



## CIN 1149 – Himachal Pradesh Disaster Risk Reduction and Preparedness Program

# GENDER ACTION FRAMEWORK

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## Abbreviations

AFD	Agence Française de Développement (French Development Agency)
DDMA	District Disaster Management Authority
DMC	Disaster Management Cell
DMPMS	Disaster Management Plans Monitoring System
ES&CC	Environmental Social and Climate Change Safeguard Expert
EWS	Early Warning System
GAF	Gender Action Framework
GAP	Gender Action Plan
GoHP	Government of Himachal Pradesh
GPDP	Gram Panchayat Development Plan
HP	Himachal Pradesh
HPDRRP	Himachal Pradesh Disaster Risk Reduction and Preparedness
HPFD	Himachal Pradesh Forest Department
M&E	Monitoring and Evaluation
NFHS	National Family Health Survey
PEC	Program Executive Committee
PIU	Project Implementing Unit
PMDC	Program Management and Design Consultant
PSC	Program Steering Committee
SAPCC	State Action Plan on Climate Change
SDMA	State Disaster Management Authority

## 1 INTRODUCTION

The State of Himachal Pradesh (HP) is located in the Northern part of India, lying at the Himalayan foot range, with the geographical area of 55,673 km<sup>2</sup> and the population of 77.56 lakhs (based on 2011 Census) of which female population is 34.3 lakhs.

The Government of Himachal Pradesh (GoHP) has sought to implement an integrated disaster management Program called Himachal Pradesh Disaster Risk Reduction and Preparedness program (HPDRRP). In this Program, participatory approaches, especially engaging women, will be adopted to ensure sustainability of the interventions and investments to meet the long-term disaster management challenges. GoHP seeks financial and technical support from the French Development Agency (AFD) to implement a state-wide Disaster Risk Reduction and Preparedness Program. The Program has been envisaged under a multi-sector framework with the purpose of lowering disaster risk and boosting resilience in the State.

### ***1.1 Gender Action Framework & Gender Action Plan***

Gender Action Framework (GAF) is the key gender mainstreaming tool and policy framework for ensuring gender inclusive design in the proposed HPDRR Program. While Gender Action Framework gives the policy outline, the Plan gives visibility to and accountability for gender mainstreaming. It is intended to address gender equality issues, facilitate women's involvement, participation in, and tangible benefits from the program. Gender Action Framework & Gender Action Plan help deliver practical benefits to women and facilitate strategic changes in gender relations. The Gender Action Framework, proposed here, has been aligned with the program outcomes and may be further refined with changes and revisions made to the overall design and monitoring framework. In order to make it effective, it is important that Gender Action Plan (GAP) is understood and fully owned by the implementing agency and sufficient budget is allocated accordingly. The Gender Action Framework is an overarching document and Project specific GAPs (Tentative Table of Content is given in **Annexure 1**) will be developed in accordance with this framework, prior to implementation of the Projects.

## 2 BASELINE

### 2.1 Position of Women in Society in HP

The population of Himachal Pradesh is 68,64,602 as per 2011 Census. The female population constitutes 49.28 per cent of the total population. Sex Ratio in HP is 972 per 1000 men). The Population Research Centre, Himachal Pradesh University, Shimla, conducted the fieldwork between July 16 to November 5, 2019, covering 10,698 households, 10,368 women (aged 15-49 years) and 1,477 men (aged 15-54 years) for the National Family Health Survey-5 (NFHS-5) for 12 districts of HP on indicators such as population, fertility, family planning, infant and child mortality, maternal and child health, domestic violence and disability. This report on Himachal Pradesh was published in April 2021 – presents information covering 12 districts.<sup>1</sup> The survey highlighted the following:

- 23 per cent of households were headed by women, with 20 per cent of the population in the state living in households headed by women.
- Of all the people surveyed, only 45 per cent of women and 48 per cent of men aged 15-49 years had finished 12 or more years of school education. Around seven per cent of women and four per cent of men in the same age group had never been to school.
- Around five per cent of women surveyed between the ages of 20-24 years had married before attaining the legal minimum age of 18 years. This was a decrease from the nine per cent recorded in NFHS-4.
- Unplanned pregnancy (51 per cent) and complications during pregnancy (24 per cent) were the most common reasons reported by women seeking abortions. The contraceptive prevalence rate (CPR) among currently married women (aged 15-49 years) was 74 per cent. This was a significant rise from the 57 per cent CPR during NFHS-4.
- Of the women surveyed who had given birth in the five years prior to the survey, 70 per cent received antenatal care from a doctor and 16 per cent received antenatal care from a nurse, a midwife, an auxiliary nurse midwife or a lady health visitor. Around 11 per cent of the women reported not receiving any antenatal care.

### 2.2 Gender Sensitive Institutional Setup in HP

Himachal Pradesh State Commission for Women is a statutory body constituted in the year 1993 to deal with the issues relating to crime against women in the state of Himachal Pradesh. The commission for welfare of women in the state was set up by Himachal Pradesh Government as a quasi-judicial body. The activities being performed as<sup>2</sup>:

- ✓ Ensure that it adheres to the provision and protection guaranteed for women under Constitution of India and women related legislation.

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<sup>1</sup> <https://ruralindiaonline.org/en/library/resource/national-family-health-survey-nfhs-5-2019-21-himachal-pradesh#:~:text=In%20Himachal%20Pradesh%2C%20around%2010,informed%20anyone%20about%20the%20incidents.>

<sup>2</sup> [https://en.wikipedia.org/wiki/Himachal\\_Pradesh\\_State\\_Commission\\_for\\_Women#:~:text=Daisy%20Thakur%20is%20the%20Chairperson,a%20period%20of%203%20years.](https://en.wikipedia.org/wiki/Himachal_Pradesh_State_Commission_for_Women#:~:text=Daisy%20Thakur%20is%20the%20Chairperson,a%20period%20of%203%20years.)

- ✓ In case any agency in the state fails to implement protective measures against women, getting the same to the notice of Government.
- ✓ Making recommendations for the amendments in any law if it fails on provision of justice to the women of the state.
- ✓ Taking up with concerned authorities any issue of violation of women's rights and recommending follow-up action to them.
- ✓ Women who have complaints of violation of their rights and non-implementation of their protective measures guaranteed under the Constitution of India can directly approach Women Commission for redressal.
- ✓ Counselling and assisting women who are victims of atrocities and discrimination in the state.
- ✓ Financing litigation expenses for any issues involving mass group of women and occasionally make reports to the state government relating to them.
- ✓ Commission focuses on the prevention of trafficking of women and children in the state. In 2020-21, about 400 complaints were disposed of and about 450 are under consideration. The commission acts on the complaints received and sometimes takes suo moto cognizance.<sup>3</sup>

Directorate of Women and Child Development was set up in the year of 2011 as a part of the department of Social Justice and Empowerment to give the much-needed inputs to the holistic development of Children and Women Empowerment in Himachal Pradesh.<sup>4</sup> Following major schemes are being implemented through Women and Child Development department<sup>5, 6 & 7</sup>:

1. Mukhya Mantri Kanyadan Yojana.
2. Mata Shabri Mahila Sashaktikaran Yojna.
3. Indira Gandhi Matritav Sahyog Yojna.(IGMSY)
4. Rajiv Gandhi Scheme for Empowerment Adolescent Girl- SABLA
5. Mother Teresa Matri Sambal Yojna.
6. Beti Hai Anmol Yojna.

The Himachal Pradesh State Women Commission focuses on the prevention of trafficking of women and children in the state. In 2020-21, about 400 complaints were disposed of and about 450 are under consideration. Commission acts on the complaints received and sometimes takes suo moto cognizance.<sup>8</sup>

### **2.3 Major Stakeholders under HP DRRP**

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<sup>3</sup> <https://www.thestatesman.com/cities/shimla/hp-women-commission-focus-human-trafficking-1503014721.html>

<sup>4</sup> [https://himachal.nic.in/index.php?lang=1&dpt\\_id=176](https://himachal.nic.in/index.php?lang=1&dpt_id=176)

<sup>5</sup> [https://himachal.nic.in/WriteReadData/l892s/176\\_l892s/Notification-62049251.pdf](https://himachal.nic.in/WriteReadData/l892s/176_l892s/Notification-62049251.pdf)

<sup>6</sup> [https://himachalservices.nic.in/economics/pdf/ManWomenHP2015\\_A1b.pdf](https://himachalservices.nic.in/economics/pdf/ManWomenHP2015_A1b.pdf)

<sup>7</sup> [https://www.researchgate.net/publication/348520974\\_Femininity\\_inequality\\_and\\_Status\\_of\\_Women\\_in\\_Himachal\\_Pradesh\\_a\\_Case\\_study\\_with\\_emerging\\_Trends](https://www.researchgate.net/publication/348520974_Femininity_inequality_and_Status_of_Women_in_Himachal_Pradesh_a_Case_study_with_emerging_Trends)

<sup>8</sup> <https://www.thestatesman.com/cities/shimla/hp-women-commission-focus-human-trafficking-1503014721.html>

The nodal agencies for the proposed Projects are presented below.

**Table 1: Mapping of Nodal Implementing Agencies and Projects**

Nodal Implementing Agency	Projects
Civil Defense and Home Guards Department	2.8. Strengthening of existing Training Centers
Central Water Commission (CWC)	2.1. Developing Early Warning System (EWS) for landslide, flash floods, cloudbursts, glacial lake outburst floods (GLOF) and dam safety, Improving networks for flood forecasting and Geographical Information System (GIS)-based Decision Support System (DSS)
Department of Environment, Science, Technology & Climate change (DEST&CC)	1.2. Climate Change Vulnerability Assessment (CCVA) at Village level 1.3. Strengthening of knowledge products related to climate change and dissemination
Department of Tourism and Civil Aviation	2.7. Establishment of helipads for emergency response
Fire Services Department	2.5. Establishment of Fire and Emergency Response cum Training Centres in unserved locations in the state
Himachal Pradesh Forest Department (HPPFD)	2.4. Enhancing implementation of forest fire mitigation measures 3.2. Area-specific Bioengineering Nurseries and Interventions
Himachal Pradesh Public Works Department (HPPWD)	3.1. Mitigation and Slope Stabilization of Vulnerable Landslide Sites
Himachal Pradesh State Disaster Management Authority (HPSDMA) through the Disaster Management Cell (DMC) of Dept of Revenue & District Disaster Management Authorities (DDMAs)	1.1. Strengthening of HPSDMA & DDMA's, State Emergency Operation Centre (EOC) and District EOCs 1.4. Establishing State Institute for Disaster Management 2.2. Improving Last Mile Connectivity by enhancing the Satellite Network 3.3. Creating Climate Change & earthquake resistant Technology Demonstration Units (TDUs) at existing engineering institutes 3.4. Implementing Hazard resistant critical infrastructure
Indian Meteorological Department (IMD)	2.3. Developing climate/weather related forecast for agriculture and horticulture
Police (State Disaster Response Force-SDRF)	2.6. Establishing a State Disaster Response Force (SDRF) Company

Besides the above-mentioned stakeholders, a number of other organisations will be consulted while developing project specific GAPs. Some of these are:

- Directorate of Women and Child Development
- Local panchayats
- Department of Skill Development

## ***2.4 Scaling the Heights: Gender inclusion and Sustainable Development in Himachal Pradesh***

Between 1990 and 2015, Himachal Pradesh went from having one of India's lowest labor force participation rates for women to having the second highest in the country. Strong government support for women, including urban public-sector hiring, robust healthcare expenditures, financial inclusion efforts, and gender-targeted income smoothing for rural agricultural workers, helped bring greater numbers of women into the workforce.

Other factors have also contributed to women's economic empowerment in Himachal Pradesh. Distribution of land across social groups is more equitable in Himachal Pradesh than in other Indian states, due in part to land reform efforts in the 1950s and 1970s that extended property ownership to nearly 80 percent of all rural households in the state. Meanwhile, tuition-free education, free textbooks, and village education committees have increased school enrollment among preteen girls and improved literacy rates among women.

Among married women, 90.8 percent of those in Himachal Pradesh reported participating in household decisions, compared to 84 percent for all of India.<sup>9</sup>

## ***2.5 Gender Based Violence in HP***

The cases of domestic violence are on the rise in Himachal Pradesh, with the state recording 8.3 per cent cases of domestic violence as per the National Family Health Survey (NFHS) 2019-20 as compared to 5.9 per cent cases recorded in NFHS 2015-16 report.

The NFHS 2019-20, which was recently released by the Union government, pointed out towards the rise in cases of physical or sexual violence that was faced by women at the hands of their spouses in Himachal Pradesh. According to this latest NFHS report, 8.3 per cent women in the age group of 18 to 49 years had suffered violence at hands of their spouses with maximum number of cases reported from rural areas in HP.

The percentage of domestic violence in rural areas stood at 8.7 while it was 6 per cent in urban areas of the hill state. However, the cases of domestic violence against pregnant women had reduced in Himachal with the state recording only 0.6 per cent cases as compared to 1.5 per cent in 2015-16 and that urban areas of the state did not record any such case. The NFHS 2019-20 has linked the cases of domestic violence with use of alcohol, among other factors, in the country as experience of spousal physical or sexual violence varied greatly with the level of the husband's alcohol consumption.

## ***2.6 Gender Budget Statement of HP***

Gender Budgeting is a tool that can be used to address gender sensitive vulnerabilities. Himachal Pradesh has started issuing Gender Budget Statement (GBS) since 2022. In 2023-24 HP Govt has allocated INR 4302.45 Crore to Women oriented schemes as part of the GBS which is 82% more than

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<sup>9</sup> <https://www.gatesfoundation.org/equal-is-greater/case-study/india/>

last year's allocation. Gender Budgeting is the dissection of the Annual Budget to find out the gender-based outcomes & results of the Government Budgeting and is the process of converting gender commitment into budgetary commitments. Below are the details of department wise allocation of GBS in 2023.

**Table 2: Gender Based Budget in HP (in INR Cr.)**

S. No.	Name of Departments	Budget Estimate		Total
		Category-1 (100% Women)	Category-2 (Below 100% women and other Gender)	
1.	Health	9126.12	20635.57	29761.69
2.	Police	1257.64	-	1257.64
3.	Rural Development	380.00	57587.00	57967.00
4.	Higher Education	375.36	9564.83	9940.19
5.	Women & Child Development	7783.00	61811.12	69594.12
6.	SCs, OBCs, Minorities & Specially-Abled	21536.10	108850.00	130386.10
7.	Food, Civil Supplies & Consumer Affairs	1000.00	23252.00	24252.00
8.	Technical Education	43.78	181.86	225.64
9.	Forest	3.00	-	3.00
10.	Elementary Education	-	12330.00	12330.00
11.	Agriculture	-	2499.00	2499.00
12.	Fisheries	-	824.22	824.22
13.	Horticulture	-	230.00	230.00
14.	Tribal Development	-	865.46	865.46
15.	Industries	-	75320.00	75320.00
16.	Urban Development	-	495.00	495.00
17.	Animal Husbandry	-	1309.70	1309.70
18.	Art & Culture	-	500.00	500.00
19.	HIMURJA	-	85.00	85.00
20.	Labour & Employment	-	12400.00	12400.00
	<b>Total</b>	<b>41505.00</b>	<b>388740.76</b>	<b>430245.76</b>

Source: HP Gender Budget Statement 2023-24

From the above table it is evident that 20 departments are involved in implementing two categories of Gender focused programs. The programs aim at benefitting 100% women beneficiaries through category "A" projects and less than 100%, through category "B" Projects. All these programs refer to assistance in various forms to women beneficiaries including social assistance, different sets of skill formation, training and employment. The HP DRRP Program will bridge a gap as skill set/training, relating to disaster risk reduction and preparedness is not present so far and this HPDRRP will thus act as a complementary initiative to the existing ones.

### 3 INSTITUTIONAL & LEGAL FRAMEWORK

#### 3.1 Institutional Set Up for Program Implementation

Under Disaster Management Act, 2005, Himachal Pradesh constituted State Disaster Management Authority (SDMA). Disaster Management Cell (DMC) under Department of Revenue will act as the Executing Agency under the directions of HPSDMA. A Program Management Unit (PMU) will be established within DMC, which will monitor overall Program implementation, timely execution of Projects and fund flows. A Project Management Consultant (in this case a Program Management and Design Consultant i.e., PMDC) will be appointed to assist the PMU. Under the PMU there will be a two-stage implementation setup. Each Program IAs (i.e., government department or institution) will have a State-level Departmental Nodal Officer (SDNO).

The field level implementing agency under each IA will be the respective departmental Project Implementation Units (PIUs) at district level and or division or sub-division level, as the case may be. DDMA will work as extended arms of the PMU and be responsible for monitoring Program implementation at district level. The arrangement is summarized below.

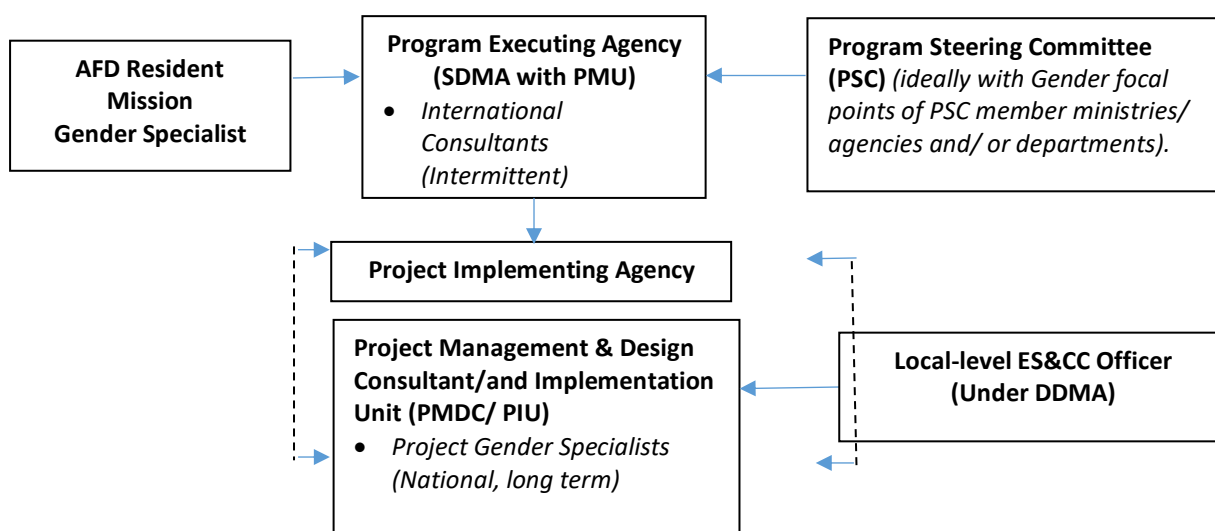


Figure 1: Program implementation and monitoring arrangement

#### 3.2 International Gender Protocol and Gender Sensitive National Legal Framework

In order to incorporate gender mainstreaming into development and planning processes, it is important to consider legislation and programs at the International and National levels. Since 1991 various international agreements and programs have been initiated to address gender equality and encourage more gender-sensitive development. The **Constitution of India** also recognizes the principle of gender equality in its Preamble, Fundamental Rights, and under the Directive Principles of State Policy. One of the most significant provisions in the Indian Constitution is **Article 15(3)** which empowers the State to adopt measures of positive discrimination in favor of women. It is also notable

that the **National Commission for Women** was set up in the year 1992 for dealing with complaints of women's rights violation, to advise on the aspect of socio-economic development of women and to protect the legal rights of women, etc. There still exists a wide gap between the goals enunciated in the Constitution, legislation, policies, plans, programs, and related mechanisms on the one hand and the situational reality of the status of women in India, on the other, few of which has been addressed by specific Gender Action Plan under the Project.

The major National legal provisions and relevant International Declarations to safeguard the interests of women are given in the **Table 3** below.

**Table 3: Legal Framework to Safeguard Gender**

Laws	Objectives	Relevance
The Immoral Traffic (Prevention) Act, 1956	The Act intends to combat women trafficking and sexual exploitation.	To counter exploitation of women vulnerable to human trafficking in the project areas. In such a statewide project, human trafficking is a critical issue as migrant labor and vulnerable host population can be potential victims.
Maternity Benefit (Amendment) Act, 2017	The Act aims to regulate employment of women employees in certain establishments for certain periods before and after child birth and provides for maternity and certain other benefits.	Applicable to staff and other institutions established under the project.
Minimum Wages Act, 1948	Minimum Wages Act, 1948 safeguards the interest of workers by providing fixation of minimum wages mainly focusing on unorganized sector and in specified occupations (called scheduled employments).	The minimum wages established for the sector should be ensured by the employers to all workers, male and female.
Contact Labor (Regulation and Abolition) Act, 1970	To regulate the employment of contract laborers in certain establishments and to provide for its abolition in certain circumstances and for matter connected therewith.	Applicable to construction activities that engage contract laborers. Women are often engaged as contract labor and are particularly vulnerable to exploitative practices.
Equal Remuneration Act, 1976	To provide for the payment of equal remuneration to men and women workers and for the prevention of discrimination, on the ground of sex, against women in the matter of employment and for matters connected therewith or incidental thereto.	Women engaged in activities supported by the project should be paid at par with their male counterparts.
Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013	Provides measures for prevention, prohibition and Redressal of complaints of sexual harassment by any women who is harassed at a workplace.	To address any issues related to sexual harassment at the workplace within the context of the project.

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<b>Laws</b>	<b>Objectives</b>	<b>Relevance</b>
Protection of Women from Domestic Violence Act, 2005.	To identify and determine that every act of domestic violence is unlawful and punishable by law.	To provide protection to victims of domestic violence where such acts occur. To serve justice in a timely, cost-effective, and convenient manner to the aggrieved person.
The UN Declaration on the Elimination of Violence Against Women	The declaration aims at strengthening state commitments to global participation and policy formation regarding violence against women.	Address violence against women and provide a framework for action at project level.
The UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).	An international legal instrument that requires countries to eliminate discrimination against women and girls in all areas.	It promotes women's and girls' equal rights.

## 4 PROGRAM SCOPE AND INTERVENTIONS

Program interventions are aligned to the strategic direction established by the overall policy priorities of GoHP related to disaster management. In all, 16 investment Projects that include infrastructure investments and institutional development actions, and five policy actions under RBF are envisaged with a total outlay of EUR 100.2 million (INR 891.8 crores). Projects/Activities were selected based on detailed concept notes prepared and were finalized following a consultative approach involving multiple departments of GoHP as well as select central government agencies.<sup>10</sup> *Table 4: List of Projects/Activities* lists the proposed Projects/Activities and is followed by an overview of each Project/Activity.

**Table 4: List of Projects/Activities**

Program Components and Projects/Activities		Estimated Cost		Implementing Agency	Alignment with SDMP (relevant section)
		EUR Mn	INR Cr		
<b>Component 1: Enhancing disaster risk governance, through institutional capacities, risk understanding and knowledge management/dissemination</b>					
1.1	Strengthening of HPSDMA & DDMA, State Emergency Operation Centre (EOC) and District EOCs	7.0	61.9	Disaster Management Cell (DMC)	5.3 & 5.5
1.2	Climate Change Vulnerability Assessment (CCVA) at Village level	1.5	13.4	Department of Environment, Science, Technology & Climate Change (DEST&CC)	2
1.3	Strengthening of knowledge products related to climate change and dissemination	1.0	8.5	DEST&CC	2.11
1.4	Establishing State Institute for Disaster Management	3.3	28.9	DMC	5.3
<b>RBF Sub-component of Component 1</b>					
1.5	Mainstreaming Climate Change and Disaster Risk Resilience in HP	4.0	35.6	DMC	-
1.6	Improvements to DRR Framework in the State	2.5	22.3	DMC	-
1.7	Mainstreaming Gender in Disaster Risk Resilience in HP	2.0	17.8	DMC	-
1.8	Disaster responsive PFM systems	2.5	22.3	DMC	-
1.9	IT solutions for effective disaster mitigation and response	4.0	35.6	DMC	-
<b>Estimated Cost for Component 1</b>		<b>27.9</b>	<b>246.2</b>		
<b>Component 2: Strengthening disaster preparedness, through effective early warning systems and better emergency response capacities</b>					

<sup>10</sup> Two 2-day consultative workshops were held as part of Program preparation.

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Program Components and Projects/Activities		Estimated Cost		Implementing Agency	Alignment with SDMP (relevant section)
		EUR Mn	INR Cr		
2.1	Developing Early Warning System (EWS) for landslide, flash floods, cloudbursts, glacial lake outburst floods (GLOF) and dam safety, Improving networks for flood forecasting and Geographical Information System (GIS)-based Decision Support System (DSS)	13.5	120.2	<i>Nodal Agency</i> - Central Water Commission (CWC)  <i>Other IAs</i> – Dept. of Energy, Aryabhata Geo-informatics & Space Application Centre (AGiSAC) Himachal Pradesh Council for Science, Technology and Environment (HIMCOSTE), Himachal Pradesh Power Corporation Limited (HPPCL) Himachal Pradesh Public Works Department (HPPWD), Bhakra Beas Management Board (BBMB)	4.6 and 5.4
2.2	Improving Last Mile Connectivity by enhancing the Satellite Network	0.4	3.7	DMC	5.9
2.3	Developing climate/weather related forecast for agriculture and horticulture	4.6	40.9	<i>Nodal Agency</i> – Indian Meteorological Department (IMD)  <i>Other IAs</i> – Dept. of Agriculture and Farmers Welfare, Dept. of Horticulture, AGiSAC	5.4
2.4	Enhancing implementation of forest fire mitigation measures	4.9	43.2	Himachal Pradesh Forest Department (HPFD)	5.4
2.5	Establishment of Fire and Emergency Response cum Training Centres in unserved locations in the state	6.5	57.9	Fire Services Department	5.5 and 3.10
2.6	Establishing a State Disaster Response Force (SDRF) Company	12.4	110.1	Police (State Disaster Response Force - SDRF)	6.3
2.7	Establishment of helipads for emergency response	2.5	22.3	Dept. of Tourism and Civil Aviation and HPPWD	5.13
2.8	Strengthening of existing Training Centres	1.1	10.1	Civil Defence and Home Guards Dept.	5.9
<b>Estimated Cost for Component 2</b>		<b>45.9</b>	<b>408.3</b>		

Program Components and Projects/Activities		Estimated Cost		Implementing Agency	Alignment with SDMP (relevant section)
		EUR Mn	INR Cr		
<b>Component 3: Supporting mitigation measures, including eco-DRR and nature-based solutions</b>					
<b>3.1</b>	Mitigation and Slope Stabilization of Vulnerable Landslide Sites	8.7	77.4	HPPWD	3.7
<b>3.2</b>	Area-specific Bioengineering Nurseries and Interventions	3.4	30.1	HPFD	3.7
<b>3.3</b>	Creating Climate Change & earthquake resistant Technology Demonstration Units (TDUs) at existing engineering institutes	4.7	41.8	DMC	3.5, 3.6, 3.8 and 3.10
<b>3.4</b>	Implementing Hazard resistant critical infrastructure	4.5	40.4	DMC	3.5
<b>Estimated Cost for Component 3</b>		<b>21.3</b>	<b>189.7</b>		
Program Management Cost		5.4	47.6		
<b>Grand Total</b>		<b>100.2</b>	<b>891.8</b>		

#### **4.1 Component 1: Enhancing disaster risk governance, through institutional capacities, risk understanding and knowledge management/dissemination**

##### **Project 1.1: Strengthening of HPSDMA & DDMA, State Emergency Operation Centre (EOC) and District EOCs**

This Project focuses on strengthening the state disaster management infrastructure. Presently, the HPSDMA & DDMA have limited space and infrastructure. Under this Project, construction of one building for HPSDMA and State EOC and 6 buildings housing 6 DDMA and district EOCs are proposed. In Year 1, detailed project reports (DPR) will be prepared, and construction will commence from the second year. National and International level exposure visits for experts and training programs for HPSDMA and DDMA personnel will also be organized as part of this Project.

While establishing HPSDMA and DDMA buildings, it will be ensured that the sites are not hazard-prone. A policy of zero displacement and minimum temporary income loss of local people will be followed. Facilities will be designed to ensure gender-sensitivity and accessibility to people with special needs. Buildings will be energy-efficient and designed in accordance with Griha V2019 minimum 4STAR ratings. Site-specific construction Environment & Social Management Plan (ESMP), including waste and traffic management plan, will be prepared in line with the Program Environment and Social Management Framework (ESMF). The Disaster Management Cell (DMC) is the implementing agency for this Project. This Project is aligned with Sections 5.3 & 5.5 of SDMP.

##### **Project 1.2: Climate Change Vulnerability Assessment (CCVA) at Village level**

This Project concentrates on CCVA at village-level for Beas and Sutlej River basins covering hydro-meteorological hazards. The CCVA for Beas and Sutlej, earlier conducted in accordance with the Fourth Assessment Report (AR4), is required to be updated to the Fifth Assessment Report (AR5)<sup>11</sup> in line with the emerging developments in climate science. The Assessment will begin in the first year of the Program and take three years to complete. It will incorporate social and gender aspects along with anticipated environmental impacts. Following activities are included:

1. Field visits, primary & secondary data collections.
2. Hydrological & Climate Change Modelling.
3. Assessment of climate change hazard scenarios (short-term, medium-term, and long-term) for the region based upon historical information on all major hazard events over the past with focus on Agriculture/Horticulture/Forests and Water sectors.
4. CCVA as per AR5 Report.
5. Mapping, documentation, report preparation, development of CCVA information portal, and publications.

Gender inclusion and community engagement will be integral to the Assessments. Department of Environment, Science Technology & Climate Change (DEST&CC) would be the implementing agency for this Project. This Project is aligned with Section 2.11 of the SDMP.

### **Project 1.3: Strengthening of knowledge products related to climate change and dissemination.**

This Project aims at developing extensive Information Education and Communication (IEC) and awareness material in local vernacular languages. Presently, there are gaps in terms of availability and coverage of knowledge products. This has led to limited production of IEC and awareness material and dissemination within the State. As part of this Project, audio-video modules will be developed for wide distribution. The Project will be initiated in the first year and will take three years to complete. Training and capacity building on climate change resilience will be emphasized along with Information and Communication Technology (ICT) initiatives. Knowledge products would be prepared for people with special needs. Development of knowledge material highlighting roles and involvement of gender in climate change adaptation and dissemination of these through community engagement will be a critical aspect of this component. DEST&CC will be the implementing agency for this Project. A Climate Change Advisory Centre will be established under DEST&CC to prepare all these knowledge products. This Project is aligned with Section 2.11 of SDMP.

### **Project 1.4: Establishing State Institute for Disaster Management**

This Project will focus on establishing the State Institute for Disaster Management at the Himachal Pradesh Institute of Public Administration (HIPA). Himachal Pradesh State Institute of Disaster Management (HPSIDM) will be established as an institute for training, research, and design facilities. HPSIDM will focus on enriching capacities of officials and other functionaries of the State and district administration, autonomous institutions, and non-governmental organizations in specific areas of prevention, mitigation, preparedness, relief, recovery, rehabilitation, reconstruction, and sustainable development. In the first year, DPRs for the construction of buildings will be developed. Construction

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<sup>11</sup> *Assessment Reports of the Intergovernmental Panel on Climate Change of the United Nations*

is expected to be complete by Year 3. After that, Human Resource (HR) support will be provided to the institute in the remaining two years. Training would commence from the first year itself. HPSIDM will present a great opportunity to the State to mainstream gender and climate change in disaster management by introducing training modules on these aspects.

The building design would ensure access to people with special needs. During the development and operation phases, a gender action plan will be implemented. Buildings will be energy efficient and designed in accordance with Griha V2019 minimum 4STAR ratings. Project-specific construction phase ESMPs, including plans for managing waste and traffic, in accordance with the Program ESMF will be implemented. DMC is the implementing agency for this Project. This Project is aligned with Section 5.3 of SDMP.

#### ***4.2 Component 2: Strengthening disaster preparedness, through effective early warning systems and better emergency response capacities***

##### **Project 2.1: Developing Early Warning System (EWS) for landslide, flash floods, cloudbursts, glacial lake outburst floods (GLOF) and dam safety, Improving networks for flood forecasting and Geographical Information System (GIS)-based Decision Support System (DSS)**

This Project intends to develop EWS for various types of natural disasters endured by the State as well as improve the networks for flood forecasting system. A GIS-based DSS will leverage these EWS and forecasts to deliver timely and effective disaster response plans. Project activities include micro-level multi-hazard data collection and integrating the data with EWSs and developing a GIS-based effective DSS for these hazards. 10 GLOF sensors at water level/bottom Level and 30 Flood sensors will be installed. There will be training and exposure visits for the experts.

Climate change-induced hazards will also be incorporated into the proposed EWS. A participatory approach will be adopted during implementation, involving local community in the process, and imbuing a sense of ownership of these systems. E&S aspects will be scrutinized in the installation of these systems. Central Water Commission (CWC) is the nodal implementing agency. Department of Energy, Aryabhata Geo-informatics, and Space Application Centre (AGISAC), Himachal Pradesh Council for Science Technology and Environment (HIMCOSTE), Himachal Pradesh Power Corporation Limited (HPPCL), Himachal Pradesh Public Works Department (HPPWD), and Bhakra Beas Management Board (BBMB) are the other implementing agencies. This Project is aligned with Section 5.4 of SDMP.

##### **Project 2.2: Improving Last Mile Connectivity by enhancing the Satellite Network**

This Project focuses on improving last mile connectivity by procuring mobile satellite phones to address the inadequate coverage in remote locations, particularly during disasters. Terrestrial cellular antennas and infrastructures normally get damaged during natural calamities. Even in normal situations, in remote locations, these fail to work properly due to limited coverage. Mobile satellite

phones can solve this issue, and hence are a suitable option for remote communication during natural catastrophes. DMC is the implementing agency. The Project is aligned with Section 5.3 of SDMP.

### **Project 2.3: Developing climate/weather related forecast for agriculture and horticulture**

This Project aims at expanding the network of weather stations, real-time observatories, and digitization of administrative boundaries as well as implementation of polygon-based warning system for farmers. It intends to improve the weather forecast based Agromet advisory provided to farmers by establishing automatic weather stations including rain gauges up to block level so that the Agromet Advisory Services (AAS) are more crop and location specific. The needs of the farming community will be ascertained based on the information requirements of diverse groups of end-users. The Project will be a step towards development of weather information-based crop/livestock management strategies and operations dedicated to enhancing crop production and food security. The local community will be involved in dissemination of these forecasts at the household level.

Indian Meteorological Department (IMD) is the nodal implementing agency. Department of Agriculture and Farmers Welfare, Department of Horticulture, AGiSAC and HIMCOSTE are the other implementing agencies. This Project is aligned with Section 5.4 of SDMP.

### **Project 2.4: Enhancing implementation of forest fire mitigation measures**

Vast areas of forest in Himachal Pradesh are vulnerable to forest fires. Chir pine (*Pinus roxburghii*) forests, which are most fire prone, occupy an area of approximately 1,259 sq.km in the State.<sup>12</sup> Forest fires cause considerable damage to the ecosystem services, wildlife, regeneration, livelihoods, and biodiversity. Prevention and control of forest fire requires a multi-pronged and resource intensive strategy. This Project will augment the resource availability at field-level to enhance the capacity of the Himachal Pradesh Forest Department (HPFD) and communities to respond to forest fire management issues.

Project activities include maintenance of fire-lines, establishing forest fire crew / rapid response team stations, procurement and deployment of tools and equipment, training, exposure visits and awareness, establishment of wireless communication network, Improvement of moisture regime in highly vulnerable forests, spring shed development, clearing of fire strip along roadside, and community incentives. A participatory approach will be taken during implementation involving the local communities, especially women, in the process. Himachal Pradesh Forest Department (HPFD) is the implementing agency. The Project is aligned with Section 5.9 of SDMP.

### **Project 2.5: Establishment of Fire and Emergency Response cum Training Centers in unserved locations in the state**

The Fire Department is typically the first to respond to emergencies, including natural disasters such as wildfires, earthquakes, hurricanes, floods, and tornadoes. This Project aims to protect life and property from fire and other calamities at five unserved locations within the state. Project activities include construction of five new fire station cum demonstration centers along with purchase of Fire

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<sup>12</sup> Source: Department of Forest, GoHP

Fighting / Hazardous material (HAZMAT) emergency vehicles with equipment for three existing fire stations. The new buildings' location will be selected in accordance with project exclusion criteria specified in the Program ESMF. These buildings will be energy-efficient and designed in accordance with Griha V2019 minimum 4STAR ratings. Project-specific construction phase ESMPs, including plans for managing waste and traffic, will be implemented in accordance with the Program ESMF. Department of Fire is the implementing agency. The Project is aligned with Section 5.5 and Section 3.10 of SDMP.

#### **Project 2.6: Establishing a State Disaster Response Force (SDRF) Company**

At the State level, the SDRF plays a crucial role in disaster management and response. The establishment of a dedicated SDRF enhances preparedness and ensures a proactive and efficient response to disasters, thereby strengthening the State's capacity for disaster management. Project activities include construction of a building for SDRF along with procurement of necessary equipment at the identified location in Kangra. The building design would ensure access to people with special needs. During the development and operation phases, a gender action plan will be implemented. Buildings will be designed with Griha V2019 4STAR certification for energy efficiency. Project-specific ESMPs, including traffic and waste management strategies, will be put into practice in accordance with the Program ESMF. Department of Police (SDRF) is the implementing agency for this Project. This Project is aligned with Section 5.4 of SDMP.

#### **Project 2.7: Establishment of helipads for emergency response**

The objective of this Project is to facilitate efficient and effective emergency response, ensuring timely assistance and support to those affected by disaster. Helipads in disaster-prone areas would enable emergency medical evacuation, search and rescue operations, deployment of emergency personnel and supplies, situational assessment and aerial surveys, coordination and logistics, rapid damage assessment, and reconnaissance. 31 locations have been identified for establishing the helipads. These locations will be finalized in accordance with project exclusion criteria specified in the Program ESMF. Department of Tourism and Civil Aviation is the nodal implementing agency and HPPWD is the other implementing agency. This Project is aligned with Section 5.13 of SDMP.

#### **Project 2.8: Strengthening of Existing Training Centres**

This Project aims at strengthening training centres for disaster response. The improvement of existing five training centres for civil defence will be carried out under the Project. Civic volunteers (targeted at 1% of the population of the State by the end of the Program period) would be trained at these centres in response to natural disasters. The Project presents a great opportunity to the State to involve and train women in disaster response. Department of Civil Defence and Home Guards is the implementing agency. This Project is aligned with Section 5.9 of SDMP.

### **4.3 Component 3: Supporting mitigation measures, including eco-DRR and nature-based solutions**

#### **Project 3.1: Mitigation and Slope Stabilization of Vulnerable Landslide Sites**

Himachal Pradesh has witnessed a six-fold increase in major landslides in two years with 117 in 2022 as compared to 16 in 2020.<sup>13</sup> High intensity rainfall coupled with cutting of hill slopes or rocks at the foothills are the main reasons behind the significant number of landslides. There are 675 landslide-prone sites in the State near critical infrastructure and habitations. 11 sites with highly concentrated landslide instances have been identified for mitigation activities under this Project. Various slope stabilization and landslide mitigation measures involving bio-engineering and structural interventions will be implemented as per the DPRs available. Inclusion of local community and women in these activities will be one of the key aspects in this Project. HPPWD is the implementing agency. This Project is aligned with Section 3.7 of SDMP.

#### **Project 3.2: Area-specific Bioengineering Nurseries and Interventions**

Bioengineering is known to increase the effective life of engineering structures in hilly terrains. It involves the use of a variety of plants in combination with civil engineering structures for protection purposes. It is related to land and soil stabilization by catching and preventing the soil from erosion, forming a protective cover, reinforcing by increasing shearing strength, anchoring the failure planes, and draining excess runoff. Project activities would include strengthening forest nurseries for production of bed & tall plants, raising bed & tall plants in nurseries, bioengineering field works including geotextile application, and restoration of riparian and stream bank ecosystem. Inclusion of women in these activities, particularly nursery development, will be one of the key aspects in this Project. HPFD is the implementing agency. The Project is aligned with Section 3.7 of SDMP.

#### **Project 3.3: Creating Climate Change & earthquake resistant Technology Demonstration Units (TDUs) at existing engineering institutes**

New structures designed with earthquake-resistant construction techniques will serve as TDUs. Using the TDU, awareness programs will be organized for beneficiaries by demonstration and showcasing of live and animated working models. The site for this Project has been identified in Sundernagar. The design of the TDU would ensure that local community is not adversely impacted due to vibration. Further, access will be provided for people with special needs. During the development and operation phases, a gender action plan will be implemented. Project-specific ESMPs, including traffic and waste management strategies, will be put into practice in accordance with the Program ESMF. DMC is the implementing agency. The Project will be implemented in collaboration with Jawaharlal Nehru Government Engineering College, Sundernagar (JNGEC). This Project is aligned with Section 3.5, 3.6, 3.8 and 3.10 of SDMP.

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<sup>13</sup> Source: HPSDMA

### **Project 3.4: Implementing Hazard-resistant critical infrastructure**

Safety audits were conducted by the HPSDMA, and mitigation measures were suggested for 40 schools and hospital buildings in the DPR. Retrofitting of 40 buildings, for which DPRs are available, will be undertaken under this Project. Seismic retrofitting of these buildings includes modification of existing structures to make them more resistant to seismic activity, ground motion and soil failure due to earthquakes. Seismic retrofit strategies like the addition of cross braces, new structural walls, using of base isolation systems, using advanced materials (e.g., fiber-reinforced polymers, fiber-reinforced concrete, and high strength steel) etc. will be used on a case-by-case basis. DMC is the implementing agency. This Project is aligned with Section 3.5 of SDMP.

#### **4.4 RBF Sub-component of Component 1**

##### **Activity 1.5: Mainstreaming Climate Change and Disaster Risk Resilience in HP**

Presently, policies and guidelines (for instance in rural and urban planning, flood prevention, landslide mitigation, dam safety) of GoHP do not fully integrate disaster risk resilience and climate change aspects. This Activity aims to develop integrated climate action and disaster management plans (DMP) in the rural, forest, and urban sectors, to limit and adapt to climate change. The objective is aligned to Sustainable Development Goal (SDG) 13-Climate Action as well as the SDMP. Results under this Activity would include:

- In year 2, preparation of climate action and disaster integrated Gram Panchayat Development Plans (GPDP) for three Gram Panchayats: Manikaran - a tourist hub, Palchan - forest fire prone and Rangway - avalanche prone areas.
- In year 3, preparation of Forest Fire Management Plans for three Divisions and for the State as a whole. The Plans would forest fire include management strategies and practices including involvement of local community and women, capacity of the stakeholders, fire management planning with cost-benefit analysis, as well as damages and impacts of forest fires.
- In year 4, development of a City Climate Action Plan (CCAP) for Chamba town, which will include a framework for identifying and implementing climate actions within developmental plans and policies to reduce greenhouse gas (GHG) emissions, adopt low emission development trajectories and increase climate resilience through involvement of gender.

The GPDPs and CCAPs shall specifically address engagement of local community and inclusion of gender aspects. Developed as pilots under the Program, results of this Activity will pave the way for climate and disaster-integrated development planning in the State. The DMC would work closely with the HPPD, Panchayati Raj Department, and Municipal Council of Chamba in achieving the results.

##### **Activity 1.6: Improvements to Disaster Risk Reduction (DRR) Framework in the State**

The SDMP (last updated in 2020), DDMPs (last updated in 2017), and the HP Disaster Management and Relief Manual (last updated in 2012) are due for an update. Further, several climate change and biodiversity management studies have been conducted in the State, but there is no repository of findings and recommendations. This Activity aims to result in an update to the above policy documents

governing disaster management in the State and develop a resource hub of various knowledge products. Key results would include:

- In year 2, a comprehensive update of the HP Disaster Management and Relief Manual. The updated Manual will, amongst other things, include gender aspects and Emergency Procurement Guidelines formulated under Activity 1.8.
- In year 3, development of a knowledge repository for climate change and biodiversity management, which will be a database of general and site-specific studies on climate and biodiversity management conducted in the past, as well as future studies related to the core themes of climate action and disaster management. This would be in line with Section 5.1.5 of the SAPCC, which puts emphasis on the lack of database on climate and biodiversity management.
- In years 4 and 5, updates to all 12 DDMPs and finally the SDMP, will be undertaken. The SDMP and DDMPs need to be updated to include gender aspects; people with special needs; preparation for recovery from major natural catastrophes; measures to ensure safety of life; protection of environment; and recovery of lost or damaged records or information after a disaster. The updated DMPs would also include a work plan to address common areas of action between the DMPs and the SAPCC.

Alignment with the SAPCC would be an important consideration so that the updated policy framework lays a future roadmap for climate-integrated disaster management. The DMC would work with the DEST&CC and HIMCOSTE for implementing this Activity.

### **Activity 1.7: Mainstreaming Gender in Disaster Management**

Presently, there is no guidance document covering gender inclusivity in disaster management in HP. This Activity would aim to adopt gender-sensitive policies and actions across the disaster management cycle. Key results would include:

- In year 1, a diagnostic study on hindrances in mainstreaming gender in disaster management, which will study the present status and come up with recommendations based on national and international frameworks and best practices.
- In year 2, formulation of Guidelines for Mainstreaming Gender in Disaster Management, which will draw upon the recommendations of the diagnostic study and include gender-inclusive assessments and gender design elements in strengthening disaster resilience and disaster recovery.
- In year 3 and 4, dissemination of the Guidelines and good practices through a series of workshops and outreach events covering government officials, local citizen groups, non-governmental organizations, and the general public across all districts in the State.
- In year 5, based on the feedback of the workshops and outreach events, notification of a policy document on gender mainstreaming in disaster management is required. The policy document may elaborate on, among other things, measures in increasing women workforce participation in the program implementing departments and the newly proposed institutions (positive discrimination), increasing trainings on and response focusing on rural women communities, dissemination of disaster Management teaching modules in school and universities to encourage early adoption of disaster management as a career choice among

women. The policy document must cover different disaster management functions like planning and management (HPSDMA, DDMA), training (HPSIDM), and response (SDRF). The DMC would work with the Women and Child Development Department for various aspects of this Activity. Also, in this particular case, DMC should coordinate with the Department of Education to include the subject as a professional course to be taught under the standard curricula of schools and universities.

### **Activity 1.8: Improving disaster-responsiveness of the State's Public Finance Management (PFM) system**

Presently, key elements of DRR are not integrated into PFM policies and practices in HP. This Activity would aim to strengthen the State's PFM architecture to enable enhanced disaster-resilience, relying upon the DRR-PFM Toolkit released by the World Bank.<sup>14</sup> Key results include:

- In year 1, undertaking a DRR-PFM diagnostic study to identify gaps in the State's PFM systems with reference to the DRR-PFM Toolkit and come up with policy and process recommendations to implement the DRR-PFM framework.
- In year 2, issuance of Emergency Procurement Guidelines governing policies and procedures for procurement in times of disasters and other emergencies. The Guidelines will lay down the underlying circumstances necessitating emergency procurement, the delegation of financial powers, relaxations from normal procurement procedures, and the related internal and audit controls.
- In year 4, implementation of any two policy-level recommendations of the diagnostic study as decided by the Finance Department in consultation with the DMC.

The DMC would work with the Finance Department and Planning Department in undertaking initiatives under this Activity.

### **Activity 1.9: Implementing technology solutions for effective disaster mitigation and response**

Usage of information technology (IT) solutions for critical disaster management functions is at a nascent stage in HP. The objective of this Activity would be to improve the responsiveness, efficiency, and effectiveness of disaster management capability in the State through the implementation of IT solutions. Results include:

- In year 2, closing out on key requirements and an implementation plan for three software applications, namely, a Disaster Management Plans Monitoring System (DMPMS), a Tourist/Pilgrim Management System, and a Spatially Integrated Hazard Vulnerability and Household Information System.
- In year 3, implementing the DMPMS, which would enable updating of action taken against SDMP, DDMPs and Departmental DMPs, and provide dashboards for monitoring progress at different levels.
- In year 4, implementing the Tourist/Pilgrim Management System, which would facilitate registration of tourists and tracking of tourist movement across key tourist spots/ pilgrimage

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<sup>14</sup> <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/403941645736502355/disaster-resilient-and-responsive-public-financial-management-an-assessment-tool>

centres. The solution would provide critical tourist position and movement data for emergency rescue and relief operations.

- In year 5, implementing a spatially integrated Hazard Vulnerability and Household Information System, which would integrate with the Household Database (e-Parivar) and spatial tools developed under the Program to help identify likelihood of occurrence of various types of hazards in an area and direct prevention and relief activities towards disaster vulnerable and affected households. This will result in proper planning and implementation of disaster response plans.

The above solutions would be developed in-house or through external vendors as appropriate. DMC would closely work with the Department of Tourism and Civil Aviation, Department of Language & Culture, the HPFD, and the Department of IT in implementing these technology solutions.

## 5 CONCEPT OF GENDER MAINSTREAMING

### 5.1 Gender Categorization System at a Glance

A gender mainstreaming categorisation is performed based on the initial poverty and social analysis (IPSA) conducted during the project concept development stage.

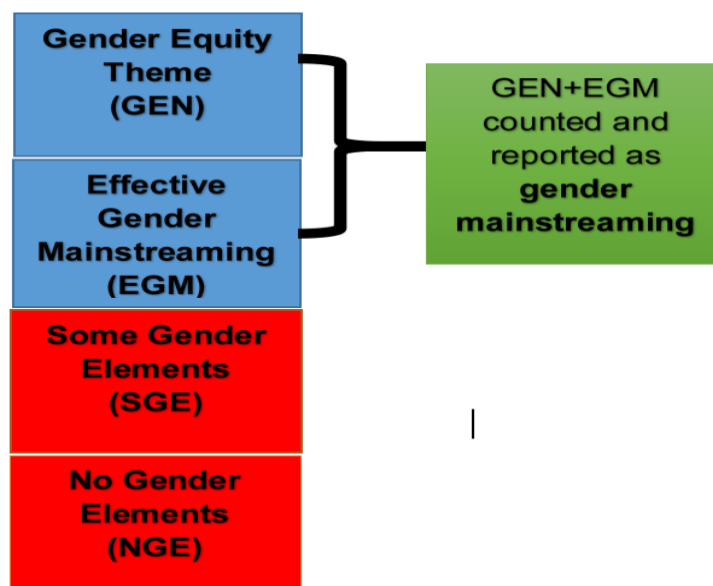


Figure 2: Gender Categorization System

### 5.2 Initial identification of Gender Mainstreaming Category

A gender mainstreaming category can be assigned to each project based on the following questions.

- What are the key gender issues in the sector and sub-sectors that are likely to be relevant to this project or program?
- Does the proposed project have the potential to promote gender equality or women's empowerment by improving women's access to and use of opportunities, services, resources, assets, and participation in decision making?
- Could the proposed project have an adverse impact on women or widen gender inequality?

### 5.3 How to Assign a Gender Mainstreaming Category/Gender Attribute

Projects and programs are assigned a Gender Attribute at the concept stage, which needs to be redefined during project design and processing in line with the poverty reduction, gender and social development aspects and get approval.

**Table 5: Design Criteria for Various Gender Attributes**

Gender Attribute	Outcome Expectations	Design Criteria
<b>Gender Equity (GEN)</b>	The outcome impacts all the Genders equally and narrows Gender disparity in the particular context of the program.	<ul style="list-style-type: none"> <li>• Gender analysis is conducted with the help of baseline gender dis-aggregated data.</li> <li>• Explicit gender equality and/ or women’s empowerment outcomes are reflected in the Design &amp; Monitoring Framework outcome statement with gender performance outcome indicators.</li> <li>• Gender Action Plan - GAP is included with gender-inclusive design features, clear gender targets and monitoring indicators, and/ or components to narrow gender disparities and directly benefit women or girls.</li> <li>• GAP should be linked to DMF.</li> </ul>
<b>Effective Gender Mainstreaming (EGM)</b>	The project outputs are designed to deliver tangible benefits to women by <b>directly</b> improving their access to social services, economic or financial resources or opportunities, or basic rural or urban infrastructure, and/ or by enhancing their voices and rights, which contributes to gender equality and women’s empowerment.	<ul style="list-style-type: none"> <li>• Gender equality is reflected in the Design &amp; Monitoring Framework outcome statement with gender performance outcome indicators.</li> <li>• GAP is linked to DMF Gender sensitive design features are required in majority of outputs. “Majority” Means more than 50% of project outputs with at least three features in each output; and</li> <li>• DMF should have at least one target/ indicator in more than 50% of project outputs.</li> </ul>
<b>Some Gender Elements (SGE)</b>	<ul style="list-style-type: none"> <li>• The project is by nature <b>likely</b> to <b>directly</b> improve women’s access to services, opportunities, and improved voice but does not meet EGM design criteria; or</li> <li>• It has significant efforts made to include some gender features to enhance benefits for women;</li> </ul>	<ul style="list-style-type: none"> <li>• Social/ gender analysis during design stage;</li> <li>• Inadequate gender design features that do not meet the EGM design criteria;</li> <li>• Some proactive gender features are required for SGE categorization. Examples: <ul style="list-style-type: none"> <li>➤ Female employment targets in project;</li> <li>➤ workers as well as garbage collectors;</li> <li>➤ Women’s involvement in operation and maintenance</li> <li>➤ Income generation/ skill building</li> <li>➤ Women’s involvement in the selection of community infrastructure and technology</li> </ul> </li> </ul>
<b>No Gender Elements (NGE)</b>	The project outcome is not sensitive to gender issues.	The project design does not include any gender features

**Table 6: Key Gender Design Features**

<b>Gender dis-aggregated targets</b>	Men’s and women’s participation (meeting, training, skill development, jobs in construction and maintenance); representation in decision making groups (water user groups, SHGs, local government); and access to project benefits (education, credit, employment, local area development)
<b>Gender-sensitive physical infrastructure</b>	Girls’ separate toilet blocks with running water facilities in educational institutions, with facilities of changing sanitary absorbents and separate rest room facilities during menstrual pain; housing for female teachers or female extension workers; separate female toilets at public places with running water facilities and pay & use provision of sanitary napkins/ towels; women’s section in markets and bus terminals, private space for women in flood refugee shelters with separate wash facilities; women only compartments or separate seating in public transport, sealed road shoulders near villages and settlements, arrangements for solid waste collection; female-friendly design of water pumps; grid or off-grid electricity for lightening and productive uses; household level biogas and cleaner cooking fuels to check indoor air pollution (IAP).
<b>Policy, legal, and institutional reforms for gender equality</b>	Gender equality laws on land/ property rights, local governance, and domestic violence; public expenditure reforms to improve education for women and maternal health; affirmative action in recruitment, employment, and retention of female civil servants; reform of pension and social safety net programs to avoid gender bias in eligibility and benefits.
<b>Measures to mobilize women</b>	Non-government organizations with female staff, female extension workers, implementation agency or community mobilization staff with gender expertise to facilitate women’s participation; requirement to hire local men and women in project work with equal pay for equal work/ provisions.
<b>Gender capacity development</b>	Gender training for project executing or implementing agencies and service delivery agents; involvement of women’s ministry in project steering committees; hiring project-based gender specialists; use of gender dis-aggregated data for project monitoring and impact assessment.

#### **5.4 Objectives of the Gender Mainstreaming Strategy & Action Plan**

The objective of this gender mainstreaming strategy and action plan is to outline specific actions that will be taken within the project to ensure that both men and women have the opportunity to equally participate in and benefit from the project. Along with the Stakeholder Engagement Plan & Safeguard Management Plans these Gender Action Framework (GAF) and Gender Action Plan (GAP) are part of the project’s commitment to equitable benefits. The Gender Action Plan provides a) an easy to follow template for gender mainstreaming that can be replicated in different sectors and situations; b) improves the quality of project implementation by keeping a focus on the people that projects intend to serve, specifically identifying constraints to the participation of poor men and women and developing strategies and actions to ensure equitable access to project resources, employment opportunities, skills training, credit, technology, and basic public services and c) helps achieve overall project objectives and enhance sustainability of benefits by including strategies for a balanced

approach between project civil works, social mobilization, capacity development, training, and skills building to deliver project outcomes.

The following Program priorities are being considered to achieve the Gender inclusive targets.

**Priority Area 1: Governance**

1. Encourage all stakeholders to (i) nominate female experts to governance bodies and their working structures and (ii) increase the representation of women in committees and delegations;
2. Include gender balance in the Terms of Reference of all constituent bodies, including their management and working structures;
3. Implementing Organizations will strive for gender balance in their management and working structures;
4. Program will ensure that the PMU oversees, advises on and contributes to the implementation of the Gender Action Plan;
5. Each IA will have a gender equality focal point with specific terms of reference and work plans;
6. Increasing the participation of women in the work of HPSDMA governance

**Priority Area 2: Awareness Creation and Capacity Development**

1. Assistance to the female stakeholders, in raising awareness on disaster risk reduction unconscious gender bias in receiving communication and inclusive leadership ;
2. Strengthening the capacity of (i)rural women who are considered to be a major beneficiary, and (ii) urban women engaged in different governing bodies.
3. Support to the constituent bodies in developing the leadership capacity of female professionals through Women's Leadership Workshops and other events;
4. Introducing training modules on gender and its relationships with extreme events, natural and anthropogenic disasters and related hazardous environmental conditions to all genders in equal strength;

**Priority area 3: Operational Procedures**

1. Program will organize training and develop tools on gender mainstreaming during operation and maintenance (O&M).;
2. Program will ensure that all key data is gender dis-aggregated, including at the O&M level, or that there is a specific reason noted for not dis-aggregating;
3. HPSDMA Secretariat will co-organize workshops on the gender-specific dimensions of DRR and resilience building;
4. HPSDMA Secretariat will develop tools and publications on the gendered impacts;
5. HPSDMA Secretariat will synthesize publications on the gendered impacts;
6. Regular interactive programs will be organized on gender equality and stakeholders will be introduced to the forums and events on the gender-specific dimensions;
7. Implementing Bodies will identify strategies and mechanisms to integrate gender mainstreaming into service provision and have them implemented.

## 6 PROGRAM COMPONENTS AND GENDER ACTION FRAMEWORK

Considering the gender status in the state and various ways of integrating gender through already spelt out mainstreaming activities i.e. Gender Equity Theme (GEN), Effective Gender Mainstreaming (EGM) and Some Gender Elements (SGE), Project specific Gender Actions Plans are indicated below.

<b>Result Area/ Component 1: Enhancing disaster risk governance, through improved institutional capacities, risk understanding and knowledge management</b>				
<b>1.1: Strengthening of HPSDMA &amp; DDMA, state EOC and district EOCs including Program management consultancies.<sup>15</sup></b>				
<b>Phase</b>	<b>Tasks for Gender Action (GEN+EGM)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design & implementation	(A) Preparation of supportive HR policy to ensure increase in women's participation in SDMA and DDMA. <sup>16</sup> (B) Preparation of Training Modules for training of women for EOCs at the State and district levels (C) Design and Construction of Gender Sensitive workspace in SDMA and DDMA Buildings. (D) Participation of women (at least 30%) in Exposure visits.	(A) PMDC/ PMU & PIUs (B) PMDC (C) DPR Consultant (D) PSC	(A) Appropriate job descriptions for the new recruitment policy. (B) ToR for Training Modules (C) DPR (D) List of participants	This Project is aligned with Sections 5.3 & 5.5 of SDMP.
<b>1.2: Climate Change Vulnerability Assessment (CCVA) at Village Level for all river basins (hydro-meteorological hazards).<sup>17</sup></b>				
<b>Phase</b>	<b>Tasks for Gender Action (SGM)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design	Collection of Gender disaggregated data for policy preparation. FGDs with women for CCVA. Training of the assessors for gender sensitive assessment procedure.	PMDC & PMU	TOR of assessment criteria, assessment tools, etc.	Section 2.11 of the SDMP

<sup>15</sup> Baseline: State EOC has 8 EOC and 4 ERSS staff and each District EOC has 8 people on an average with minimal infrastructure. Technical and administrative staff strength at HPSDMA is 12 and at each DDMA is 2.

<sup>16</sup> Meeting with the villagers at Kalpa Village, Kinnaur

<sup>17</sup> Baseline: CCVA completed in Sutlej and Beas at AR-4 level

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<b>1.3: Strengthening of knowledge products related to climate change and dissemination, Developing extensive Information Education and Communication (IEC) &amp; awareness material in local vernacular languages<sup>18</sup></b>				
<b>Phase</b>	<b>Tasks for Gender Action (GEN+EGM)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design & Implementation	(A) Preparation of guidelines for gender sensitive IEC materials. (B) Oral dissemination of the knowledge products (C) Dissemination through other channels appropriate for marginalized section of women.	(A) PMDC (B) IAs (C) IAs	Guidelines, ToR, Presenting draft for field testing and final IEC materials for circulation.	Section 2.11 of SDMP
<b>1.4: Establishing State Institute for Disaster Management</b>				
<b>Phase</b>	<b>Tasks for Gender Action (EGM+SCE)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design & Implementation	(A) Preparation of supportive HR policy to ensure increase in participation of women trainers in SIDM. (B) Develop specific gender-sensitive curricula to increase female workforce participation in disaster management at school/university level (C) Psycho-social counseling that helps in resilience building among women against disaster risk reduction. <sup>19</sup> (D) Include sessions on preparing for natural hazards. <sup>20</sup> (E) Implementation of gender-sensitive health behavior change, and communication.	PMDC	ToR, Preparation of curriculum, Training modules for behavioural change.	Section 5.3 of SDMP.

**Results-based Financing (RBF) Sub-component**

<sup>18</sup> Baseline: 10 booklets developed/updated at various points of time are available on HPSDMA website. There is no structured mechanism for dissemination. Disaster related knowledge management is not institutionalized.

<sup>19</sup> Meeting with Mahila Mandal at Mahila Mandal Bhavan Lahul-Spiti

<sup>20</sup> information on contents of humanitarian charter, protection principles, core humanitarian standards; types of government response mechanisms; shelter & settlement management; family level disaster preparedness; child protection in emergency and the need to create child friendly space; biodiversity conservation & ecosystem services in sustainable DRR; water, sanitation & hygiene promotion; livelihood options; search & rescue drills; menstrual hygiene management; swimming classes; etc.

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<b>1.5: Mainstreaming Climate Change and Disaster Risk Resilience in the State (DLI1)<sup>21</sup></b>				
<b>Phase</b>	<b>Tasks for Gender Action (GEN+EGM)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP/SDG</b>
Design & Implementation	Ensure minimum 30% of women's participation in the consultation meetings/FGDs, designed to achieve especially younger women need to get access and contribute.	PMU /PIUs	ToR, Recruitment Policy, Monitoring Reports by DMC and DDMA's	(SDG) 13-Climate Action as well as the SDMP
<b>1.6: Improvements to Disaster Risk Reduction (DRR) Framework in the State (DLI 2)<sup>22</sup></b>				
<b>Phase</b>	<b>Tasks for Gender Action (GEN+EGM)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SAPCC/SDMP</b>
Design & Implementation	(A) Ensure women's participation in all stages like, update the HP Disaster Management and Relief Manual; to develop Knowledge repository for climate change and biodiversity management and to update DM plans of 12 district. (B) Ensure gender issues are addressed. (C) Need convergence with other state departments and non-government agencies.	PMDC & PMU	ToR and FGD guidelines. Monitoring will be done through MPR and QPR submitted by PIUs to PMU.	Aligned with SAPCC.
<b>1.7: Mainstreaming Gender in Disaster Management (DLI3)<sup>23</sup></b>				
<b>Phase</b>	<b>Tasks for Gender Action (GEN+EGM)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design	(A) Mapping to understand hindrances for Gender mainstreaming. (B) FGDs and KII with different women groups in urban and rural set ups. (C) Ensure 100% attendance of targeted women in the workshops by launching extensive campaigns (D) Ensure inclusion of disaster management course modules in schools and universities	(A) PMDC (B) IAs (C) IAs	FGD Guidelines, KII formats, Govt. approvals.  Syllabus of schools and universities	SDG 5

<sup>21</sup> Baseline: Policies and guidelines (for instance in flood prevention, landslide mitigation, dam safety) do not fully integrate disaster risk resilience and climate change aspects

<sup>22</sup> Baseline: The SDMP was last updated in 2020, DDMPs were last updated in 2017. HP Disaster Management and Relief Manual was last updated in 2012. Several climate change and biodiversity management studies have been conducted but there is no repository of findings and recommendations.

<sup>23</sup> Baseline: No guidance document on gender inclusivity in disaster management

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<b>1.8: Improving disaster responsiveness of the State's Public Finance Management (PFM) systems (DLI4)<sup>24</sup></b>				
<b>Phase</b>	<b>Tasks for Gender Action (SGE)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design & Implementation	Earmarking fund under GBS	PMU	Govt. Order	
<b>1.9: Implementing technology solutions for effective disaster mitigation and response (DLI5)<sup>25</sup></b>				
<b>Phase</b>	<b>Tasks for Gender Action (NGE)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design & Implementation	No Gender Action	NA	NA	NA

<b>Result Area/Component 2: Strengthening disaster preparedness, through effective early warning systems and better emergency response capacities</b>				
<b>2.1: Developing EWS for landslide, flash floods, cloudbursts, GLOFs and Dam safety, Improving networks for flood forecasting + GIS-based Decision Support System <sup>26</sup></b>				
<b>Phase</b>	<b>Tasks for Gender Action (SGE)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design & Implementation	(A) Establishing Micro-level gender disaggregated data. (B) Separate trainings for particular marginalized sections of poor women. (C) FGDs with poor women	PMU/PIUs	ToR for training materials	Section 5.4 of SDMP
<b>2.2: Improving Last Mile Connectivity by enhancing the Satellite Network<sup>27</sup></b>				
<b>Phase</b>	<b>Tasks for Gender Action (SGE)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design & Implementation	(A) Custody of mobile satellite phones to at least 30% of potential women participants. (B) Brief Training Modules	PMU/PIUs	Government order and Training plan	Section 5.3 of SDMP

<sup>24</sup> Baseline: Key elements of DRR are not integrated into PFM policies and practices.

<sup>25</sup> Baseline: Presently, IT solutions are not available for critical disaster management functions (except for water level monitoring by Dam Authority and CWC, and Weather forecast by IMD)

<sup>26</sup> Baseline: EWS for landslide is being piloted. EWS for flood forecasting and dam safety need improvement. No EWS for GLOFs and earthquakes.

<sup>27</sup> Baseline: EWS for landslide is being piloted. EWS for flood forecasting and dam safety need improvement. No EWS for GLOFs and earthquakes.

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<b>2.3: Developing climate/weather related forecast for agriculture and horticulture</b>				
<b>Phase</b>	<b>Tasks for Gender Action (SGE)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design & Implementation	Gender based Dissemination strategy may help to increase effectiveness.	PMU	Guideline, Training Module & Schedule	Section 5.4 of SDMP
<b>2.4: Enhancing Implementation of forest fire mitigation measures<sup>28</sup></b>				
<b>Phase</b>	<b>Tasks for Gender Action (EGM)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design & Implementation	Training of a group women as a local Wisdom Leader to increase awareness.	PMDC/PMU/PIU	Strategy document, Plan for dovetailing of this component with GAPS of other programs of the Forest dept.	Section 5.9 of SDMP
<b>2.5: Creation of fire stations in unserved location for enhancing fire response with equipment and vehicles and strengthening of three existing fire stations for HAZMAT emergencies</b>				
<b>Phase</b>	<b>Tasks for Gender Action (SGE)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design & Implementation	(A) Plan for recruiting at least 30% of beneficiary women from the locality in the construction works for the assignment. (B) Training to selected women for this skill related to HAZMAT emergencies.	IA/ PIU	Policy for recruitment, Training Plan for HAZMAT	Section 5.5 and Section 3.10 of SDMP.
<b>2.6: Establishing SDRF 1 Company (Kangra)<sup>29</sup></b>				
<b>Phase</b>	<b>Tasks for Gender Action (NGE)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design & Implementation	(A) Suitable Gender responsive facility in the office establishment of the SDRF Company. (B) Engagement of Women by at least 30% at suitable capacity in SDRF.	PMDC/PMU	Design document, recruitment policy.	Section 5.4 of SDMP

<sup>28</sup> Baseline: 743 forest fire lines and zero crew stations are in place.

<sup>29</sup> Baseline: State does not have a SDRF.

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			HR Engagement Records of SDRF will be submitted to PMU on a quarterly basis.	
<b>2.7: Creation of Helipads<sup>30</sup></b>				
<b>Phase</b>	<b>Tasks for Gender Action (SGE)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design & Implementation	Plan for recruiting at least 30% local women in the construction works for the assignment.	PMDC	Policy for recruitment.	Section 5.13 of SDMP
<b>2.8: Strengthening Training Facilities for Disaster Response<sup>31</sup></b>				
<b>Phase</b>	<b>Tasks for Gender Action (SGE)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design & Implementation	(A) Training facility should be created and at least 30% women should be inducted as the construction labor. (B) Girls should be specifically trained in First Aid, Search & Rescue operations. <sup>32</sup>	PMDC	ToR, Training module.  Civil Defence & Home Guard Department will submit Monthly Monitoring Report to DDMA.	Section 5.9 of SDMP

**Result Area/ Component 3: Supporting mitigation measures, including eco-DRR and nature-based solutions**

**3.1: Landslide mitigation and slope stabilization of vulnerable landslide sites<sup>33</sup>**

<b>Phase</b>	<b>Tasks for Gender Action (EGM)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design & Implementation	(A) Engagement of women laborers in the workforce. (B) Saving lost working day for women as the measures will reduce vulnerability of women and they would be	PIU	Policy document.	Section 3.7 of SDMP

<sup>30</sup> Baseline: Average time to reach unserved locations is 8 to 10 hours.

<sup>31</sup> Baseline: Training conducted for a few hundred civil defence personnel. No facility for training civil volunteers. 0.2% of the State's population trained as volunteers for disaster response.

<sup>32</sup> Meeting with the Gram Panchayat Pradhan, Batseri GP, Kinnaur

<sup>33</sup> Baseline: 675 of the landslide prone sites are near critical infrastructure and habitations.

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	able to find extra earning possibilities after managing children & elderly.			
<b>3.2: Developing area-specific bioengineering nurseries</b>				
<b>Phase</b>	<b>Tasks for Gender Action (EGM)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design & Implementation	(A) Plan for workshop on the positive impacts of bioengineering nurseries in landslide and earthquake mitigation. (B) Plan for contracting women SHGs for bioengineering nurseries. (C) Training of women SHG members for nursery maintenance, selection of species, seasonal variation, etc. <sup>34</sup>	PMDC	Guideline, ToR, Training Module. Proposal for Joint Action Plan by DMC & the Forest dept. to foster more inclusive role of women.	Section 3.7 of SDMP
<b>3.3: Creating Climate Change &amp; earthquake resistant Technology Demonstration Units (TDUs) at existing engineering institutes<sup>35</sup></b>				
<b>Phase</b>	<b>Tasks for Gender Action (SGE)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design & Implementation	Participation of women by at least 30% in Dissemination Workshop in Engineering Colleges.	PMDC	ToR and Guideline	Section 3.5, 3.6, 3.8 and 3.10 of SDMP.
<b>3.4: Implementing hazard resistant critical infrastructure</b>				
<b>Phase</b>	<b>Tasks for Gender Action (SGE)</b>	<b>Responsibility</b>	<b>Supporting Documents</b>	<b>Alignment with SDMP</b>
Design & Implementation	(A) Plan for engaging at least 30% women & Girls in the construction works. (B) Clear guidelines for the contractors for recruitment of women and girls' (C) Plan for Dissemination Workshops at the districts to collect local information & wisdom of the local communities, especially women.	PMDC	ToR, Workshop Plan and guideline	Section 3.5 of SDMP.

<sup>34</sup> Meeting with Mahila Mandal at Mahila Mandal Bhavan Lahul-Spiti

<sup>35</sup> Baseline: 30,000 buildings in Red Zone require special retrofitting out of the 30 lakh constructions.

## 7 COMMUNITY CONSULTATION WITH GENDER FOCUS

Gender stakeholder consultation, especially community consultation promotes the participation of women and men in the policy making process to ensure that their voices are heard and their priorities are reflected in policies, programs and projects. Gender stakeholder consultation is the process of engaging and ensuring the meaningful participation of women and men, including civil society organizations and gender experts, in the policy making process. Gender stakeholder consultation promotes evidence-based and participatory decision making, which takes into consideration the different priorities and needs of women and men, including the most marginalized groups and those that are traditionally excluded from decision-making processes.

Communities are major stakeholders in HPDRR Program. Constituents of a community - women and men, may be affected differently by a public intervention and may have different priorities and perspectives on the allocation of resources. Failing to ensure a gender balance in communities' engagement is a missed opportunity as only some parts of reality generally are captured. This can lead to the perpetuation of existing gender inequalities and backlogs in the planning and implementation of the intervention. The HPSDMA needs to ensure involvement of communities from the **planning phase** to the **evaluation phase** of the program and then only it would help HPSDMA to identify gender-specific concerns and implications that may not have been considered initially.

Continuity consultation aims to engage the diverse perspectives of different groups of women and men affected by a public-policy decision in order to: (a) better define the issues under consideration; (b) select between different types of solutions; and (c) reach a consensus. In this manner, community consultation leads to better-informed decision-making processes, more equitable distribution of resources and improved service delivery.

HPSDMA's community consultation on gender issues can take two distinct forms:

- Consultations with the communities on the development, implementation, monitoring and evaluation of gender-equality policies;
- Consultations with the communities with a view to integrating a gender perspective into all general policies in all stages of the policy cycle.

Community consultation on gender issues is closely linked to participatory governance and HPSDMA needs to acknowledge it. In recent years, participatory governance, one of the main conditions for the advancement of gender equality, has emerged as a new way of making public policies. Participatory governance recognizes that both participatory and representative forms of democracy are important to policy making processes. This form of governance puts the HP communities at the heart of public-policy planning, implementation, monitoring and evaluation.

The relevance of stakeholders' involvement in the pursuit of gender equality was reaffirmed by EIGE's 2014.<sup>36</sup> The report underlines the importance of the involvement of civil society as a condition for the development and implementation of gender mainstreaming and gender-equality policies.

Most recently, the 2030 Agenda for Sustainable Development, under its main premise of **'leaving no one behind'**, contains a separate target on ensuring 'responsive, inclusive, participatory and representative decision-making at all levels' (Sustainable Development Goal 16, Target 16.7) and indicators to measure progress:

- ✓ Indicator 16.7.1 — 'Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distributions';
- ✓ Indicator 16.7.2 — 'Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability and population group'.

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<sup>36</sup> *Effectiveness of institutional mechanisms for the advancement of gender equality — Review of the implementation of the Beijing Platform for Action in the EU Member States.*

## 8 MONITORING AND EVALUATION FRAMEWORK

Although the gender action plan will be embedded in the project design, M&E needs to be done with a focus where data can be drawn from the project MIS with pre-institutionalized M&E mechanism. Therefore, at PMU level, PEC shall assume the function of Gender M&E committee which would monitor and take decisions on necessary corrective actions to be taken in the project implementation process. Review meeting shall be held after receiving the quarterly report. The nodal person at PMU, the Safeguards Specialist will prepare the quarterly report and bi-annual report on the status of gender action plan. At PMDC level, the Gender Specialist shall monitor and assess the situation on a quarterly basis and report to the PMU. At PIU, ES&CC officer under DDMA shall be the focal person to monitor and assess the gender situation at the local level and compiles the monthly report based on the project MIS and field observation. Ward facilitators and GP Mobilizers shall provide regular inputs to PIU for the purpose of monitoring.

### 8.1 *Monitoring and Evaluation Mechanism for Gender Action Plan*

- a) Monthly report of GAP submission by PIUs on prescribed format
- b) Quarterly progress report on prescribed format by PMU
- c) Preparation of GAP monitoring report by the Gender Specialist at PMDC.
- d) Bi-annual report on status of GAP, report to be prepared by Gender Specialist at PMDC.
- e) For monitoring and taking necessary corrective decisions at HPSDMA level PEC shall assume the function of Gender and M&E Committee
- f) At PIU level, ES&CC officer under DDMA shall monitor and assess gender situations at the local level and compile monthly report based on the project MIS and field observations. Ward facilitators and Ward Mobilisers shall provide regular inputs to PIU for the purpose of monitoring.
- g) In the Preparatory phase of project, regular monthly interaction of PMU with Gender Specialist posted at PMDC level as well as DDMA would be required for better implementation of GAP.
- h) Gender M&E Committee under PEC will be responsible for the implementation of gender policy and spread across organizational structures, rather than concentrated in small central units.

The proposed sequence of reporting is presented below in Table 7. A suggested Gender Action Plan Implementation Monitoring Matrix is presented at **Annexure 2**.

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**Table 7: Proposed Sequence of Reporting during Implementation of GAP**

Project Serial	Project Name	Activities (Gender Tasks)	Implementing Agency (IA)	Monthly Reporting	Quarterly	Bi -Annual /Annual
1.1	<b><i>Strengthening of HPSDMA &amp; DDMA's, state EOC and district EOCs including Program management consultancies</i></b>	(A) Preparation of supportive HR policy to ensure increase in women's participation in SDMA and DDMA's (B) Preparation of Training Modules for training of women for EOCs at the State and district levels (C) Design and Construction of Gender Sensitive workspace in SDMA and DDMA Buildings. (D) (D) Participation of women (at least 30%) in Exposure visits.	DMC	PIU/IA to DDMA DDMA to PMDC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD
1.2	<b><i>Climate Change Vulnerability Assessment (CCVA) at Village Level for all river basins (hydro-meteorological hazards)</i></b>	Collection of Gender disaggregated data for policy preparation. FGDs with women for CCVA. Training of the assessors for gender sensitive assessment procedure.	DEST &CC	PIU/IA to DDMA DDMA to PMDC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD
1.3	<b><i>Strengthening of knowledge products related to climate change and dissemination, Developing extensive Information Education and Communication (IEC) &amp; awareness material in local vernacular languages</i></b>	(A) Preparation of guidelines for gender sensitive IEC materials. (B) Oral dissemination of the knowledge products (C) Dissemination through other channels appropriate for marginalized section of women.	DEST &CC	PIU/IA to DDMA DDMA to PMDC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD

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Project Serial	Project Name	Activities (Gender Tasks)	Implementing Agency (IA)	Monthly Reporting	Quarterly	Bi -Annual /Annual
1.4	<b><i>Establishing State Institute for Disaster Management</i></b>	(A) Preparation of supportive HR policy to ensure increase in participation of women trainers in SIDM. (B) Develop specific gender-sensitive curricula at school/university level to increase female workforce participation in disaster management (C) Psycho-social counseling that helps in resilience building among women against disaster risk reduction.(D) Include sessions on preparing for natural hazards. (D) Implementation of gender-sensitive health behavior change, and communication.	DMC	PIU/IA to DDMA DDMA to PMDC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD
1.5	<b><i>Mainstreaming Climate Change and Disaster Risk Resilience in the State (DLI1)</i></b>	Ensure minimum 30% of women's participation in the consultation meetings/FGDs, designed to achieve especially younger women need to get access and contribute.	DMC	DDMA to DMC*	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD
1.6	<b><i>Improvements to Disaster Risk Reduction (DRR) Framework in the State (DLI 2)</i></b>	(A) Ensure women's participation in all stages like, update the HP Disaster Management and Relief Manual; to develop Knowledge repository for climate change and biodiversity management and to update DM plans of 12 district. (B) Ensure gender issues are addressed.	DMC	DDMA to DMC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD

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Project Serial	Project Name	Activities (Gender Tasks)	Implementing Agency (IA)	Monthly Reporting	Quarterly	Bi -Annual /Annual
		(C) Need convergence with other state departments and non-government agencies.				
1.7	<b>Mainstreaming Gender in Disaster Management (DLI3)</b>	(A) Mapping to understand hindrances for Gender mainstreaming. (B) FGDs and KII with different women groups in urban and rural set ups. (C) Ensure 100% attendance of targeted women in the workshops by launching extensive campaigns	DMC	DDMA to DMC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD
1.8	<b>Improving disaster responsiveness of the State's Public Finance Management (PFM) systems (DLI4)</b>	Earmarking fund under GBS	DMC	DDMA to DMC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD
1.9	<b>Implementing technology solutions for effective disaster mitigation and response (DLI 5)</b>		DMC	DDMA to DMC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD
2.1	<b>Developing EWS for landslide, flash floods, cloudbursts, GLOFs and Dam safety, Improving networks for flood forecasting + GIS-based Decision Support System</b>	(A) Establishing Micro-level gender disaggregated data. (B) Separate trainings for particular marginalized sections of poor women. (C) FGDs with poor women	CWC (Nodal agency)	IAs to CWC CWC to PMDC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD

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Project Serial	Project Name	Activities (Gender Tasks)	Implementing Agency (IA)	Monthly Reporting	Quarterly	Bi -Annual /Annual
2.2	<b>Improving Last Mile Connectivity by enhancing the Satellite Network</b>	(A) Custody of mobile satellite phones to at least 30% of potential women participants. (B) Brief Training Modules	DMC	PIU/IAs to DDMA DDMA to PMDC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD
2.3	<b>Developing climate/weather related forecast for agriculture and horticulture</b>	Gender based Dissemination strategy may help to increase effectiveness.	IMD	IAs to IMD IMD to DDMA DDMA to PMDC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD
2.4	<b>Enhancing Implementation of forest fire mitigation measures</b>	Training of a group women as a local Wisdom Leader to increase awareness	HPFD	PIU/HPFD to DDMA DDMA to PMDC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD
2.5	<b>Creation of fire stations in unserved location for enhancing fire response with equipment and vehicles and strengthening of three existing fire stations for HAZMAT emergencies</b>	(A) Plan for recruiting at least 30% of beneficiary women from the locality in the construction works for the assignment. (B) Training to selected women for this skill related to HAZMAT emergencies.	Fire Service Dept. (FSD)	PIU /FSD to DDMA DDMA to PMDC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD
2.6	<b>Establishing SDRF 1 Company (Kangra)</b>	(A) Suitable Gender responsive facility in the office establishment of the SDRF Company. (B) Engagement of Women by at least 30% at suitable capacity in SDRF	Police (SDRF)	DDMA to PMDC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD
2.7	<b>Creation of Helipads</b>	Plan for recruiting at least 30% local women in the construction works for the assignment.	Dept of Tourism (Nodal Agency)	PIU/IAs to Nodal Agency PIU/IAs to DDMA DDMA to PMDC	Nodal Agency to DMC PMDC to DMC DMC to PEC	DMC to PSC DMC to AFD

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Project Serial	Project Name	Activities (Gender Tasks)	Implementing Agency (IA)	Monthly Reporting	Quarterly	Bi -Annual /Annual
2.8	<b><i>Strengthening Training Facilities for Disaster Response</i></b>	(A) Training facility should be created and at least 30% women should be inducted as the construction labour. (B) Girls should be specifically trained in First Aid, Search & Rescue operations.	Civil Defence & Home guard Dept.	PIU/IA to DDMA DDMA to PMDC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD
3.1	<b><i>Landslide mitigation and slope stabilization of vulnerable landslide sites</i></b>	(A) Engagement of women laborers in the workforce. (B) Saving otherwise lost working day for women as the women are the custodian of children and elderly and increased landslide may increase vulnerability restricting women more in management of household activities, taking care of children and elderly.	HPPWD	PIU/IA to DDMA DDMA to PMDC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD
3.2	<b><i>Developing area-specific bioengineering nurseries</i></b>	(A) Plan for workshop on the positive impacts of bioengineering nurseries in landslide and earthquake mitigation. (B) Plan for contracting women SHGs for bioengineering nurseries. (C) Training of women SHG members for nursery maintenance, selection of species, seasonal variation, etc.	HPFD	PIU/IA to DDMA DDMA to PMDC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD
3.3	<b><i>Creating Climate Change &amp; earthquake resistant Technology</i></b>	Participation of women by at least 40% in Dissemination Workshop in Engineering Colleges	DMC	PIU/IA to DDMA DDMA to PMDC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD

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Project Serial	Project Name	Activities (Gender Tasks)	Implementing Agency (IA)	Monthly Reporting	Quarterly	Bi -Annual /Annual
	<i>Demonstration Units (TDUs) at existing engineering institutes</i>					
3.4	<i>Implementing hazard resistant critical infrastructure</i>	(A) Plan for engaging at least 30% women & Girls in the construction works. (B) Clear guidelines for the contractors for recruitment of women and girls' (C) Plan for Dissemination Workshops at the districts to collect local information & wisdom of the local communities, especially women.	DMC	PIU/IA to DDMA DDMA to PMDC	PDMC to DMC DMC to PEC	DMC to PSC DMC to AFD

## 9 COST ESTIMATE FOR IMPLEMENTATION OF GENDER PLAN

### 9.1 Budget Plan

The budget for the implementation of this GAF will be under the responsibility of PMU budget line. The estimated total budget for implementation of GAF is INR 15.13 million. The implementation of Project specific GAPs will be included within respective Project budget.

**Table 8: Detailed budget for GAP Implementation**

No	Specific objective and activity	Unit	Unit price (in INR)	Participants	Day	Total (in million INR)
1	2	3	4	5	6	7 (Col.3 x Col.4)
<b>I</b>						
<b>SO1: Raising awareness of the concept of gender approach to achieve inclusive management and monitoring of the Project implementation and protection of violence against women and children.</b>						
1.1	Dissemination Workshop on the GAP and Gender sensitive GRM at district level (50 participants ).	12	51,000	135	2	0.61
1.2	Meeting with contractor for dissemination of this GAP					-
1.3	Development of IEC materials related to the GAP matrix.	2 Poster form 2 Audio-Video format	5,00,000 (Per topic Development Cost) 10,00,000 (Distribution Cost per district)	NA	NA	6.0
<b>II.</b>						
<b>SO2: Improving the work-spaces for women</b>						
2.1	<b>Setting up women friendly workspace (this cost is under Project Cost Budget)</b>					NA
2.2	Setting up village level GRM especially for vulnerable women <b>(this cost is under Project Cost Budget)</b>					NA
2.3	Organize public consultations with Female headed household PAPs on their entitlements <b>(This cost is part of the Project cost budget)</b>					NA

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No	Specific objective and activity	Unit	Unit price (in INR)	Participants	Day	Total (in million INR)
1	2	3	4	5	6	7 (Col.3 x Col.4)
<b>III.</b>	<b>SO3: Capacity Building on Gender Sensitivity</b>					
3.1	Gender sensitive planning, monitoring and reporting in the annual plan and safeguards periodic reports	2 (Training Workshop in each district)	2,50,000	25		6.0
	<b>Total</b>					<b>12.61</b>
	Contingencies (20%)					2.52
	<b>Grand Total</b>					<b>15.13</b>

## **Annexure 1: Tentative Table of Contents for Gender Action Plan**

1. Introduction
2. Key Global and National Commitments to Gender Equality
3. Overview of Gender Equality
4. Anticipated Gender mainstreaming
5. Anticipated Gender Roles in the implementation of HPDRRP
6. Gender Equity & Social Inclusion Matrix
7. Gender action budget

## Annexure 2: Gender Action Plan Implementation Monitoring Matrix

Gender Action Plan Implementation Monitoring Matrix

GAP Activities and Targets/Indicators	Progress up to date		Issues and Challenges <i>(Please include reasons why an activity was not fully implemented, or if targets fall short, or reasons for delay, etc.)</i>
	Progress for the Quarter <i>(Activities and achievements – quantitative and qualitative for the current quarter)</i>	Cumulative Progress <i>(Activities and achievements – quantitative and qualitative for the past and current quarters)</i>	
<b>Component 1: Enhancing disaster risk governance, through improved institutional capacities, risk understanding and knowledge management.</b>			
Activity 1.1: Strengthening of HPSDMA & DDMA, state EOC and district EOCs including Program management consultancies			
Target/ indicator 1: Preparation of supportive HR policy to ensure increase in women's participation in SDMA and DDMA			
Target/ indicator 2: Preparation of Training Modules for training of women for EOCs at the State and district levels			
Target/ indicator 3: Design and Construction of Gender Sensitive workspace in SDMA and DDMA Buildings. Preparation of Training Modules for training of women for EOCs at the State and district levels.			
Target/ indicator 4: Participation of women (at least 30%) in Exposure visits.			
Activity 1.2: Climate Change Vulnerability Assessment (CCVA) at Village Level for all river basins (hydro-meteorological hazards)			
Target/ indicator 1: Collection of Gender disaggregated data for policy preparation.			
Target/ indicator 2: FGDs with women for CCVA			
Target/ indicator 3: Training of the assessors for gender sensitive assessment procedure			

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GAP Activities and Targets/Indicators	Progress up to date		Issues and Challenges <i>(Please include reasons why an activity was not fully implemented, or if targets fall short, or reasons for delay, etc.)</i>
	Progress for the Quarter <i>(Activities and achievements – quantitative and qualitative for the current quarter)</i>	Cumulative Progress <i>(Activities and achievements – quantitative and qualitative for the past and current quarters)</i>	
Activity 1.3: Strengthening of knowledge products related to climate change and dissemination, Developing extensive Information Education and Communication (IEC) & awareness material in local vernacular languages			
Target/ indicator 1: Preparation of guidelines for gender sensitive IEC materials.			
Target/ indicator 2: Oral dissemination of the knowledge products			
Target/ indicator 3: Dissemination through other channels appropriate for marginalized section of women.			
1.4: Establishing State Institute for Disaster Management			
Target/ indicator 1: Design gender-sensitive curricula and gender-specific extracurricular			
Target/ indicator 2: -social counselling that helps in resilience building among women against disaster risk reduction			
Target/ indicator 3: Implementation of gender-sensitive health behavior change, and communication			
1.5: Mainstreaming Climate Change and Disaster Risk Resilience in the State			
Target/ indicator 1: Ensure minimum 40% of women’s participation in the consultation meetings Especially younger women need to get access and contribute.			
1.6: Improvements to Disaster Risk Reduction (DRR) Framework in the State			
Result/ Indicator 1: Ensure women’s participation in all stages like, update the HP Disaster Management and Relief Manual;			
1.7: Mainstreaming Gender in Disaster Management			

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GAP Activities and Targets/Indicators	Progress up to date		Issues and Challenges <i>(Please include reasons why an activity was not fully implemented, or if targets fall short, or reasons for delay, etc.)</i>
	Progress for the Quarter <i>(Activities and achievements – quantitative and qualitative for the current quarter)</i>	Cumulative Progress <i>(Activities and achievements – quantitative and qualitative for the past and current quarters)</i>	
Target /Indicator 1: Mapping to understand hindrances for Gender mainstreaming			
Target /Indicator 2: FGD with different women groups in urban and rural set ups.			
Target /Indicator 3: Ensure 100% attendance of targeted women in the workshops by launching extensive campaigns			
<b>Component 2:</b>			
2.1: Developing EWS for landslide, flash floods, cloudbursts, GLOFs and Dam safety, Improving networks for flood forecasting + GIS-based Decision Support System			
Target/ Indicator 1: Establishing Micro-level gender disaggregated data			
Target/ Indicator 2: Separate trainings for particular marginalized sections of poor women.			
Target/ Indicator 3: FGDs with poor women			
2.2: Improving Last Mile Connectivity by enhancing the Satellite Network			
Target/ Indicator: Distribution of Mobile phones to at least 30% of potential women beneficiaries.			
2.3: Developing climate/weather related forecast for agriculture and horticulture			
Target/ Indicator: Gender based Dissemination strategy adaptation			
2.4: Enhancing Implementation of forest fire mitigation measures			
Target/ Indicator: Training of a group women as a local Wisdom Leader to increase awareness.			
2.5: Creation of fire stations in unserved location for enhancing fire response with equipment and vehicles and strengthening of three existing fire stations for HAZMAT emergencies			

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GAP Activities and Targets/Indicators	Progress up to date		Issues and Challenges <i>(Please include reasons why an activity was not fully implemented, or if targets fall short, or reasons for delay, etc.)</i>
	Progress for the Quarter <i>(Activities and achievements – quantitative and qualitative for the current quarter)</i>	Cumulative Progress <i>(Activities and achievements – quantitative and qualitative for the past and current quarters)</i>	
Target/ Indicator 1: Plan for recruiting at least 30% of beneficiary women from the locality in the construction works for the assignment.			
Target/ Indicator 2: Training to selected women for this skill related to HAZMAT emergencies.			
<b>2.6: Establishing SDRF 1 Company (Kangra)</b>			
Target/ Indicator 1: Suitable Gender responsive facility under SDRF Company.			
Target/ Indicator 2: Engagement of Women by at least 30% at suitable capacity in SDRF.			
<b>2.7: Creation of Helipads</b>			
Target/ Indicator: Plan for recruiting at least 30% local women in the construction works for the assignment			
<b>2.8: Strengthening Training Facilities for Disaster Response</b>			
Target/ Indicator 1: Training facility should be created and at least 30% women should be inducted as the construction labour			
Target/ Indicator 2: Girls should be specifically trained in First Aid, Search & Rescue operations.			
<b>Component 3: Supporting mitigation measures, including eco-DRR and nature-based solutions</b>			
<b>3.1: Landslide mitigation and slope stabilization of vulnerable landslide sites</b>			
Target/ Indicator 1: Engagement of women laborers in the workforce.			
Target/ Indicator 2: Saving lost working day for women.			
<b>3.2: Developing area-specific bioengineering nurseries</b>			

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GAP Activities and Targets/Indicators	Progress up to date		Issues and Challenges <i>(Please include reasons why an activity was not fully implemented, or if targets fall short, or reasons for delay, etc.)</i>
	Progress for the Quarter <i>(Activities and achievements – quantitative and qualitative for the current quarter)</i>	Cumulative Progress <i>(Activities and achievements – quantitative and qualitative for the past and current quarters)</i>	
Target/ Indicator 1: Plan for contracting women SHGs for bioengineering nurseries.			
Target/ Indicator 2: Training of women SHG members for nursery maintenance, selection of species, seasonal variation etc.			
3.3: Creating Climate Change & earthquake resistant Technology Demonstration Units (TDUs) at existing engineering institutes			
Target/ Indicator 1: Participation of women by at least 40% in Dissemination Workshop in Engineering Colleges.			
3.4: Implementing hazard resistant critical infrastructure			
Target/ Indicator 1: Plan for engaging at least 30% women in the construction works.			
Target/ Indicator 2: Clear guidelines for the contractors for recruitment of women			
Target/ Indicator 3: Plan for Dissemination Workshops at the districts to collect local information & wisdom of the local communities, especially women			