

Gender Impact Assessment for the Proposed DAI Cashew Nut Processing Plant



Report Prepared by

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1 Introduction

Women constitute half of humanity and, therefore, play an equally important role in the process of development (Endalcachew, 2016). Despite the multiple roles, women assume at the household level and the society at large, not the least as vital cogs of the economy, their representation and participation in decision-making processes remain abysmal (Baqai and Mereen, 2020). This can be attributed to strong patriarchal patterns and numerous gender-based assumptions in society. Women and other vulnerable sections of society are the first and most affected by consequences of developmental processes like displacement or relocation, loss of livelihood and reduction in access to natural resources, damage to the environment and increase in pollution levels.

The participation of women in numbers shows a high involvement of women in the informal sector, which is known to be the backbone of developing economies. As per estimates, these numbers are high in countries such as Tanzania (90.7 per cent), Nigeria (87.8 per cent), Kenya (78.7 per cent), Uganda (84.2 per cent), Zambia (88.2 per cent), Ghana (82.9 per cent), and Mozambique (96.2 per cent). With such high involvement, it is important to look at the participation of women in different areas of decision-making, especially in the EIA process, which plays a crucial role in project clearances. This is all the more important since during capital projects women are more prone to various issues of added domestic burdens, domestic violence, discrimination, increased presence in sex work due to lack of employment opportunities, HIV / AIDS, poor health care etc (World bank data, 2018).

Gender equality means that women and men hold the same status and have equal access to opportunities, resources, and rights, as well as the potential to contribute to social, cultural, and economic development and benefit equally from the results. Gender impact assessment is the estimation of the different effects (positive, negative or neutral) of any policy or activity implemented on specific items in terms of gender equality. It allows policymakers to foresee the impact of a new regulation, policy or programme on the lives of women and men and the impact on gender equality

Gender Assessment was conducted as part of the Environmental and Social Impact Assessment (ESIA) for the Diaoune Agro-Industrie Sarl (“DAI or the Company”) proposed Cashew nuts processing factory in Boke, Guinea Republic was conducted by Richflood International Limited. The Environmental and Social Impact Assessment (ESIA) study has been conducted for the

project in line with Presidential Decree No.199/PRG/SGG/89 of 18th November, 1989, made under Articles 82 and 83 of the Environmental Code which sets out the projects requiring an Environmental Impact Assessment (EIA) study. This report, therefore, provides the results of the gender assessment conducted.

1.2 Purpose of the Assessment

The objectives of the assessment are to establish the relevant baseline information on gender issues in Boke Prefecture and the agriculture sector. In addition, a gender assessment study is conducted to;

- i. analyse gender division of labour;
- ii. assess women's access and ownership of cashew farm
- iii. identify constraints faced by women in the proposed project Area of Influence (AoI);
- iv. identify training needs of female/male members
- v. identify the scope for gender mainstreaming in the proposed projects and prepare a GAP based on the findings;
- vi. propose capacity-building measures for the executing and implementing agencies for developing gender inclusive development projects

2 Legal framework on Gender

2.1 International Standards

2.1.1 World Bank

The World Bank's Environment and Social Safeguards are described in its Operational Policies 4.00 and Bank Procedures 4.00. The Safeguards encompass environmental assessment and environmental action plans, the performance standards for private sector activities, natural habitats, water resource management, pest control, indigenous people, physical cultural resources, involuntary resettlement, gender and development, forest and safety of dams. The Bank's Operational Policy on Gender and Development refers to gender assessments as silo exercises to feed into the Bank's country assistance strategy and inform the bank's policies and decisions on their supported projects.

2.1.2 United Nations Convention on the Elimination of all Forms of Discrimination against Women New York, 18 December, 1979

The Convention was the culmination of more than thirty years of work by the United Nations Commission on the Status of Women, a body established in 1946 to monitor the situation of women and to promote women's rights. The Commission's work has been instrumental in bringing to light all the areas in which women are denied equality with men.

Article I

For the present Convention, the term "discrimination against women" shall mean any distinction, exclusion or restriction made based on sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Article 2

States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay, a policy of eliminating discrimination against women and, to this end, undertake: (a) To embody the principle of the equality of men and women in their

national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;

Article 3

States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, to guarantee them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

2.1.3 United Nations Declaration on the Elimination of Violence against Women, 20 December 1993

The General Assembly recognises the urgent need for the universal application to women of the rights and principles with regard to equality, security, liberty, integrity and dignity of all human beings, Noting that those rights and principles are enshrined in international instruments, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the Convention on the Elimination of All Forms of Discrimination against Women and the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment,

Article 1

For this Declaration, the term "violence against women" means any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.

Article 2

Violence against women shall be understood to encompass, but not be limited to, the following:

- a) Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation;

- b) Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution;
- c) Physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs.

Article 3

Women are entitled to the equal enjoyment and protection of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. These rights include inter alia:

- a. The right to life;
- b. The right to equality;
- c. The right to liberty and security of person;
- d. The right to equal protection under the law;
- e. The right to be free from all forms of discrimination;
- f. The right to the highest standard attainable of physical and mental health;
- g. The right to just and favourable conditions of work;
- h. The right not to be subjected to torture, or other cruel, inhuman or degrading treatment or punishment.

2.1.4 United Nations Convention on the Political Rights of Women New York, 31 March 1953

The Contracting Parties, desiring to implement the principle of equality of rights for men and women contained in the Charter of the United Nations, Recognizing that everyone has the right to take part in the government of his country, directly or indirectly through freely chosen representatives, and has the right to equal access to public service in his country, and desiring to equalize the status of men and women in the enjoyment and exercise of political rights, in accordance with the provisions of the Charter of the United Nations and the Universal Declaration of Human Rights

Article III

Women shall be entitled to hold public office and to exercise all public functions, established by national law, on equal terms with men, without any discrimination.

2.1.5 Beijing Declaration and Platform Action

Annex I

1. We, the Governments participating in the Fourth World Conference on Women,
2. Gathered here in Beijing in September 1995, the year of the fiftieth anniversary of the founding of the United Nations,
3. Determined to advance the goals of equality, development and peace for all women everywhere in the interest of all humanity,
4. Acknowledging the voices of all women everywhere and taking note of the diversity of women and their roles and circumstances, honouring the women who paved the way and inspired by the hope present in the world's youth,
5. Recognize that the status of women has advanced in some important respects in the past decade but that progress has been uneven, inequalities between women and men have persisted and major obstacles remain, with serious consequences for the well-being of all people,
6. Also recognize that this situation is exacerbated by the increasing poverty that is affecting the lives of the majority of the world's people, in particular women and children, with origins in both the national and international domains,
7. Dedicate ourselves unreservedly to addressing these constraints and obstacles and thus enhancing further the advancement and empowerment of women all over the world, and agree that this requires urgent action in the spirit of determination, hope, cooperation and solidarity, now and to carry us forward into the next century. We reaffirm our commitment to:
8. The equal rights and inherent human dignity of women and men and other purposes and principles enshrined in the Charter of the United Nations, to the Universal Declaration of Human Rights and other international human rights instruments, in particular the Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of the Child, as well as the Declaration on the Elimination of Violence against Women and the Declaration on the Right to Development;

9. Ensure the full implementation of the human rights of women and the girl child as an inalienable, integral and indivisible part of all human rights and fundamental freedoms;
10. Build on consensus and progress made at previous United Nations conferences and summits - on women in Nairobi in 1985, on children in New York in 1990, on environment and development in Rio de Janeiro in 1992, on human rights in Vienna in 1993, on population and development in Cairo in 1994 and on social development in Copenhagen in 1995 to achieve equality, development and peace;

2.1.6 International Labor Organization's (ILO) Convention number 100 on Equal Remuneration for Men and Women Workers for Work of Equal Value, 6 June, 1951.

Article 1

For the purpose of this Convention--

- (a) the term remuneration includes the ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment;
- (b) the term equal remuneration for men and women workers for work of equal value refers to rates of remuneration established without discrimination based on sex.

Article 2

1. Each Member shall, by means appropriate to the methods in operation for determining rates of remuneration, promote and, in so far as is consistent with such methods, ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value.

2.2 Guinea Regulations

2.2.1 Guinea's constitution

Their adhesion to the ideals and principles, rights and duties established in the Charter of the Organization of the United Nations, the Universal Declaration of the Rights of Man, the International Conventions and Pacts relative to the Rights of Man, the constitutive Act of the African Union, the African Charter of the Rights of Man and Peoples and its additional protocols

relative to the rights of women, as well as the revised Treaty of the Economic Community of West African States (ECOWAS) [Communauté Économique des États d'Afrique de l'Ouest (CEDEAO)] and its protocols on democracy and good governance.

Article 8

All human beings are equal before the law. Men and women have the same rights. No one may be privileged or disadvantaged by virtue of [en raison de] their sex, of their birth, their race, of their ethnicity, of their language, of their beliefs and of their political, philosophical or religious opinion.

Article 20

The right to work is recognized to all. The State creates the conditions necessary for the exercise of this right. No one may be prejudiced [lésé] in their work by virtue of their gender, of their race, of their ethnicity, of their opinions or of any other cause of discrimination. Each one has the right to affiliate [adhérer] with the union of their choice and to defend their rights through union action. Each worker has the right to participate, by the intermediate of their delegates, to the determination of the conditions of work. The right to strike is recognized. It is exercised within the framework of the laws that govern [régissent] it. It may not in any case infringe the freedom of work. The law establishes the conditions for the assistance and the protection to which the workers have right.

2.2.2 Law on Parity

The Republic of Guinea adopted on 2 May, a Law on Parity that says women must make fifty per cent of the candidate lists for elective positions. Article 2 of the Law, which was adopted by a unanimous vote, stipulates that: "Parity applies to any list of candidates for national and local elections, as well as for the holding of elective offices in public institutions".

2.2.3 The Labor Code

Law N°L/2014/072/CNT of 10 January 2014 is the main source of legislation governing employment practices and labour relations in Guinea. This Code applies to all private-sector employees. It prohibits forced or compulsory labour. It establishes the rules of recruitment and termination of employment; the rules relating to working conditions, including wages, maximum hours worked and overtime; the employee benefits such as paid leave and retirement. The Code also defines the requirements for the employees' health and safety.

2.2.4 Ministry of Social Action and Promotion of Women and Children Guinea

The advancement and protection of women, girls and children are ensured by the Ministry of Social Action and Promotion of Women and Children. The Ministry now includes the following national divisions and departments:

- Divisions for the promotion of women, gender issues and the family and the National Women's Self-help Service;
- Gender units in all State departments and institutions of the Republic with the rank of administrative division;
- The social development and solidarity fund;
- The national observatory on gender-based violence;
- The protection cluster for vulnerable groups in times of crisis.

3.0 Boke Description

3.1 Boke Demography

Boke prefecture is one of five prefectures in the Boke region, with a total area of 11,124 km². The population of Boke prefecture is estimated to be 450,278 people, according to the 2014 National Census (Institut National de la Statistique de Guinée). The prefecture is divided administratively into 10 sub-prefectures: Boké-Centre, Bintimodiya, Dabiss, Kamsar, Kanfarandé, Kolaboui, Malapouyah, Sangarédi, Sansalé and Tanéné.

The majority of Guinea's population lives in rural areas, and more than 70% of the workforce is employed in agriculture, livestock, fishing, forestry, and mining. Farms are typically family-owned and operated, and two-thirds are less than three hectares in size. Pastoralists move large herds between the hinterland and the coast on a seasonal basis, negotiating with settled farming communities for access to dry-season grazing and saltlicks in the grasslands and coastal plains (USAID, 2010).

3.1.1 Project Area

The project site is in Kataba, which is part of the Boké commune in the Boke prefecture in the Boké region of Guinea. The site is on the outskirts of Boké town, about 14.3 kilometers away, along the Boke-Kalaboui Road. The identified area of influence around the project site include: Kataba, Kataba Fula, Fodecontea, Madina Kareki, Tambobo, Tambouni and Tamaransi. This was based on those villages within a radius of approximately 5 km buffer around the project site.

3.1.2 Methodology

The research team pursued a qualitative approach in data collection and conducted key informant interviews, in-depth interviews and focus group discussions (FGDs) at Kataba village, Fodecontea village, Tambouni village, Tambobo village, Kataba Fula and Tamaransi village of DAI proposed cashew nuts processing plant location in Boke Prefecture. The team also conducted site visits and familiarization with the proposed cashew nut processing plant. Interviews were conducted with the commune council members, village leaders, women groups and youth associations.

3.2 Gender Assessment baseline findings

Even though the Guinea government recognizes both men and women as equal beneficiaries from any project, there remains a gender gap in society. It is because of the cultural attitude that affects women's control over resources resulting in their low participation in planning, decision-making, and leadership roles. Economic issues contribute to increasing women's vulnerability in many communities of Boke prefecture. This is due to marginalization and the inability to access loans.

3.2.1 Gender

The results of the interview show that there were more women (57.0%) participants in the gender assessment survey than men (43.0%) this was because women were specifically invited for the survey in all the villages surrounding the proposed DAI Cashew nuts processing factory site in Boke.

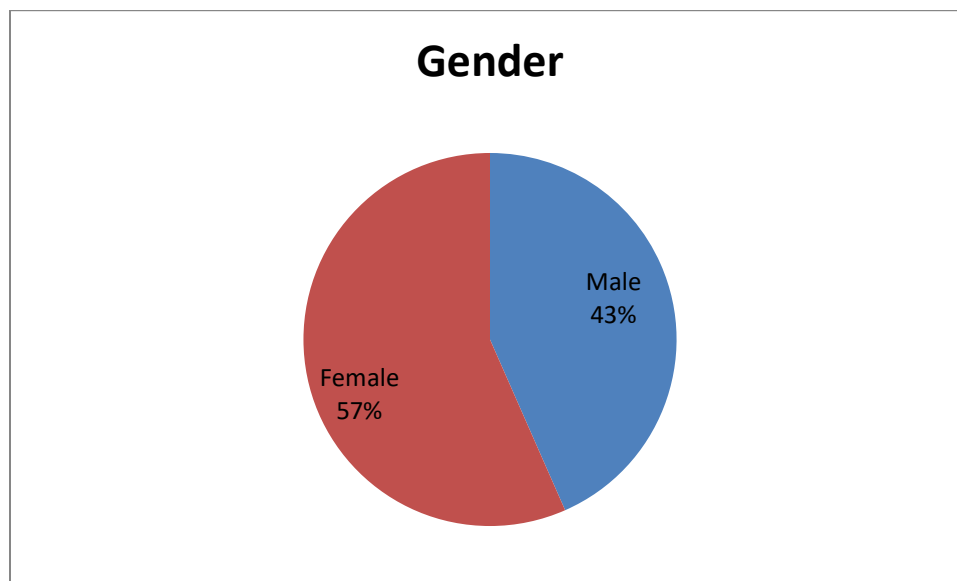


Figure 3.1: Gender of the participants

Source: Richflood field survey, 2022

3.2.2 Age Distribution

Age distribution of the participants was 9.38% from 18-25 years old, 14.06% from 48-55 years old, 17.19% from 41-47 years old, 18.75% from 56 years and above, 20.31% from 26 – 33 years and 20.31% from 34 – 40 years as summarized in figure 3.2. The age distribution shows that the population is relatively young adults and within the working age.

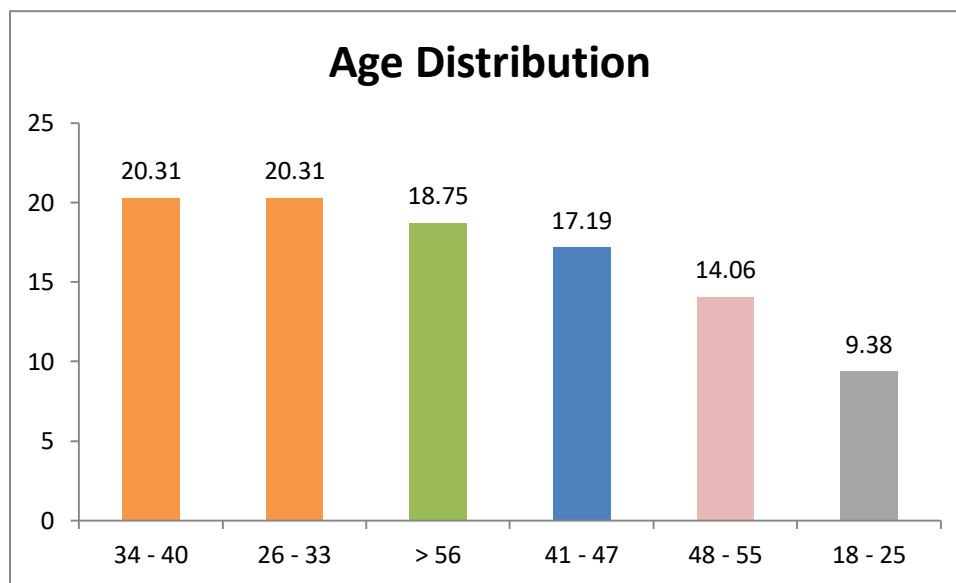


Figure 3.2: Age of the participants

Source: Richflood field survey, 2022

3.2.3 Marital Status

Amongst the interviewed, 76.5% of them were married, 17.8% of them were single and 5.6% were widows/widowers with different reasons ranging from early marriage, lack of family support, deprivation of access to education and other cultural beliefs.

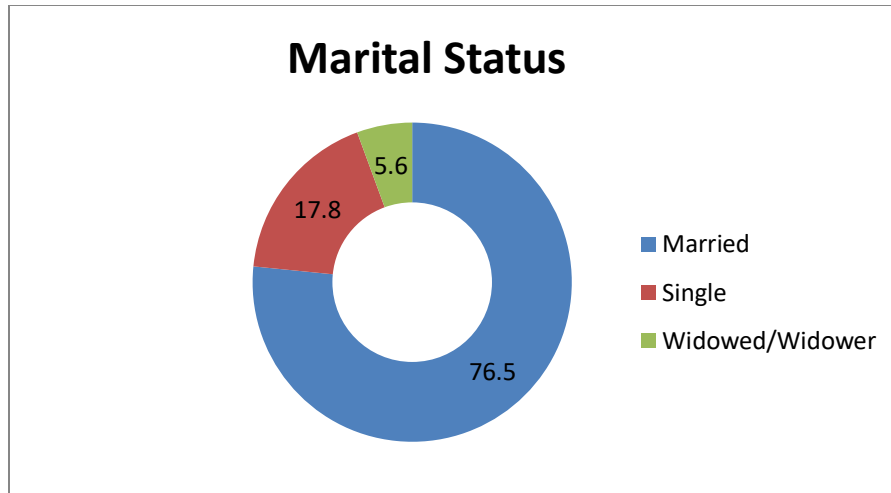


Figure 3.3: Marital Status of Respondents

Source: Richflood field survey, 2022

3.3.3 Economic Role of Men and Women within their Communities

During the FGDs in the host communities, it was reported that women play mostly domestic roles in the community such as taking care of children, grandchildren and old people with disabilities, taking care of housework, gardening, washing etc. However, they are allowed to engage in economic activities such as petty trading, hairdressing, tailoring, etc.



Plate 3.1: Activities of women observed during the survey

Source: Richflood, 2022

3.3.4 Women Ownership of Cashew farms

The FGDs revealed that only 38% of the women have access to personal cashew farms. Some of the reasons given by those who do not own cashew farms are low financial capacity, inability to secure land unlike the male counterpart and cultural discrimination against women in the communities. Also, women have less access to agricultural training on better agriculture techniques and practices. However, women share control with men on the following activities: buying cashew seedlings, transplanting, harvesting, and cashew seed selection.

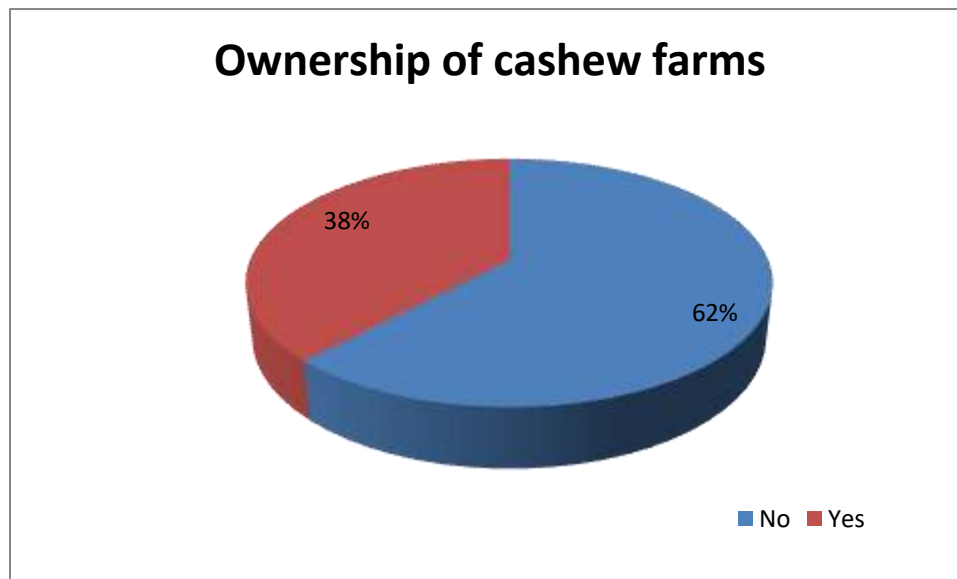


Figure 3.4: Ownership of cashew farm

Source: Richflood field survey, 2022

3.3.5 Major Health, And Social Challenges Faced by Women

The major health challenge for women in the community is sicknesses such as malaria, typhoid and toilet infection. The women reported during the focus group discussions that there is no major security or social threat in the community.

3.3.6 Women Representation in Leadership

Women get engaged in thrift and credit associations in the community. Women are free to engage in social activities, they constitute groups and associations such as the hairdressers' association. When compared with the participation of the men's association, women have a

higher participation rate in all these associations' activities than men. There is no specific measure for ensuring women's participation in leadership within the communities.

3.3.7 Autonomy of Decision Making

Men have autonomy in decision-making this is because of cultural beliefs that men are the head of the family and should be in control of decision-making. However, due to the presence of the women association, women in the communities have the freedom to make an autonomous decisions within their household but whenever the footprint of their decision goes beyond their household, the community leaders have to be carried along. Some few women who could afford to own land can own their land, although, women are mostly faced with some challenges such as low financial capacity, inability to secure land and cultural discrimination against women.

3.3.8 Major Grievances from the Women

The major grievance reported by the women is the lack of access to electricity (national grid) in their villages which is affecting their businesses and trading. They also lamented the lack of funds to facilitate their businesses. The women engage in small and medium-scale businesses such as sales of food items, cashew nuts, provisions, drinks, tailoring, hair styling, etc.

3.3.9 Gender-Based Violence

According to the national survey conducted in 2016 on gender-based violence (GBV), 55.7% of women are reported to be victims of physical violence and 29.3% of sexual violence¹. All the communities were described as peaceful with limited or no incidence of gender-based domestic violence and crisis. Most of the women were found in their trading stores which depict, women are free to engage in commercial activities hence, not marginalized.

FGDs held with men and women (Plate 3.2) revealed that there are no incidents of gender-based violence in all the communities. Although due to cultural beliefs, stigmatization and lack of trust in the authorities; there are possibilities that some GBV cases could go unreported. GBV cases (if any) are to be reported to the community heads or police depending on the severity.

¹ [\(2017\) Enquête nationale sur les violences basées sur le genre en Guinée.](#)





Plate 3.2: Focus Group Discussion with women and men in the community
Source: Richflood Field survey, 2022

3.3.10 Issues of concern raised by Men and Women

In the gender assessment study conducted by the Richflood team in the proposed project area, the gender mainstreaming constraints faced by women are the cultural belief that decisions on a community development project are the responsibility of men, the low capacity of women due to their low literacy, discrimination of women by men and community, and lack of economic resource to support their families.

The following presents the detailed findings of the study conducted:

i. Cultural Constraint

- Cultural belief that major decisions making are the responsibility of men, women do not participate.
- Women are busy with both domestic and productive work, so it is difficult for women to fully participate in issues related to community development.
- Women cannot fully participate in training or meetings since they bring along their small children

- #### ii. Low Capacity of Women:
- Women farmers have very low literacy or have difficulty in reading and writing. It is difficult for women to absorb training lectures using visual aids with written words rather than using illustrations, pictures or drawings.

iii. Discrimination and Lack of Participation

- Some husbands are jealous if women work together with other men. This makes it difficult to get women into leadership positions
- Women suffer from domestic violence caused by husbands drinking alcohol;
- Some people in communities do not understand gender relations and how men and women can share in the responsibilities at home, on the farm and the community;
- Most men are involved in productive work while most women are engaged more in domestic work. Women's participation in community activities is limited. They have low participation and lack the confidence to participate in discussions during meetings. They lack the confidence to express their views and opinion.

iv. Most representatives are men: Women have difficulty expressing themselves openly. Most community representatives are men, so it is difficult for women to share their concerns and needs.

v. Lack of Resource: Some women have no land for agricultural production including cashew and vegetable production, so they face difficulty finding income in supporting their family, especially their small children go to school.

4 Impact Assessment and Management Measures

4.1 Identified Risks for Workers (particularly women)

The following are the potential impacts on workers, particularly women who are casual workers during the cashew-nut processing operation:

- Gender-based violence: The site workers can lure girls, hawkers, food vendors, and other petty traders who supply them with food and other services and defile or rape them. Workers may also abuse themselves and/or supervisors. They can also do the same to their wives, partners, children, hawkers, petty traders and food vendors physically or verbally over a misunderstanding of prices of goods and services and other issues
- Sexual favours could be demanded in exchange for jobs, promotions or other work-related benefits.
- Work-related occupational health and safety issues such as:
 - Falls, temperature, and other factors which can harm the worker without necessarily touching are the major physical hazards inducing fear among workers.
 - permanent burn marks of the caustic cashew sap in hands which is a chemical hazard
 - dermatitis and dry skin in workers
 - Inhalation of smoke results in chronic respiratory illness and allergic asthma in the long term.
 - Bites and stings from insects such as mosquitoes which cause dermatitis and other contagious diseases, and un-hygienically maintained toilets
 - Repetitive movements, Uncomfortable workplace and Poor body positioning
 - Joint pain, back pain, wrist pain, neck pain, shoulder pain etc
 - Injuries due to lifting, carrying and improper sitting techniques (Ergonomics)
 - Burns due to steam exposure
 - Increased incidence of alcohol and drug use;
 - Increase in the spread of HIV/ AIDS and other STIs;
 - Slip, Trip and Fall due to uneven surfaces and obstacles;
 - Encroachment by unwanted persons.
- Women may also be discriminated against and denied employment opportunities and /or their services may be undervalued based on cultural norms.

- Security concerns: Violent behaviour and confrontations between workers and locals. Workers who are deemed to be financially sound could be victims of theft and burglary. Potential conflict over sexual affairs, child labour, drunk driving, accidents and destruction of property.
- Poor labour working conditions: Lack of employment contracts could lead to workers being paid rates below the stipulated national minimum wage or working under poor conditions. If the necessary actions are not put in place to guarantee workers' rights and stipulate conditions of service to ensure that proper working conditions are implemented on the project.

4.2 Management Measures

4.2.1 Addressing Gender-Based Violence

To prevent incidences of GBV, legal processes set out by national law must be followed. Policies on Sexual Exploitation Abuse and Sexual Harassment (SEA/SH) should be developed and implemented. Worker contracts should have clauses prohibiting rape, defilement, sexual harassment, child/forced labour and other GBV. An employment quota should be allocated to women. Contact numbers of representatives on the Grievance Redress Committee and GBV Service Providers should be pasted around the project site and within the immediate project zone.

Construction Phase

During the construction phase, the risks of Gender Based Violence (GBV) should be addressed by DAI using the following approaches:

- Develop clauses prohibiting rape, defilement and other Gender Based Violence as well as child and forced labour should be inserted into works contracts
- Communities need to be informed about the start of all works, at least 5 days before, and the need for them to keep children away from the sites.
- Create a clear system for identifying, responding to, and sanctioning GBV incidents
- Display on-site posters prohibiting sexual exploitation and harassment
- Availability of female nodal officer for women's issues

- Regular GBV/SEA sensitization & training for all employees, workers, transporters, drivers and contractors.
- Inclusion of gender issues in code of conduct, and dissemination
- Regular consultation/counselling of women employees and workers, including for survivors

Operational Phase

During the operational phase, the risks of Gender Based Violence (GBV) should be addressed by DAI using the following approaches:

- Include in works contract clauses on mandatory and regular training for workers on required lawful conduct and legal consequences for failure to comply with laws on non-discrimination and GBV
- Clauses prohibiting rape, defilement and other Gender-based Violence as well as child and forced labour should be inserted into works contracts
- Insert clause requiring contractors and consultants to cooperate with law enforcement agencies investigating cases of gender-based violence
- A minimum requirement of female employment should be indicated in contract documents
- Contact numbers of representatives on the Grievance Redress Committee and GBV Service Providers should be pasted around the project site and within the immediate project zone
- Discuss issues of Gender Based Violence at daily Toolbox meetings
- Display on-site posters prohibiting sexual exploitation and harassment
- Create a clear system for identifying, responding to, and sanctioning GBV incidents
- Availability of female nodal officer for women's issues
- Regular GBV/SEA sensitization & training for all employees, workers, transporters, drivers and contractors
- Inclusion of gender issues in code of conduct, and dissemination
- Regular consultation/counselling of women employees and workers, including for survivors

4.2.2 Addressing Occupational Health and Safety Issues

Construction phase

- Provide information, instructions and trainings on STDs, drug abuse etc. to the workers to create awareness.
- Provide female and male condoms to the community and workers.
- Conduct daily temperature screening of workers and visitors.
- Provide handwashing stations and sanitisers at all sites.

Operational Phase

- DAI will be committed to ensuring all H&S measures are in place to prevent accidents and reduce the consequences of non-conformance events;
- DAI will provide training, awareness and supervision to ensure all of its construction workers comply with the OHS procedures;
- DAI will provide all appropriate resources i.e. personal protective equipment (PPE) to all workers onsite such as masks, helmets, gloves and earplugs etc. and ensure their usage;
- An emergency response procedure and infrastructure will be available on-site to ensure the provision of first aid for personnel in case of an emergency.
- Provision of adequate signage and availability of functional First Aid Kit on-site.
- Adequate and relevant training of all workers especially local hands-on safety issues related to their activities
- Eliminate open defecation by providing separate well-maintained toilets for men and women with provision for physically challenged people at least one toilet.
- The solid waste generated will be collected and stored in bins to avoid order, and unhygienic conditions and stay animal nuisances.
- Maintain walkways and working surfaces to be clean and dry by preventing spillages of water/liquids during operational activities
- Provide personal protection equipment (PPE) like helmets, shoes, gloves and ear plugs/ ear muffs to the workers.

- Notice boards with all safety measures to be taken within the site and accident-prone areas will be displayed at all strategic locations within the site.
- Speed of transport vehicles will be restricted to 20 km/hr and proper sign boards at entry exist, turning and accident-prone areas shall be provided to minimise accidents within the site.
- A medical doctor (MBBS) will be available within the site once a week to attend to the medical needs of labours and construction labour.
- All workers shall be trained on basic ergonomics principles.
- This should cover the correct lifting, carrying and setting down techniques to prevent incidences of hernias, sprains, strains, back injuries and other muscular-skeletal disorders due to improper handling of objects.

4.2.3 Addressing Security Issues

- Provide adequate security by liaising with Police to conduct regular patrols or make private security arrangements.
- Sensitize the local community on cultural tolerance and grievance mechanisms to prevent confrontations.
- Workers and the local community should be sensitized on cultural tolerance and grievance mechanisms to prevent confrontations.
- Adoption of a Stakeholder Engagement Plan, as a framework for early and ongoing community consultation.
- Implementation of a Grievance Redress Mechanisms.
- Works procedures, defining a Code of Appropriate Conduct for all workers, including acceptable behaviour with respect to community interactions should be made available and workers should be made to sign and adhere to a code of conduct which prohibits vices

4.2.4 Addressing Poor labour working conditions

Provide all workers with signed contracts that are consistent with national labour laws as well as welfare facilities such as potable drinking water, shades, restrooms etc. Encourage frequent breaks and job rotation to reduce the impact on the health of workers. Provide workers with appropriate PPE.

4.3 Recommendation

DAI acknowledge the involvement of women in the proposed project, therefore, the following recommendations are proposed based on the gender assessment conducted in the communities;

- Enhancing awareness of gender issues in EIA participation: Informal social and cultural norms are developed over generations, which is often where gender inequality persists.
- Raising awareness of gender imbalances and especially gender issues in EIA participation is necessary to address gender-specific problems in impact assessment and risk mitigation.
- Expand strategic and targeted engagement with women: Addressing gender-specific issues in impact assessment processes requires specialised engagement techniques.
- Inclusive planning principles should be adopted to ensure the inclusion of all social groups, including women, minority groups and vulnerable people. These groups are particularly prone to experiencing greater impacts of large-scale projects than others.
- All community members affected by the proposed project should have the same access to information, regardless of gender, ethnicity, age or ability.
- Use information gathered during engagement to mitigate risks: The EIA needs to identify how information gathered from affected stakeholders has been taken into account to mitigate potential risks and impacts resulting from the project.
- Provide awareness of health services to women and children
- There should be a mechanism for addressing domestic violence, and land conflict protecting women and child trafficking and protecting the victim from rape.
- Conduct meetings with women farmers separately (especially in the early stage of the project) to ensure that their ideas will be collected in developing gender project plans.