.no.	Activity /Event at a glance	Date	Total Participant	Male	Female	Discussion/Suggestions	Voices of Women
1	Meeting with DSC, Contractors & laborers at TRH Parichay.	17-10-14	21	19	2	Orientation session for implementing agency on contractual arrangements and modalities to enforce gender/core labor standards provisions provided, quality control, follow standard as per ADB guidelines.	-
2	Meeting with ASI & local community at Jageshwar.	28-11-14	14	12	2	Regarding NOC with ASI, initiate rural tourism activities in nearby villages of Jageshwar temple.	They were interested to know about capacity building measures under the project, which were explained adequately.
3	Meeting with community organization at Bhikiasen (Almora).	30-11-14	32	24	8	Discussion on village tourism/ community resorts and to promote cultural heritage in the region.	Women participants discussed on their role and participation in Community Based Tourism activities.
4	Participation in BDC meeting at Bhimtal Block Office.	26-12-14	110	88	22	Shared the objective of IDIPT Uttarakhand, by explaining various sub-projects come under PIU Bhimtal and the future subprojects proposed in the Kumaun region.	Capacity building & Income Generation measures for women.

		Total	177	143 (80.79%)	34 (19.20%)		
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D- Orientation, Policy Discussion and Consultations organized by PMU:

- 1- **Brain Storming session on Training & Capacity Development for Sector / Line Agencies:** One day brain storming session was organized on 3rd Nov.2014 with participation of line agencies as Garhwal Mandal Vikas Nigam, Kumaun Mandal Vikas Nigam, Forest Department, Culture Department, Rural Development, Uttarakhand Tourism Development Board etc. The objective of the session was to have first-hand assessment of training needs of various line agencies and to workout modalities and strategies for training & capacity building for sector/line agencies. All together 16 officials participated in the workshop, out of which 02 were women.

- 2- **Brain Storming Session/ Stakeholder Consultation on Draft Home Stay Guidelines of Uttarakhand:** One day brain storming session/stakeholder consultation was organized on 3rd Nov.2014. The objective of the consultation was to invite suggestions from various stakeholders on draft “Homestay Guidelines” prepared by UTDB to make it more participatory and people friendly. The suggestions received in the session have been incorporated in the draft and revised draft is submitted to UTDB for further action. All together 23 stakeholders participated in the session, where 05 were women.

- 3- **Suggestions given on “Uttarakhand Rural Tourism Guidelines”:** Priority to be given to women entrepreneurs, adequate representation of women to be ensured in all institutional bodies under rural tourism.