

Gender Assessment in Hydropower, Road and Bridge Construction Sites



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Foreword

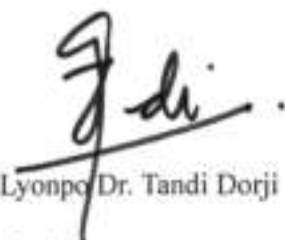
The National Commission of Women and Children is pleased to publish the report on the *Assessment of Gender Issues in Major Hydropower, Road and Bridge Construction Project Sites* in Bhutan. This assessment is a first-of-its-kind in the country, presenting existing gender disparities and discrimination in the hydropower and construction sector, including communities in the vicinity of these sites. It aims to inform design and implementation of appropriate interventions through strategic recommendations and action plans.

The hydropower sector in Bhutan plays a pivotal role in the socio economic development of the country as the main driver of economic growth and revenue generation. This sector also serves as an important source of employment for both Bhutanese and non-Bhutanese individuals and companies. However, gender issues are prominent in this sector with prevalence of sexual harassment against women, and lack of conducive working environments for women employees, especially working mothers. Therefore, an assessment was conducted in four major construction sites: Punatsangchu Hydropower Project Authority I & II, Nikachu Hydropower Project, and Kholongchu Hydropower Project. The main objectives for the assessment were to identify gender issues, assess the root causes of gender issues and associated risks, and to identify strategic measures and recommendations to promote gender mainstreaming in the hydropower, road and bridge construction sector.

This assessment is an outcome of collective effort and numerous consultations with key partners like the Ministry of Economic Affairs, Construction Development Corporation Limited, Druk Green Power Corporation, Ministry of Works and Human Settlement and RENEW. NCWC would like to convey special gratitude to the Gender Focal Persons of Wangdi Phodrang, Punakha, Trongsa and Trashigang for their diligent support in coordinating data collection for the assessment in their respective regions.

Last but not the least, NCWC is deeply appreciative of the efforts of the national consultants recruited for this assessment for their dedicated efforts in producing this high quality informative assessment report. We hope that the findings from this assessment will guide more concerted efforts in reducing gender gaps and gender based violence in the hydropower and construction sector.

Tashi Delek!



Lyonpo Dr. Tandi Dorji

Chairperson

National Commission for Women and Children

Acknowledgement

The National Commission for Women and Children (NCWC) would like to express our sincere gratitude to all the organizations and individuals who have contributed to the successful conduct of Gender Assessment in Hydropower, Roads and Bridge construction sites.

Our special gratitude goes to the Technical Working Group (TWG) from the Ministry of Economic Affairs, Druk Green Power Corporation, Ministry of Works and Human Settlement, National Statistics Bureau, Construction Development Corporation Limited, RENEW for their technical guidance throughout the assessment. It would not have been complete without their constant guidance and support throughout the process. We also would like to convey our sincere appreciation to the Gender Focal Persons of Wangdi Phodrang, Punakha, Trongsa and Trashigang for their support in coordinating the survey in their respective regions.

Our appreciation also goes to all those professionals working in the respective construction projects and relevant agencies for sharing their valuable inputs and experiences through key informant interviews, based on which the study report was shaped. Furthermore, we wish to acknowledge the contributions of all who have participated in the focused group discussions, survey and various consultative workshops. Further, we would like to extend our gratitude to Dr Sonam Tshering and team from Bhutan Interdisciplinary Research and Development for timely conduct of the assessment.

Finally, the assessment was made possible through the financial and technical support of Japan International Cooperation Agency (JICA).

Executive Summary

Background

The construction sector in general, and hydropower in particular, are the main drivers of the country's economic growth. The development of this sector is therefore considered key to achieving sustainable economic self-reliance.

However, there is a major disparity in the participation of men and women in the construction industry. While the construction industry accounts for more than 5% of the total labour force, only 13% of them are female workers. There is also a deeply-gendered occupation segregation where women mostly occupy lower-level unskilled work such as administrative assistants.

In addition, to the gender gaps in employment, there are other gender issues in hydropower, road, and bridge construction sites such as the prevalence of violence, including sexual harassment against female workers, lack of a conducive environment for female employees, as well as issues related to occupational safety. Anecdotal evidence supports that the presence of a large number of non-Bhutanese male workers can exacerbate the risk of gender-based violence against female workers and the girls and women living in the vicinity of project sites.

While it is important to consult everyone concerned, women are often inadequately represented in the consultative processes of project development which generally culminates in not addressing their concerns and priorities.

In absence of a formal assessment conducted on the extent and types of issues faced by women and girls working in the construction sites as well as those living in the vicinity, it is not possible to ascertain the actual prevalence of the issues and risks. Therefore, this assessment was undertaken to understand the issues and help design and implement targeted interventions in the respective construction sites.

Objectives

The overall objective of the assessment is to create a better understanding of the nature and extent of gender-specific issues, constraints, and challenges faced at the target hydropower, road, and construction sites.

Methods

This assessment was carried out using a Concurrent Triangulation Design of Mixed-Method Research wherein both quantitative and qualitative data were collected concurrently in one phase, analysed separately, and then the findings were synthesised to produce a final report.

Findings

Hydropower Construction Sites

- The proportions of women who experienced workplace incivility, bullying and sexual harassment in the last three years are 12.14%, 14.78% and 9.23%.

- The proportions of the survivors of workplace incivility, bullying and sexual harassment who did not take up the matter with the authorities are 79.59%, 79.41% and 89.80%, respectively.
- Fear of repercussions like losing their jobs, indifferent responses from their supervisor, or simply because they felt they should not make matters worse are some of the most cited reasons for not reporting it to the authorities.
- There is no dedicated person, committee, or commission responsible for establishing measures to prevent, detect and act on harassment cases. There is also no record of the projects monitoring and following up on incidents and harassment cases, let alone documented procedures for detecting and addressing sexual and workplace harassment. However, the Service Rules of hydropower projects has a specific provision on sexual harassment.
- 58.84% of the female respondents experienced workplace hazards in the last three years (2019 to 2021).
- 83.84% of the respondents assumed that there are workplace health and safety regulations in place to address the needs of pregnant and breastfeeding women. The inconsistency between their experience of workplace hazards and their perception of workplace health and safety arises from the lack of understanding of what constitutes workplace health and safety hazards.
- There is a noticeable breach of the Labour and Employment Act as well as the Occupational Health and Safety Regulation concerning night work, working hours and lifting heavy loads. On the contrary, the management insists that the provisions stipulated under clause 4 of the Service Rules which is in line with the LEA, 2007 is strictly being followed.
- There are no separate resting areas for women as well as separate toilets with required amenities like sanitary bins.
- A considerable proportion of the respondents perceive that women's participation in decision-making in the areas of employees' welfare, organization development, human resource issues and workplace safety and working environment is limited. This could be attributed to the low share of women in managerial positions, for instance, women constitute only about 8.00% at executive level in PHPA I.
- No project site has ever carried out recruitment and selection processes specifically for women to balance their presence among the staff or to make the recruitment and selection processes gender responsive.

Road Construction Sites

- The proportions of women who experienced workplace incivility, bullying and sexual harassment in the last three years are 16.00%, 8.00% and 12.00%, respectively.
- The proportions of the survivors of workplace incivility, bullying and sexual harassment who did not file a complaint with the authorities are 85.71%, 7.00% and 100.00%, respectively.

- None of the respondents who experienced the abuse reported that they did not receive such post-incidence support from their organisations or elsewhere.
- 67.83% of the respondents (16 women; 81 men) are exposed to workplace health and safety hazards.
- None of the road construction sites has recruitment targets for the promotion of gender equality at all levels and across all areas.
- Women also do not constitute 30% of all new hires in any given hiring cycle in all of the road construction sites.
- No effort has been made to ensure gender equality within processes for initiating relationships with suppliers or contractors or reviewing these to fit with the organisation's gender strategy. There are no procurement or supply chain policies and practices concerning gender equality in road construction sites.

Bridge Construction Site

- The proportions of women who experienced workplace incivility, bullying and sexual harassment in the last three years are 33.33%, 22.22% and 11.11%, respectively.
- The proportions of the survivors of workplace incivility and bullying who did not come forward to file a complaint with the authorities are 70.00% and 66.67%, respectively.
- 68.29% of the respondents (7 women; 21 men) are exposed to workplace health and safety hazards.
- At least one in five respondents believe that women and girls are not at all involved in decision-making that concerns employees' welfare or organisation development or human resource issues or even workplace safety and working environment.
- The bridge construction site does not have recruitment targets for the promotion of gender equality at all levels and across all areas.
- Women also do not constitute 30% of all new hires in any given hiring cycle in all of the bridge construction sites.
- There is no provision for training and promotion as all the employees are on contract employment.
- There is no dedicated person, committee, or commission responsible for establishing measures to prevent, detect and act on harassment cases. There is also no record of projects monitoring and following up on incidents and harassment cases, let alone documented procedures for detecting and addressing sexual and workplace harassment.

- In absence of a specific institutional policy in place governing the prevention, sanction, and elimination of sexual harassment – there is no official record of sexual harassment complaints received or addressed; details of the relationship between sexual harassment survivor and perpetrator; record of gender-based discrimination; and details of the relationship between gender-based discrimination survivor and perpetrator.
- Wageworkers working with the Department of Roads are not entitled to any leave or compensation that hydropower project employees are entitled to.
- No effort has been made to ensure gender equality within processes for initiating relationships with suppliers or contractors or reviewing these to fit with the organisation’s gender strategy. There are no procurement or supply chain policies and practices in relation to gender equality in road construction sites.

Project Site Community

- The proportions of women and girls who experienced physical, emotional and sexual violence as a result of living in the vicinity of hydropower construction sites are 0.81%, 4.03% and 3.23%, respectively.
- No GBV violence awareness programs were provided to the women and girls living in the vicinity of these project sites.

Recommendations

Hydropower, Road and Bridge Construction Sites

- Implementation, compliance and enforcement of the Labour and Employment Act, Occupational Health and Safety Regulation, and the organisation’s Service Rules and Regulations, including gender-related regulations and policies to be strengthened. On the contrary, the management of the hydropower projects reiterated that they strive to comply with the various acts and regulations of the country.
- Survivor protection system/policy to be put in place so that the incidences of GBV could be reported without the fear of repercussion.
- A transparent system of keeping track of complaints received, settled and action taken, along with the details of relationship between survivors and perpetrators to be instituted.
- A dedicated person, committee, or commission responsible for establishing measures to prevent, detect and act on GBV cases could be set up or established.
- Post-incident support such as medical care, counselling, and legal services could be provided to the survivors of GBV.
- Awareness on Labour and Employment Act, Occupational Health and Safety Regulations and the company’s Service Rules and Regulations could be created among the employees. PHPA I has a standing OHS committee, sub-committee from labour division and conducts workshop

on OHS by involving external expert agencies but the effectiveness of such well-intentioned initiatives out to be evaluated by independent evaluators.

- Women's participation in decision-making could be increased by having recruitment targets for the promotion of gender equality at all levels; mandating women to constitute at least 30% of all new hires in any given hiring cycle as recommended by SDS; carrying out recruitment and selection processes aimed specifically for women to balance their presence among the employees; and designing policy for internal promotion to ensure women participate equally with men in decision-making and management at all levels.
- Gender dimensions into all stages of the budget cycle to be mainstreamed.
- Independent gender auditing may be carried out from time to time.
- Regularly collect and report gender-disaggregated data on pay; gender composition at all levels of the workforce; workplace gender-based violence; recruitment and promotion; and leave and flexibility.
- A user-friendly system (smartphone app or toll-free number) for reporting workplace GBV could be established, and the survivors' support and protection mechanism to be put in place.
- Official communication between project on-site employees and the FGP of the ministry could be established/strengthened in the case of road construction sites.
- Efforts could be made to ensure gender equality within processes for initiating relationships with suppliers or contractors or reviewing these to fit with the organisation's gender strategy.

Project Site Community

- Sexual harassment awareness programs to be extended to people living in the vicinity of the construction project sites.
- Gender awareness and advocacy programs be provided to local leaders from nearby project sites.
- Targeted interventions could be suggested to address gender inequalities for people living in the vicinity of the project sites.
- Advocate, sensitise and create a resilient community around the project sites.

Contents

Foreword	iii
Acknowledgement	iv
Executive Summary	v
List of Tables	xiv
List of Figures	xv
Abbreviations and Acronyms	xviii
CHAPTER 1: Background	1
1.1 Background.....	1
1.2 Objective.....	2
1.3 Expected Outcomes.....	2
CHAPTER 2: Literature Review	5
CHAPTER 3: Methodology	11
3.1 Design.....	11
3.2 Sample Selection Procedure.....	11
3.2.1 Sample Selection for Quantitative Data.....	11
3.2.2 Sample Size Estimation for Quantitative Data.....	12
3.2.3 Participant Selection for Qualitative Data.....	12
3.2.4 Sample Size Estimation for Qualitative Data.....	12
CHAPTER 4: Data Collection, Management and Analysis	15
4.1 Data Collection and Management.....	15
4.1.1 Data Analysis.....	15
4.2 Limitations of the Study.....	15
CHAPTER 5: Demographic Characteristics	17
5.1 Managers and Employees.....	17
5.2 Women and Girls Living Nearby Project Sites.....	26
CHAPTER 6: Findings and Analysis	35
6.1 Hydropower Construction Sites.....	35
6.1.1 Workplace Gender-Based Violence.....	35
6.1.1.1 Reporting and Responding.....	37
6.1.1.2 Prevention and Treatment of Sexual and Gender-based Harassment.....	38
6.1.2 Workplace Health and Safety.....	38
6.1.3 Work Environment.....	40

6.1.4	Participation in Decision Making.....	41
6.1.5	Recruitment and Retention.....	42
6.1.6	Equal Pay and Wages.....	42
6.1.7	Promotion.....	43
6.1.8	Training.....	43
6.1.9	Internal and External Communication.....	44
6.1.10	Work-family Balance.....	44
6.1.11	Supply Chains.....	44
6.1.12	Inclusion.....	45
6.1.13	Violence Against Women and Girls Living Nearby Project Sites.....	45
6.2	Road Construction Sites.....	47
6.2.1	Workplace Gender-Based Violence.....	47
6.2.1.1	Reporting and Responding.....	48
6.2.2	Workplace Health and Safety.....	48
6.2.3	Work Environment.....	49
6.2.4	Participation in Decision Making.....	50
6.2.5	Recruitment and Retention.....	51
6.2.6	Equal Pay and Wages.....	51
6.2.7	Promotion.....	52
6.2.8	Training.....	52
6.2.9	Prevention and treatment of Sexual and Gender-based Harassment.....	52
6.2.10	Supply Chains.....	52
6.2.11	Inclusion.....	52
6.2.12	Violence Against Women and Girls Living Nearby Project Sites.....	52
6.3	Bridge Construction Sites.....	53
6.3.1	Workplace Gender-Based Violence.....	53
6.3.1.1	Reporting and Responding.....	54
6.3.2	Workplace Health and Safety.....	55
6.3.3	Work Environment.....	55
6.3.4	Participation in Decision Making.....	56
6.3.5	Recruitment and Retention.....	57
6.3.6	Equal Pay and Wages.....	57
6.3.7	Promotion.....	57
6.3.8	Training.....	57

6.3.9	Internal and External Communication.....	57
6.3.10	Work-family Balance.....	58
6.3.11	Prevention and treatment of Sexual and Gender-based Harassment.....	58
6.3.12	Supply Chains.....	58
6.3.13	Inclusion.....	58
6.3.14	Violence Against Women and Girls Living Nearby Project Sites.....	59
6.4	Across Sample Sites.....	59
6.4.1	Workplace Gender-Based Violence.....	59
6.4.2	Gender-Based Violence Among Managers and Employees.....	59
6.4.3	Workplace Health and Safety.....	60
CHAPTER 7: Recommendations.....		61
7.1	General Recommendations.....	61
7.2	Road Construction Sites.....	63
7.3	Project Site Communities.....	63
References.....		64
Annexes.....		65
Annex 1:	Statistical Tables.....	65
1.1	Demographic Characteristics.....	65
1.2	Workplace Gender-Based Violence.....	82
1.3	Workplace Health and Safety.....	110
1.4	Violence Against Project Site Nearby Women and Girls.....	141
Annex 2:	Quantitative Questionnaires.....	144
2.1	Managers and Employees.....	144
2.2	Women and Girls Living Nearby.....	161
2.3	Managers.....	166
Annex 3:	Qualitative Questionnaires.....	182
3.1	Focus Group Discussion (FGD).....	182
3.1.1	Managers.....	182
3.1.2	Employees.....	186
3.1.3	Project Site Residents.....	188
3.2	Key-Informant Interview (KII).....	190

List of Tables

Table 1: Number of FGDs conducted by sites.....	12
Table 2: Average gross salary of hydropower project employees.....	43
Table 3: Average gross salary of roads construction sites.....	51
Table 4: Demographic characteristics of the respondents from hydropower construction sites (n = 1126).....	65
Table 5: Demographic characteristics of respondents from road construction sites (n = 143).....	66
Table 6: Demographic characteristics of respondents from bridge construction site (n = 41).....	68
Table 7: Demographic characteristics of respondents of sample hydropower, road, and bridge construction sites (n = 1310).....	70
Table 8: Demographic characteristics of managers (n = 186).....	72
Table 9: Demographic characteristics of employees (n = 1124).....	73
Table 10: Demographic characteristics of the women and girls' respondents from hydropower construction sites (n = 202).....	75
Table 11: Demographic characteristics of the women and girls' respondents from road construction sites (n = 31).....	77
Table 12: Demographic characteristics of respondents from bridge construction site (n = 15).....	79
Table 13: Demographic characteristics of overall women and girls' respondents from nearby construction sites (n = 248).....	80
Table 14: Prevalence of workplace incivility in hydropower construction sites (n = 1126).....	82
Table 15: Prevalence of workplace bullying in hydropower construction sites (n = 1126).....	84
Table 16: Prevalence of workplace sexual harassment in hydropower construction sites (n = 1126).....	85
Table 17: Prevalence of workplace incivility in road construction sites (n = 143).....	87
Table 18: Prevalence of workplace bullying in road construction sites (n = 143).....	88
Table 19: Prevalence of workplace sexual harassment in road construction sites (n = 143).....	90
Table 20: Prevalence of workplace incivility in bridge construction sites (n = 41).....	91
Table 21: Prevalence of workplace bullying in bridge construction sites (n = 41).....	93
Table 22: Prevalence of workplace sexual harassment in bridge construction sites (n = 41).....	94
Table 23: Overall prevalence of workplace incivility (n = 1310).....	96
Table 24: Overall prevalence of workplace bullying (n = 1310).....	98
Table 25: Overall prevalence of workplace sexual harassment (n = 1310).....	99
Table 26: Prevalence of workplace incivility among the managers (n = 186).....	101
Table 27: Prevalence of workplace incivility among employees (n = 1124).....	102
Table 28: Prevalence of workplace bullying among managers (n = 186).....	104
Table 29: Prevalence of workplace bullying among employees (n = 1124).....	105
Table 30: Prevalence of workplace sexual harassment among managers (n = 186).....	107
Table 31: Prevalence of workplace sexual harassment among employees (n = 1124).....	108

Table 32: Exposure to workplace hazards in hydropower construction sites (n = 1126).....	110
Table 33: Workplace health and safety regulation aspects in hydropower construction sites (n = 1126)....	112
Table 34: Workplace policies and procedures in hydropower construction sites (n = 1126).....	113
Table 35: Occupational health and safety awareness in hydropower construction sites (n = 1126).....	115
Table 36: Occupational health and safety programs in hydropower construction sites (n = 1126).....	116
Table 37: Exposure to workplace hazards in road construction sites (n = 143).....	118
Table 38: Workplace health and safety regulation aspects in road construction sites (n = 143).....	119
Table 39: Workplace policies and procedures in road construction sites (n = 143).....	121
Table 40: Occupational health and safety awareness in road construction sites (n = 143).....	122
Table 41: Occupational health and safety programs in road construction sites (n = 143).....	124
Table 42: Exposure to workplace hazards in bridge construction site (n = 41).....	126
Table 43: Workplace health and safety regulation aspects in bridge construction site (n = 41).....	127
Table 44: Workplace policies and procedures in bridge construction site (n = 41).....	129
Table 45: Occupational health and safety awareness in bridge construction site (n = 41).....	130
Table 46: Occupational health and safety programs in bridge construction site (n = 41).....	132
Table 47: Exposure to health and safety hazards (n = 1310).....	133
Table 48: Workplace health and safety regulation aspects (n = 1310).....	135
Table 49: Workplace policies and procedures (n = 1310).....	136
Table 50: Occupational health and safety awareness (n = 1310).....	138
Table 51: Participation in occupational health and safety programs (n = 1310).....	140
Table 52: Violence against women and girls residing nearby sample sites (n = 248).....	141

List of Figures

Figure 1 Demographic characteristics of the respondents from hydropower construction sites by number of years working in the company (n = 1126).....	17
Figure 2 Demographic characteristics of the respondents from hydropower construction sites by nationality (n = 1126).....	18
Figure 3 Demographic characteristics of the respondents from hydropower construction sites by age group (n = 1126).....	18
Figure 4 Demographic characteristics of the respondents from hydropower construction sites by employment type (n = 1126).....	18
Figure 5 Demographic characteristics of the respondents from hydropower construction sites by monthly salary (n = 1126).....	19
Figure 6 Demographic characteristics of the respondents from hydropower construction sites by marital status (n = 1126).....	19

Figure 7 Demographic characteristics of the respondents from hydropower construction sites by levels of education (n = 1126).....	20
Figure 8 Demographic characteristics of the respondents from road construction sites by nationality (n = 143).....	20
Figure 9 Demographic characteristics of the respondents from road construction sites by number of years working in the company (n = 143).....	21
Figure 10 Demographic characteristics of the respondents from road construction sites by age group (n = 143).....	21
Figure 11 Demographic characteristics of the respondents from road construction sites by marital status (n = 143).....	21
Figure 12 Demographic characteristics of the respondents from road construction sites by employment type (n = 143).....	22
Figure 13 Demographic characteristics of the respondents from road construction sites by monthly salary (n = 143).....	22
Figure 14 Demographic characteristics of the respondents from road construction sites by levels of education (n = 143).....	23
Figure 15 Demographic characteristics of the respondents from bridge construction site by employment type (n = 41).....	23
Figure 16 Demographic characteristics of the respondents from bridge construction site by monthly salary (n = 41).....	24
Figure 17 Demographic characteristics of the respondents from bridge construction site by age group (n = 41).....	24
Figure 18 Demographic characteristics of the respondents from bridge construction site by marital status (n = 41).....	24
Figure 19 Demographic characteristics of the respondents from bridge construction site by levels of education (n = 41).....	25
Figure 20 Demographic characteristics of the respondents from bridge construction site by number of years working in the company (n = 41).....	25
Figure 21 Demographic characteristics of the respondents from bridge construction site by nationality (n = 41).....	25
Figure 22 Demographic characteristics of the women and girls' respondents from hydropower construction sites by number of years living in the vicinity of construction site (n = 202).....	27
Figure 23 Demographic characteristics of the women and girls' respondents from hydropower construction sites by age groups (n = 202).....	27
Figure 24 Demographic characteristics of the women and girls' respondents from hydropower construction sites by marital status (n = 202).....	28
Figure 25 Demographic characteristics of the women and girls' respondents from hydropower construction sites by levels of education (n = 202).....	28
Figure 26 Demographic characteristics of the women and girls' respondents from hydropower construction sites by occupation (n = 202).....	29

Figure 27 Demographic characteristics of the women and girls' respondents from road construction sites by number of years living in the vicinity of construction site (n = 31).....	30
Figure 28 Demographic characteristics of the women and girls' respondents from road construction sites by age groups (n = 31).....	30
Figure 29 Demographic characteristics of the women and girls' respondents from road construction sites by marital status (n = 31).....	30
Figure 30 Demographic characteristics of the women and girls' respondents from road construction sites by levels of education (n = 31).....	30
Figure 31 Demographic characteristics of the women and girls' respondents from road construction sites by occupation (n = 31).....	31
Figure 32 Demographic characteristics of the women and girls' respondents from bridge construction site by number of years living in the vicinity of construction site (n = 15).....	31
Figure 33 Demographic characteristics of the women and girls' respondents from bridge construction site by age groups (n = 15).....	32
Figure 34 Demographic characteristics of the women and girls' respondents from bridge construction site by marital status (n = 15).....	32
Figure 35 Demographic characteristics of the women and girls' respondents from bridge construction site by levels of education (n = 15).....	32
Figure 36 Demographic characteristics of the women and girls' respondents from bridge construction site by occupation (n = 15).....	33
Figure 37: Prevalence of gender-based violence in hydropower construction sites (n = 1126).....	36
Figure 38: Prevalence of gender-based violence among women and men in hydropower construction sites (n=1126: women 379; men 747).....	36
Figure 39: Workplace health and safety in hydropower construction sites (n = 1126).....	40
Figure 40: Perception of the respondents on women's involvement in decision-making in hydropower construction sites (n = 1126).....	41
Figure 41: Prevalence of all forms of gender-based violence in hydropower construction sites (n = 202)...	46
Figure 42: Prevalence of gender-based violence in road construction sites (n = 143).....	47
Figure 43: Prevalence of gender-based violence among women and men in road construction sites (n=143: women 25; men 118).....	48
Figure 44: Workplace health and safety in road construction sites (n = 143).....	49
Figure 45: Perception of the respondents on women's involvement in decision-making in road construction sites (n = 143).....	50
Figure 46: Prevalence of gender-based violence in bridge construction sites (n = 41).....	53
Figure 47: Prevalence of gender-based violence among women and men in bridge construction sites (n=41: women 9; men 32).....	54
Figure 48: Workplace health and safety in bridge construction sites (n = 41).....	55
Figure 49: Perception of the respondents on women's involvement in decision-making in bridge construction sites (n = 41).....	56

Abbreviations and Acronyms

ADB	Asian Development Bank
CBSS	Community Based Support System
CDCL	Construction Development Corporation limited
CEDAW	The Convention on the Elimination of All Forms of Discrimination Against Women
CSR	Corporate Social Responsibility
DoR	Department of Roads
DRA	Disaster Risk Assessment
DYT	Dzongkhag Yargay Tshogdu
ESP	Elementary Service Personnel
EV	Emotional Violence
FGD	Focus Group Discussions
GBV	Gender-Based Violence
GCF	Green Climate Fund
GDI	Gender Development Index
GDP	Gross Domestic Product
GEF	Green Climate Fund
GFP	Gender Focal Point
GNHC	Gross National Happiness Commission
GRPB	Gender Responsive Planning and Budgeting
HRC	Human Resource Committee
IWP	Individual Work Performance
JICA	Japan International Cooperation Agency
KHEL	Kholongchhu Hydro Energy Limited
KIIs	Key Informant Interviews
KPI	Key Performance Indicator
LEA	Labour and Employment Act
LFPR	Labour Force Participation Rate
LGBTIQA+	Lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual
MMR	Mixed-Method Research
NAQ-R	Negative Acts Questionnaire-Revised
NCWC	National Commission for Women and Children
NEC	National Environment Commission

NGEP	National Gender Equality Policy
NPAG	National Plan of Action for Gender
NSB	National Statistics Bureau
OECD	Organisation for Economic Co-operation and Development
PHPA-I	Punatsangchu Hydropower Project Authority I
PHPA-II	Punatsangchu Hydropower Project Authority II
PV	Physical Violence
PWD	People Living with Disabilities
RENEW	Respect, Educate, Nurture and Empower Women
RGoB	Royal Government of Bhutan
SDS	Sustainable Development Services
SEQ-W	Sexual Experiences Questionnaire Workplace
SRR	Service Rules and Regulations
STEM	Science, Technology, Engineering and Mathematics
SV	Sexual Violence
THyE	Tangsibji Hydro Energy Limited
UNDP	United Nations Development Programme
WEF	World Economic Forum
WIS	Workplace Incivility Scale



1.1 Background

The hydropower sector is the main driver of the economic growth of the country and continues to be among the largest revenue generators (Gyeltshen & Wangdi, 2017). The development of this sector is therefore considered key to achieving sustainable economic self-reliance. There are four major ongoing hydropower projects and a few more planned in future to harness the 30,000 MW potential hydroelectricity. Apart from revenue generation, the hydropower projects also form an important source of employment for the Bhutanese as well as companies and individuals from outside of the country.

There is a major disparity in the participation of men and women in hydropower construction projects. For instance, 73 percent of the 2,799 Bhutanese employed in the project were men in 2017 in addition to the 6,510 non-Bhutanese (all male) workers employed in the sector. Furthermore, there is deeply gendered occupation segregation where women mostly occupy lower-level unskilled work such as administrative assistants.

The two mega projects: Punatsangchu Hydropower Project Authority I and II employ 844 (775 Bhutanese and 69 non-Bhutanese) and 895 (873 Bhutanese and 22 non-Bhutanese) employees respectively as on 30 April 2021. Tangsibji Hydro Energy Limited (THyE) and Kholongchhu Hydro Energy Limited (KHEL) employ 169 and 120 employees respectively as of May 2021.

The construction industry accounts for more than 5% of the total labour force in Bhutan. Of the total 16,010 Bhutanese engaged in the construction sector, only 13 % of the total workforce are female and 87% are male workers.

The Department of Roads (DoR) has the mandate to construct and maintain a safe, reliable, and excellent network of climate-resilient road infrastructure, with over 2,000 construction workers who are involved in the construction and maintenance of roads and bridges across the country with nine regional offices. The DoR has a greater number of female workers than males. As of September 2021, the regional office in Thimphu has 194 workers out of which 133 are female. Similarly, the Lobeyesa regional office has 114 female workers out of a total of 206 workers.

The Construction Development Corporation Limited (CDCL) is a state-owned enterprise with the mission to take the lead role in construction and engineering services with quality, timeliness, and cost efficiency to contribute to the socio-economic growth of the country.

In addition to the gender gaps in employment, there are other gender issues in hydropower, road, and bridge construction sites such as the prevalence of workplace harassment including sexual harassment against female workers, lack of a conducive environment for female employees, as well as issues related to occupational safety. There is anecdotal evidence substantiating that the presence of a substantial number of male workers (mostly non-Bhutanese) and the living environment in these construction project sites can exacerbate the risk of sexual harassment, abuse and exploitation of female workers and residents.

Furthermore, there can be associated social impacts of such projects on women and girls living in the vicinity of the project sites. Women are often inadequately represented in the public participation process for infrastructure projects. Giving a voice to the needs and priorities of women and girls, as well as men and boys throughout the infrastructure life cycle through consultations and user groups is therefore imperative.

However, in absence of a formal assessment or study conducted on the extent and types of issues faced by women and girls working in the construction sites as well as those living in the vicinity, it is not possible to ascertain the actual prevalence of the issues and risks. Therefore, an assessment is crucial to understand the issues and design and implement targeted interventions in the area.

It is against this backdrop that the National Commission for Women and Children (NCWC) has planned to assess the issues faced by women and girls in the hydropower, road and bridge construction sites, and women and girls in the community in the vicinity of construction sites.

1.2 Objective

The overall objective of the assessment is to create a better understanding of the nature and extent of gender-specific issues, constraints, and challenges faced at the target hydropower, road, and construction sites. Specifically, the assessment will identify:

- i. Gender issues including challenges and barriers to gender equality and the causes of such issues and associated risks.
- ii. Potential opportunities that can be further strengthened or focused on to achieve gender equality and acknowledge women's roles in the hydropower, road, and bridge construction sites.
- iii. The extent to which women residents are adequately consulted in the public participation process to voice their concerns.
- iv. Relevant policies, mechanisms and measures that are in place to prevent sexual and gender-based violence and promote gender equality and their effectiveness.
- v. Sexual and gender-based violence and exploitation risks at the construction site and their protection needs; and
- vi. Strategic measures and recommendations to promote gender mainstreaming and closing gender gaps in the hydropower, road, and bridge construction sites

1.3 Expected Outcomes

The assessment is expected to:

- i. Detail out roles and needs of women in hydropower, road, and bridge construction sites, as well as gender disparities and discrimination, including recruitment, promotion, wage gaps, job segregation, sexual and gender-based violence, working conditions, childcare and maternity protection, participation in decision makings, and occupation health and safety standards, are detailed out.

- ii. Detail out the impact of hydropower, road and bridge construction projects on women and girls living in the vicinity of the project sites are detailed out.
- iii. Detail out information on the kind and extent of gender issues including reporting and protection mechanisms are detailed out.
- iv. Improve measures to prevent and mitigate risks of sexual and gender-based violence in the hydropower, roads and bridges construction sites in the future are improved.
- v. Develop strategic recommendations to inform the design and implementation of appropriate interventions are developed.



CHAPTER 2

LITERATURE REVIEW

Gender is an important cross-cutting issue and has a high degree of influence on any development sector. However, in Bhutan, the term “gender” is often misunderstood and has given rise to much confusion (NCWC, 2019b). Gender refers to socially constructed roles and relationships, personality traits, attitudes, behaviours, values and relative power and influence that society ascribes to the two sexes on a differential basis.

According to the Asian Development Bank’s report on Gender Assessment of Energy Policies and Programs in South Asia, the region lags in gender equality compared to other developing regions of the world (ADB, 2015). The gender gap indicators in the areas of health, literacy and economic participation are often close to or lower than those in sub-Saharan Africa. In addition, labour force participation is very low in South Asia ranging between 18 - 35% indicating women’s employment in the unorganised sector that is generally categorised as low-paid and low-status jobs (Strachan, 2015). The situation is comparatively better in Bhutan with an overall Labour Force Participation Rate (LFPR) of males that corresponds to 73.1% - which is higher than that of females (65.3%) with a difference of 7.8%. Further, the difference is higher in urban areas (NSB, 2021a).

Sex disaggregated data on employment in sectors are limited. A large number of women in all South Asian countries are engaged in the agriculture sector except for Maldives (ADB, 2015). NSB (2021a) report states that the ratio of females (57.8%) working in the agriculture sector is higher than that of males indicating the feminisation of the agricultural workforce. With women required to work more hours in the field, there is increased pressure on unpaid care work and subsequently, they find no time to participate in community activities and meetings. As a result, women in the region are more vulnerable to poverty than men. Women have lower incomes because their ability to access economic opportunities is constrained by discriminatory attitudes that restrict their mobility, limit employment choices and hinder control over assets (ADB, 2015).

In addition, the World Bank report showed that most women have less access to electricity. Globally, 2.9 billion people still depend on traditional biomass for cooking and heating. Also, about 1.1 billion do not have access to electricity and an estimated 70 % of whom are women (WB, 2015).

In Bhutan, hydropower is the key to accelerating the country’s economic growth. The country exports its surplus electricity to India, and this has led to high economic growth rates in recent years. Hydropower plants contribute significantly to the Gross Domestic Product (GDP), both during the construction and operation phases. In 2020, the contribution of the sector was 17.74% of the GDP (NSB, 2021b). However, women are underrepresented in the hydropower sector as well as in the energy sector. Moreover, it is difficult to determine and project women’s underrepresentation in hydropower sector due to the absence of complete data on the number of women working in the sector.

According to ADB (2015), gender inequality exists in the energy sector. This is attributed to their low representation in decision-making bodies, limited engagement in communication and consultation

processes, and less access to knowledge, productive resources and financial capacity. The investment in the energy sector does not recognise women's primary energy needs and priorities as seen from the energy sector portfolios of ADB in Nepal, Bhutan, Sri Lanka, Bangladesh and India (ADB, 2015). It is important to acknowledge how men and women use electricity differently and take this differentiation into account while designing energy sector policies and strategies. For instance, the electrification of rice mills and other food processing facilities can reduce women's workload at home since post-harvest processing is one of the most tedious tasks women undertake in rural areas.

There is increasing public investment in infrastructure development, but men and women do not benefit equally from such state spending. Both the genders have diverse needs and use infrastructure differently based on the economic status and gender division of roles. The decision-making in the infrastructure sector such as roads and construction is mainly dominated by men even though the users are targeted as females (OECD, 2021). According to the ADB the gender equality diagnostic study in Bhutan (ADB, 2014), road connections to rural areas have brought about great relief to women since they contributed most of the unpaid labour to transport construction material for schools, health and other infrastructure. However, the government has expanded the network of farm roads and women seem to bear a disproportionate share of voluntary and unpaid labour required for routine maintenance of farm roads (ADB, 2014).

There are remarkable differences amongst countries when it comes to social attitudes towards women and their role in society. The attitude is influenced by the social, cultural, political, and economic structure of the countries. According to ADB (2014) & Priyadarshini (2014), Bhutan has no significant gender issues, but this view itself is a reflection of the existence of gender stereotyping and norms. GNHC (2003), JICA (2017) & NCWC (2019b) highlight that Bhutanese women, in general, enjoy freedom and equality in all spheres of life but the traditional belief that men and women have specific roles to play in a family is strong. Women's role is equated with a homemaker, wife and mother and such social attitude has constrained women's access to education and economic opportunities including mobility outside the home. NCWC (2019a) asserts that the participation of women in providing unpaid care services is almost triple times higher than that of men indicating that unpaid care services are predominantly carried out by women in the Bhutanese society.

There is no formalised gender bias at home or in the workplace (GNHC, 2003). However, several gender equality diagnostic studies conducted to date indicate the existence of gender gaps despite having a favourable legal framework and policy environment. Gender disparities mainly exist in areas such as employment, education and representation in decision-making processes. In addition, gender-based violence is a problem in both rural and urban areas (ADB, 2014; JICA, 2017; NCWC, 2021). The study conducted to assess gender and climate change in Bhutan concluded that significant gender gaps persist in key sectors with women and girls falling behind in terms of representation in higher education, labour force participation, parliament and other socio-economic conditions (ADB, 2014; JICA, 2017; NCWC, 2020a).

NCWC, NECS, and UNDP (2021) state that women's representation is comparatively less in secondary education and beyond, particularly in Science, Technology, Engineering and Mathematics (STEM) subjects whereas men are represented twice more than their counterparts. Unemployment rates are also higher for women at every level of education. According to ADB (2014), unemployment rates in

tertiary education are highest among women and the gap between male and female unemployment is greatest at the tertiary level. Although representation of women in civil service has increased from 34.68 % to 38.16 % from 2015 to 2018, they are still under-represented at the leadership and management levels. Only 13.88 % of women are in executive and specialist positions compared to males (NCWC, 2020a). The presence of such gaps clearly indicates the existence of gender inequality in the country.

According to UNDP (2021) Gender-Based Violence (GBV) is one of the most prevalent human rights abuses in the world. It includes not only sexual and physical violence but also emotional and socio-economic violence. Studies conducted on the attitude of Bhutanese men and women indicate the existence of GBV in the country. Therefore, gender inequalities persist since it is both a cause and a consequence of gender inequality. NCWC (2017) reports that 13.9% of all the women and girls (aged 15-64) interviewed experienced physical violence by partners indicating the high existence of GBV. More than 53.4 % of women and girls agreed that a man is justified in hitting his wife and such perceptions only show violence prevalence is usually hidden. In the case of GBV, financially independent working women sue for divorce whereas non-working mothers who are more dependent on their husbands endure harassment (GNHC, 2003). Such a situation only highlights the importance of women's empowerment. A study on the impact of COVID-19 on women and children also revealed a higher number of women and girls experiencing emotional and economic GBV compared to men (NCWC, 2021).

Besides these indicators, the international indices also position gender equality status and give useful information on Bhutan's progress and challenges. The Global Gender Gap Index was first introduced to compare countries and benchmark progress toward gender equality since 2006. The assessments are mainly considered in four dimensions, namely economic opportunities, education, health and political leadership. According to the WEF (2022), Bhutan with an overall score of 0.637 ranks 126 out of 146 countries assessed. In the south Asian region Bhutan is ranked fifth (WEF, 2022). This implies that we need to put in efforts to narrow the gender gap.

Bhutan's Gender Development Index (GDI) at 0.921 is ranked 129 in the world among 189 countries and is grouped into the list of medium human development countries (UNDP, 2020). Also, the Gender Development Index showed Bhutan at the same position on the Gender Inequality Index (UNDP, 2020). Therefore, Bhutan needs to address gender gaps in reproductive health, empowerment and the labour market through gender mainstreaming approaches.

Gender mainstreaming is a globally accepted strategy to enhance gender equality. The progress towards gender mainstreaming has occurred slowly in Bhutan. Gender mainstreaming involves ensuring that gender perspectives are considered while implementing all activities (resource allocation, policy and strategy development, research, advocacy, programs and projects) with gender equality as the goal.

The legal framework in the country is conducive to mainstream gender. The right to life, liberty and security of a person is enshrined in the Constitution of the Kingdom of Bhutan. The Royal Government has adopted relevant national and international frameworks from a gender perspective (NCWC, 2020a). However, according to NCWC (2020b) there is an uneven mainstreaming of gender across law, policies, programs and projects. As a result, the National Gender Equality Policy (NGEP)

2020 was developed to provide an overarching policy directive in any field.

Although there are mechanisms of gender mainstreaming in place, most of the activities implemented are either gender blind or gender neutral. Ad hoc implementation is a huge concern. JICA (2017) reports that gender is not integrated throughout project cycles. Gender integration is carried out mostly in donor-funded projects where it is a part of the requirement. Gender components are strongly featured in projects funded by the Global Environment Facility (GEF), Green Climate Fund (GCF) and the World Bank. However, gender consideration in these donor-funded projects collaborated with development partners is not easy. For instance, a mid-term review conducted for “Enhancing Sustainability and Climate Resilience of Forest and Agricultural Landscape and Community Livelihoods” funded by GEF reported that there is an inadequate sex-disaggregated data-keeping system to assess the progress on gender.

Gender Responsive Planning and Budgeting (GRPB) is acknowledged as an important mechanism to achieve gender equality goals. The GRPB was approved in 2014 facilitating advocacy, awareness-raising, capacity development, collection of sex-disaggregated data, gender analysis and development of gender-sensitive indicators (JICA, 2017; NCWC, 2020a, 2020b). We still need to make an effort to impose mandatory gender analysis and ensure a minimum percent of budget allocation for gender integration during budget proposals although budget call notification highlights the need to mainstream gender since 2013. All these mechanisms are put in place to enhance gender equality. Bhutan needs to break all gender stereotypes in all walks of life and eliminate gender-based discrimination.

Several gender assessments have been conducted in key sectors and it will be critical to consider the recommendations. Gender inequality, however, still persists as these recommendations are often shelved and rarely translated into actions. UNDP (2018) recommends the need to value the knowledge and contribution of men and women and consider them as active agents of change. Therefore, the marginalised and those left behind must be empowered to make decisions and participate in the development of societies. Measures must be put in place to comprehensively address the structural barriers and gender discriminatory practices that deny women social, economic and political opportunities (UNDP, 2018).

NCWC, NEC, and UNDP (2021) highlight the importance of sensitising public servants, professionals, private sectors, academia, students, civil society organisations and the public on gender mainstreaming. Institutional capacity building needs to be enhanced and the role and position of Gender Focal Points (GFPs) in agencies and institutions strengthened for enhanced national capacities. Gender equality is an essential part of SDG goals guided by the principle of “leaving no one behind” and Bhutan should continue to make structural changes that accelerate gender equality and empower women. In addition, a study on “Violence Against Women and Girls in Bhutan” by the NCWC (NCWC, 2017) recommends undertaking an in-depth study on sexual abuse in the workplace. It highlighted the need to sensitise people about sexual harassment in the workplace, and advocate for the implementation of the existing legal provisions and guidelines on sexual harassment at workplace in the public and private sectors.

Further, the National Gender Equality Policy (NGEP) (NCWC, 2020b) aimed at providing an effective framework within which laws, policies, programs and practices ensure equal rights, opportunities

and benefits for women and men in the family, community, workplace and in society at large. It explores gender equality through the lens of political, social and economic domains. While the policy seeks to address GBV in the health sector, it is silent on the construction sector. The percentage of female contribution to the total employment stands at 48.3 out of which 12.6% is in the construction sectors (NSB, 2021a).

The World Risk Poll reported that nearly 11% of female workers and 12% of male workers have experienced workplace violence and harassment worldwide (The World Risk Poll, 2019). Further, the prevalence of violence and harassment at work is highest in Zambia (47%), followed by Malawi (45%) and Uganda (41%). In addition, in South Asia, Afghanistan was ranked first (28%) followed by Nepal (17%) and India (10%). The top three countries where women experienced violence and harassment at work from the South Asian Association for Regional Cooperation (SAARC) are Nepal (17%), India (10%) and Bangladesh (9%) (The World Risk Poll, 2019). This implied that women in developing countries in Africa and South Asia experienced workplace violence and harassment and there is a need to address it.

In sum, gender is a significant cross cutting issue in the field of development but received less importance. In Bhutanese energy and construction sectors, there is low number of women's participation at leadership and support levels. Further, the Asian Development Bank's report on Gender Assessment of Energy Policies and Programs in South Asia stated that the region lagged behind in gender equality compared to other developing regions of the world (ADB, 2015). Moreover, sex disaggregated data on employment in sectors are limited. A large number of women in all South Asian countries including Bhutan work in the agriculture sector. In Bhutan, despite numerous gender assessment reports in key sectors, recommendations were not implemented. Gender inequality continues to perpetuate in the country. Therefore, it is critical to address structural barriers and gender discriminatory practices to include women in all spheres of development.



3.1 Design

This assessment was carried out using a Concurrent Triangulation Design of Mixed-Method Research (MMR) wherein both quantitative and qualitative data were collected concurrently in one phase, analysed separately, and then the findings were synthesised to produce a final report.

MMR is an approach that combines both quantitative and qualitative data and information to empower a researcher in gaining a comprehensive understanding of a phenomenon under study while offsetting the weakness inherent to using each approach by itself. One of the main limitations of quantitative research is its outcomes are often limited due to the structured pattern of the questionnaire. The questionnaires usually have close-ended questions which give a respondent little or no opportunity for explanations. Thus, the answers provided are limited to the questions asked and nothing more. Some of the weaknesses inherent in qualitative research are samples being not representative, difficulty in presenting data, creating data with questionable value and rigidity. Another advantage of this method is that concurrent triangulation helps in timely convergence, corroboration, and correspondence of results from both quantitative and qualitative methods.

Quantitative data were collected via a structured questionnaire while the qualitative data were gathered through Focus Group Discussions (FGDs), and Key Informant Interviews (KIIs).

All qualitative interviews were noted, tape-recorded, and transcribed. KIIs were used to elicit individual experiences, opinions, and feelings, and to address sensitive topics for their strength lies in eliciting in-depth responses, with differences and contradictions. It helped get an interpretative perspective.

FGDs were used to identify group norms, elicit opinions about group norms and discover variety within a population in a short time and group dynamic stimulates conversation and reaction.

3.2 Sample Selection Procedure

A master sampling frame (an exhaustive list of employees, and management from 4 major hydropower construction sites and 4 road and bridge construction sites was obtained). This frame was used to recruit respondents/participants.

3.2.1 Sample Selection for Quantitative Data

A Stratified Random Sampling of Probability Sampling method was employed to select respondents for the quantitative component of the study. This is because the population embraces several distinct categories so that the frame can be organised into separate strata. Each stratum was then sampled as an independent sub-population, out of which individual elements were randomly selected. Every unit in a stratum has the same chance of being selected.

The sampling frame obtained was divided into distinct subgroups of relevant departments, sub-trades, administrative units, skilled, technical, and managerial levels, gender, age, etc. A proportionate number of respondents were then selected from each of these groups using Simple Random Sampling (SRS).

3.2.2 Sample Size Estimation for Quantitative Data

The sample size for each site was estimated assuming a 95% confidence level, and a desired margin of error (confidence interval) of +/-5%.

$$n = \frac{X^2NP(1 - P)(deff)}{ME^2(N - 1) + (X^2P(1 - P))}$$

Where:

n is the required sample size

X² = Chi-square for the specified confidence level at 1 degree of freedom N

= population size of each site

P = population proportion

ME = desired margin of error

deff is the design effect, assumed to be 1.5

3.2.3 Participant Selection for Qualitative Data

A Purposive Sampling of Non-Probability Sampling method was used to select participants for the qualitative component of the study, and it was used to corroborate quantitative results and findings.

3.2.4 Sample Size Estimation for Qualitative Data

A general rule for determining the number of interviews in qualitative research was followed. Qualitative interviews continued until there was no longer new information or were no longer gaining new insights (saturation). A total of 24 FGDs were conducted among the 4 major hydropower construction and 4 road construction sites. One FGD among the managers, employees and nearby women from each of the 8 construction sites.

Table 1: Number of FGDs conducted by sites

Site	Management	Employees	Women and girls living nearby
Punatsangchu Hydropower Project Authority I	1 (3 men: chief security officer, program manager and executive engineer)	1 (2 men: office assistant and engineer; 2 women: RENEW gender focal and helper)	1 (3 women and 2 girls)
Punatsangchu Hydropower Project Authority II	1 (2 men: chief personnel and administration officer, and human resource officer; 2 women: 2 human resource officers)	1 (2 men: supervisor and geologist; 2 women: labourer and helper)	1 (2 women and 2 girls)
Kholongchhu Hydro Energy Limited	1 (2 men: senior finance officer and procurement officer; 3 women: finance officer, personnel and administration officer, human resources employees)	1 (3 men: assistant engineer, office assistant, personal secretary; 3 women: engineer, office assistants)	1 (3 women and 1 girl)

Site	Management	Employees	Women and girls living nearby
Tangsibji Hydro Energy Limited	1 (3 men: safety officer, executive engineer and human resource officer)	1 (2 men: supervisor and cook; 2 women: labourer and engineer)	1 (3 women and 1 girl)
Thimphu Department of Roads	1 (2 men: site engineers; 1 woman: human resource officer)	1 (3 men: site supervisors and labourer)	1 (5 women)
Lobeysa Department of Roads	1 (1 man: assistant engineer)	1 (3 men: carpenter and helpers; 2 women: helpers)	1 (5 women)
Memelakha Road Improvement Site	1 (2 men: junior engineer and site supervisor; 1 woman: store in charge)	1 (3 men: machine operator, drive and labourer)	1 (3 women)
Pangrizampa Bridge Construction Site	1 (3 men: engineer and site supervisors)	1 (2 men: masons; 2 women: on-the-job trainees)	1 (5 women)
Total	8	8	8



CHAPTER 4

DATA COLLECTION, MANAGEMENT AND ANALYSIS

4.1 Data Collection and Management

Quantitative data and information were collected via mobile tablets using an Open-source software - Open Data Kit (ODK) technology. This method was used because of its comparative advantages over the conventional paper-based data collection method, namely ease of management, enhanced data quality, cost and time effectiveness and the ease of collecting new data types like location, media, etc.

Qualitative interviews were recorded on voice recorders and then transcribed and analysed.

A total of 17 personnel (13 enumerators and 4 supervisors) were trained on quantitative data collection for 2 days on 10 and 11 January 2022 which was augmented by a field piloting on 12 January 2022. The team could not leave for fieldwork soon after the completion of piloting as envisaged owing to the COVID-19 outbreak and the subsequent lockdowns. The fieldwork had to be put on hold for some time and could resume from 14 February 2022 in certain sites like Kholongchhu Hydro Energy Limited while PHPAs and other sites were still under lockdown. Quantitative data collection completed towards the end of May 2022.

Simultaneously, a qualitative researcher conducted FGDs in each of the 8 hydropower and road construction sites, and among the women living nearby the construction sites.

4.1.1 Data Analysis

Data analysis was performed in two stages, namely descriptive statistics, and inferential statistics.

4.2 Limitations of the Study

The findings of the study have to be read and understood in light of the following limitations:

- i. Even though the study was administered in the 4 major hydropower, 3 road and 1 bridge construction sites, its findings may not be generalised to other similar construction sites around the country as these sample sites were purposely selected as opposed to probability sampling. Similarly, although all in the construction sites, the findings of the hydropower construction sites are not necessarily the same as those of the road or bridge construction sites. Besides, the sample sites are all ongoing construction sites and no commissioned project sites were included in the sample sites.
- ii. Furthermore, the assessment is focused on gender issues within the construction sites and does not represent the gender issues in construction at the national level.

- iii. Sample respondents' selection was limited by the outbreak of COVID-19. The sample respondents could not be randomly selected from their respective sampling frames as planned. Not all the respondents reflected in the frames were present at sites during the administration of the survey as some of them were in the quarantine facility while others were stuck elsewhere owing to the imposition of COVID-19 restrictions. All the respondents present at sites during the administration of the survey were interviewed.
- iv. The findings are limited to the specific sample sites only as the nature of work or the type of employment or for that matter, the conditions of the workers are different for each of the sample sites.

CHAPTER 5

DEMOGRAPHIC CHARACTERISTICS

5.1 Managers and Employees

Managers are those individuals who are engaged mainly in executive and management functions whereas employees are those who are employed for wages or salary at the non-executive level.

Hydropower Construction Sites

Table 4 (Annex 1: Statistical Tables) details the characteristics of the respondents from 4 major hydropower construction sites by demographic attributes. A total of 1126 respondents were interviewed from the 4 major hydropower construction sites of Punatsangchu Hydropower Project Authority I, Punatsangchu Hydropower Project Authority II, Kholongchhu Hydro Energy Limited and Tangsibji Hydro Energy Limited. Male employees constitute 66.34% of the total employees in 4 hydropower construction sites and of the total strength 45.74% of them have been working in the companies for 6 - 11 years now.

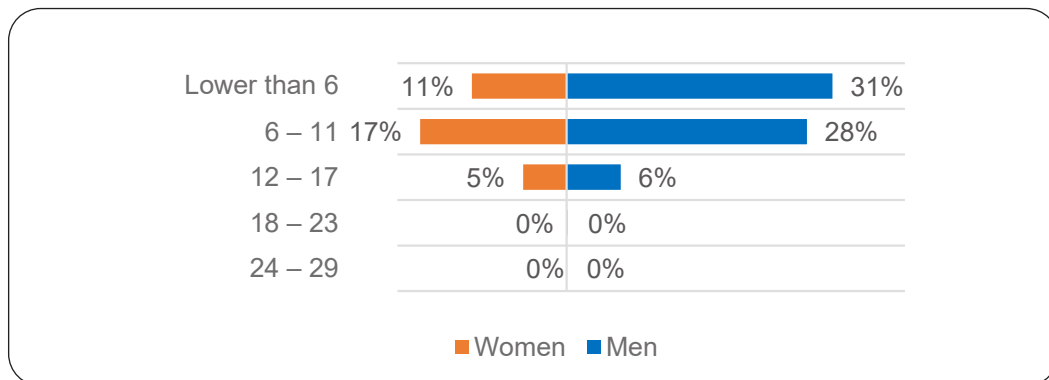


Figure 1 Demographic characteristics of the respondents from hydropower construction sites by number of years working in the company (n = 1126)

Only 2.00% of the employees are non-Bhutanese of which all are men. Of 98.00% of the Bhutanese employees, women constitute 34.00% of them.

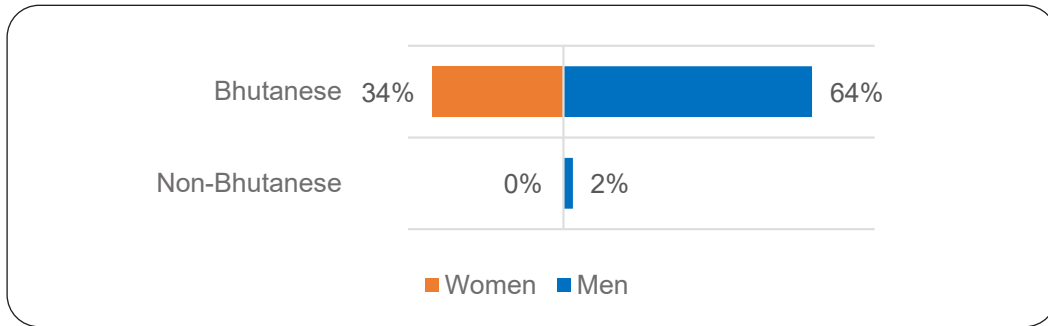


Figure 2 Demographic characteristics of the respondents from hydropower construction sites by nationality (n = 1126)

The highest proportion (52.00%) of the employees fall between the age group of 35 and 51. No employee is aged 69 and above.

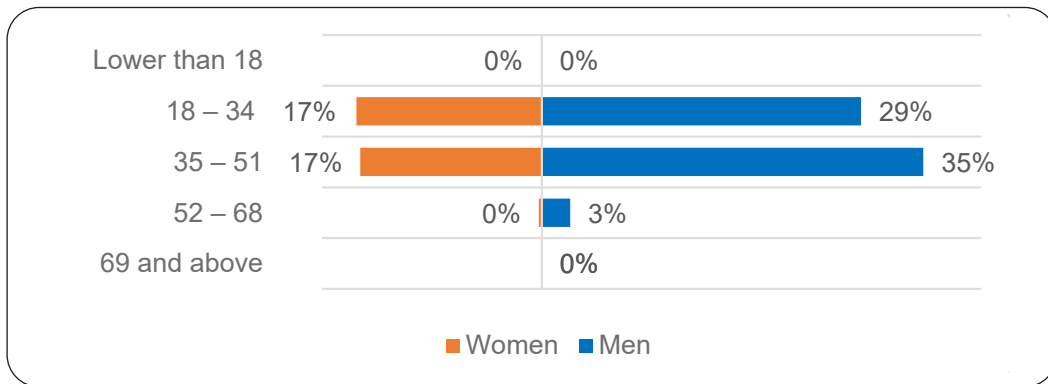


Figure 3 Demographic characteristics of the respondents from hydropower construction sites by age group (n = 1126)

In terms of the nature of employment 77.18% of them are on contract and the rest are either temporary workers (11.28%), on deputation (6.39%) or full-time workers (5.15%).

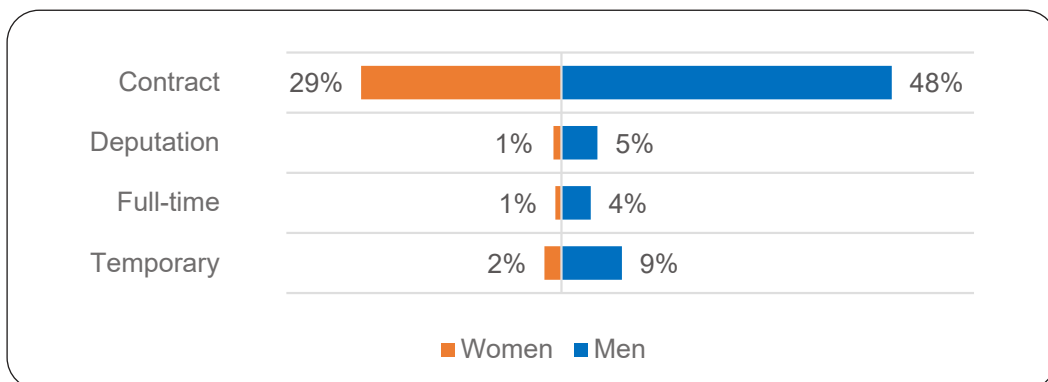


Figure 4 Demographic characteristics of the respondents from hydropower construction sites by employment type (n = 1126)

35.88% of the respondents earn BTN 40,000 per month or more while Bhutan’s mean monthly income was estimated at BTN 17,911 (National Statistics Bureau, 2020).

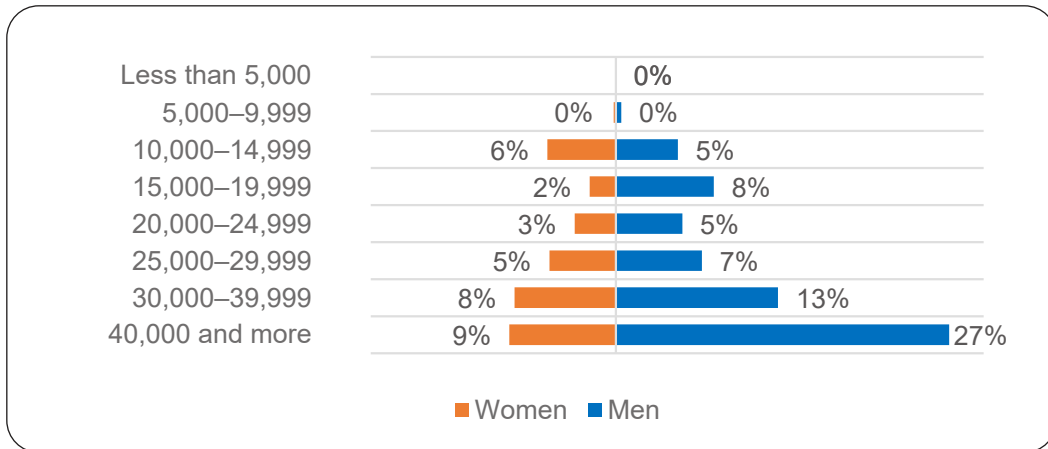


Figure 5 Demographic characteristics of the respondents from hydropower construction sites by monthly salary (n = 1126)

Whilst 75.49% of them are married, 15.81% are never married. Divorcees, living together, and widows/widowers constitute 6.22%, 1.15% and 1.33% respectively.

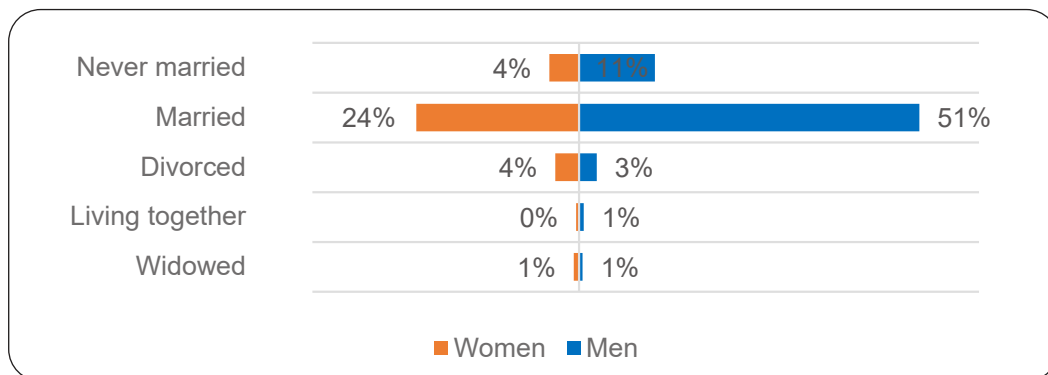


Figure 6 Demographic characteristics of the respondents from hydropower construction sites by marital status (n = 1126)

21.4% have middle secondary education, followed by certificate/diploma (20.34), higher secondary education (16.7), bachelor’s degree (13.06), lower secondary education (11.01%) primary education (7.28%), no formal education (6.93%), master’s degree and above (1.69%).

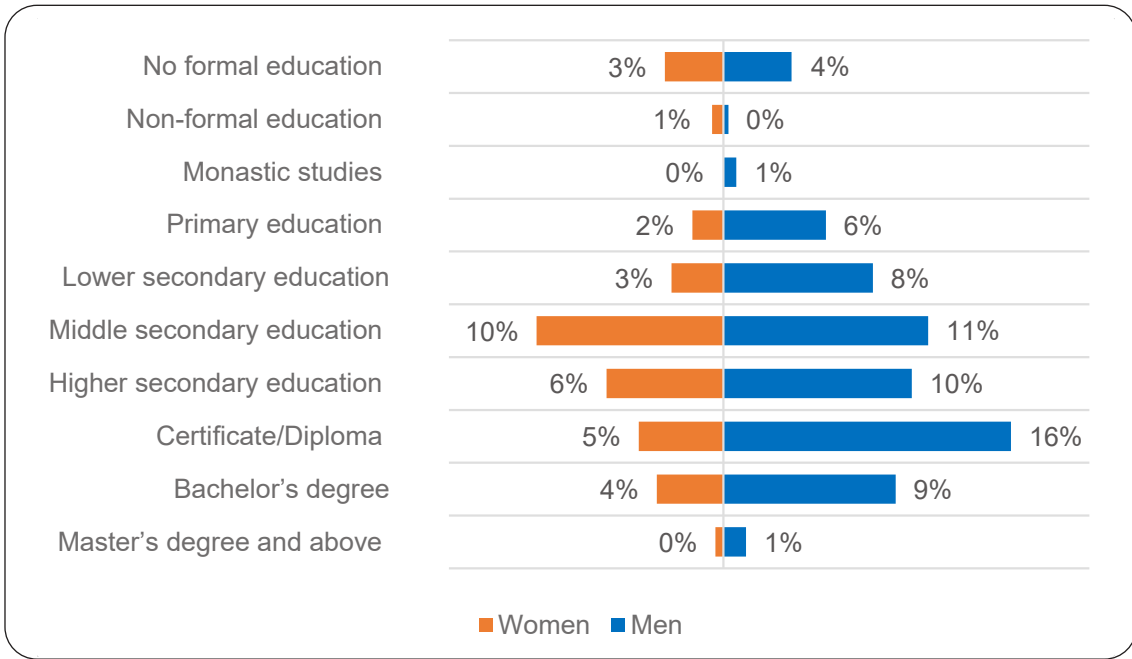


Figure 7 Demographic characteristics of the respondents from hydropower construction sites by levels of education (n = 1126)

Road Construction Sites

Table 5 (Annex 1: Statistical Tables) details the characteristics of the respondents from 3 road construction sites by demographic attributes. A total of 143 respondents were interviewed from the 3 road construction sites of Thimphu Department of Roads, Lobeyisa Department of Roads, and Memelakha Road Improvement site. Of the 143 respondents, 118 of them are men and only 25 of them are women. Non-Bhutanese constitute 23.08% of the total strength.

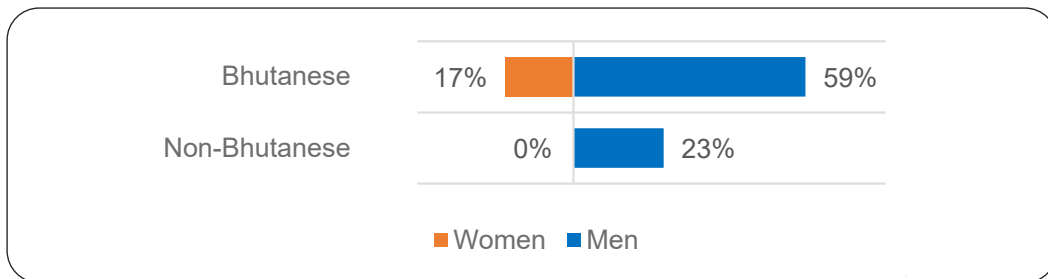


Figure 8 Demographic characteristics of the respondents from road construction sites by nationality (n = 143)

A marked proportion (77.00%) of the respondents have been working in the companies for the last 6 years or less. Only 1.00% of them have been in the companies for 30 years or more.

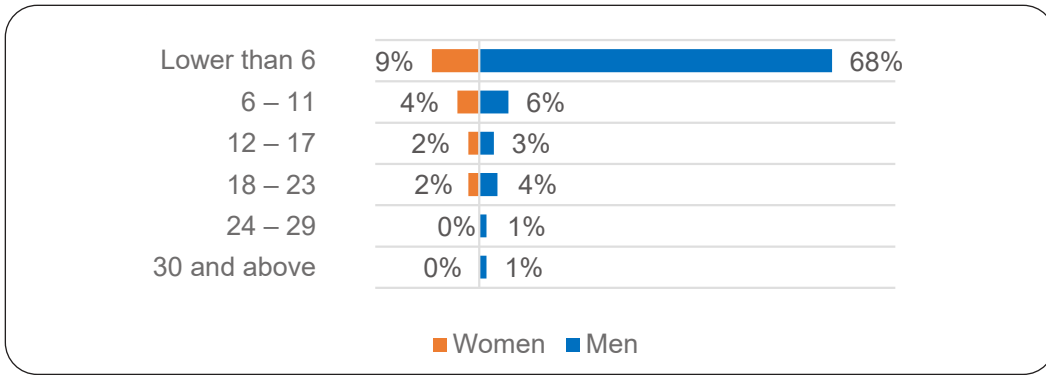


Figure 9 Demographic characteristics of the respondents from road construction sites by number of years working in the company (n = 143)

More than half (53.00%) of the employees fall within the age range of 18 and 34. Only 10.00% of them are above the age of 52 years.

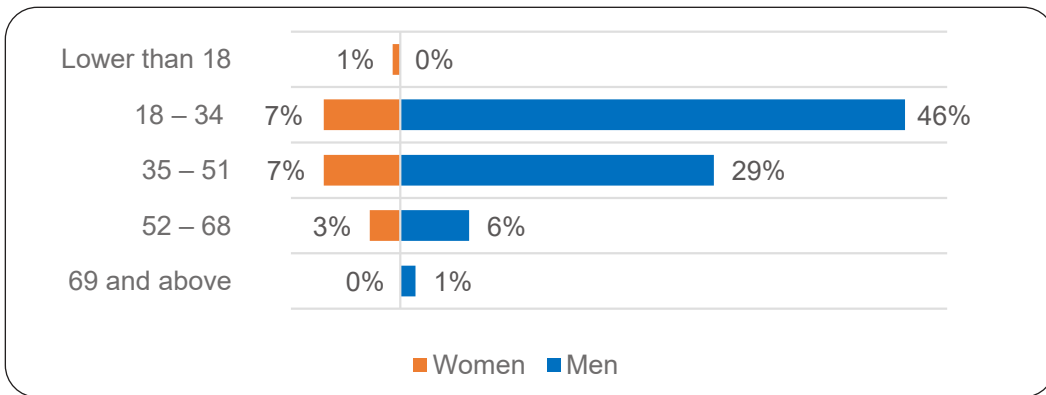


Figure 10 Demographic characteristics of the respondents from road construction sites by age group (n = 143)

In terms of marital status 64.00% (women: 13% and men 51%) of the respondents are married, followed by never married and divorced.

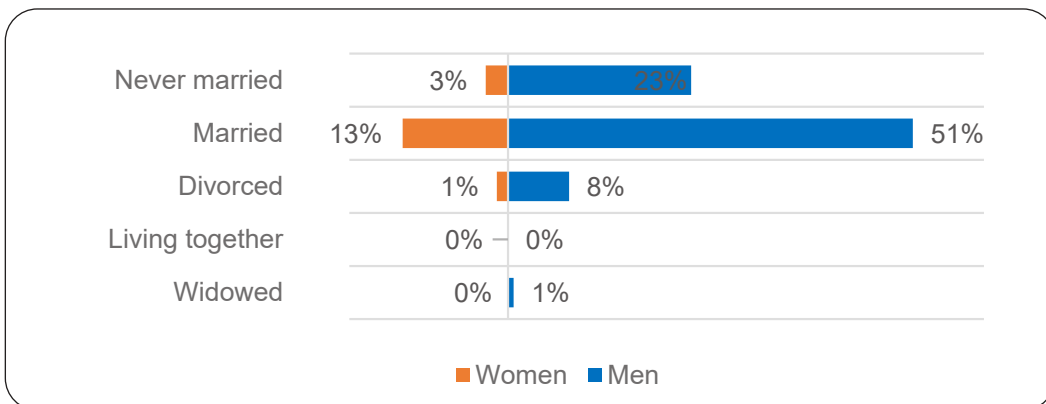


Figure 11 Demographic characteristics of the respondents from road construction sites by marital status (n = 143)

There are equal proportions of full-time (37.76%) and temporary employees (37.76%) and the remaining 24.48% are on contract.

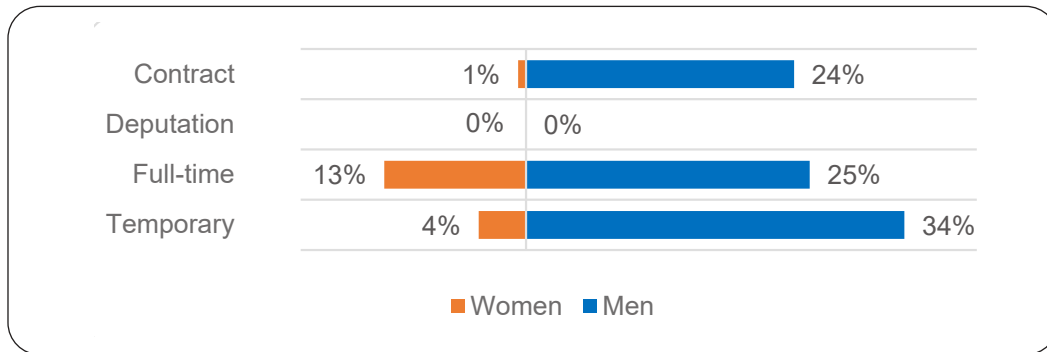


Figure 12 Demographic characteristics of the respondents from road construction sites by employment type (n = 143)

The monthly income of 31.47% (women 16.79% and men 14.68%) of the respondents ranges from BTN 5,000 to 14,999 while BTN 17,911 is the national mean monthly income.

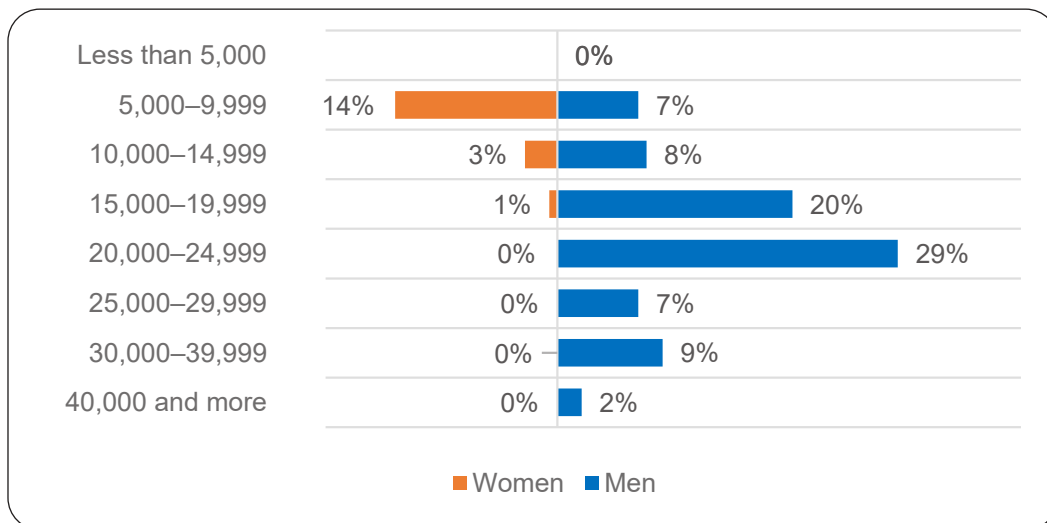


Figure 13 Demographic characteristics of the respondents from road construction sites by monthly salary (n = 143)

30.77% of them have no formal education while 17.48% have primary education.

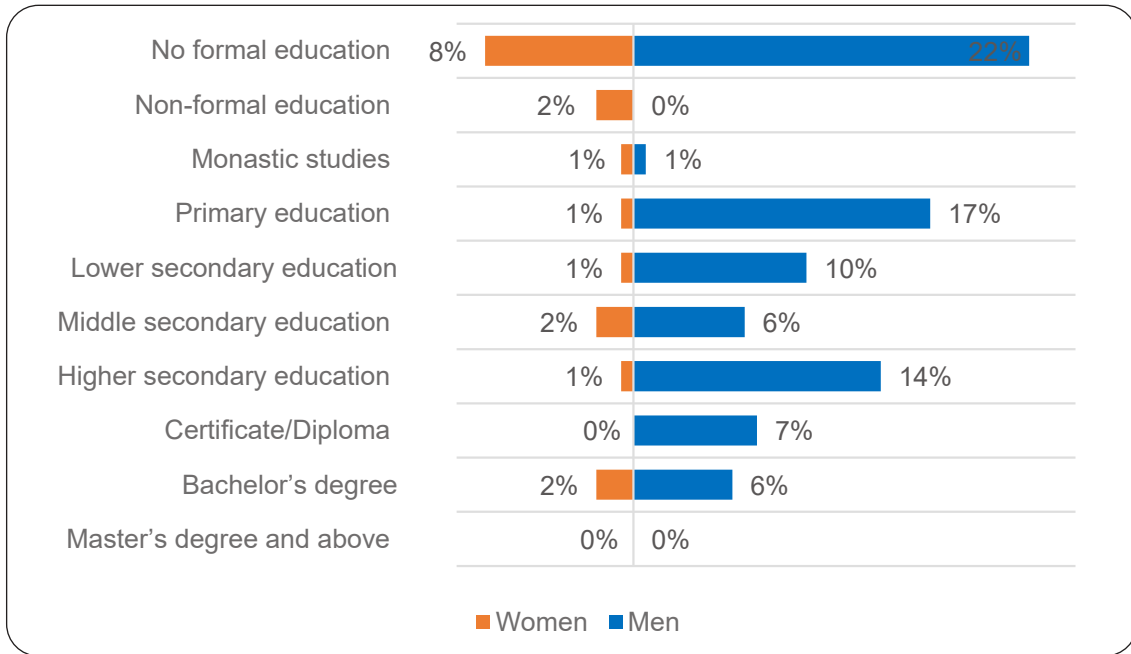


Figure 14 Demographic characteristics of the respondents from road construction sites by levels of education (n = 143)

Bridge Construction Site

Table 6 (Annex 1: Statistical Tables) details the characteristics of the respondents from a bridge construction site by demographic attributes. A total of 41 respondents were interviewed from the Pangrizampa Bridge Construction site. Of 41 employees only 9 (21.95%) are women and of that only 1 (2.44%) is a full-time employee. The rest are either on contract or temporary employment.

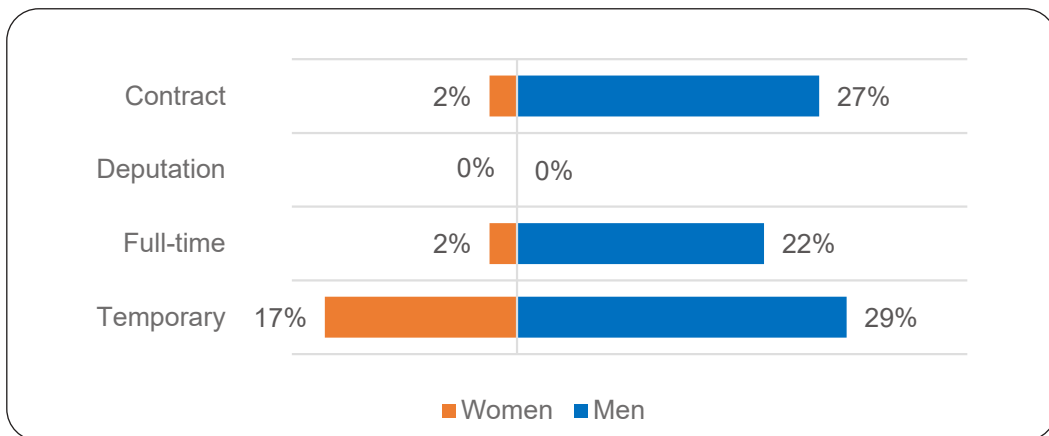


Figure 15 Demographic characteristics of the respondents from bridge construction site by employment type (n = 41)

There are no women earning BTN 20,000 or more. Also, there are more women (10.00%) than men (5.00%) whose salary ranges from BTN 5,000 to 9,999.

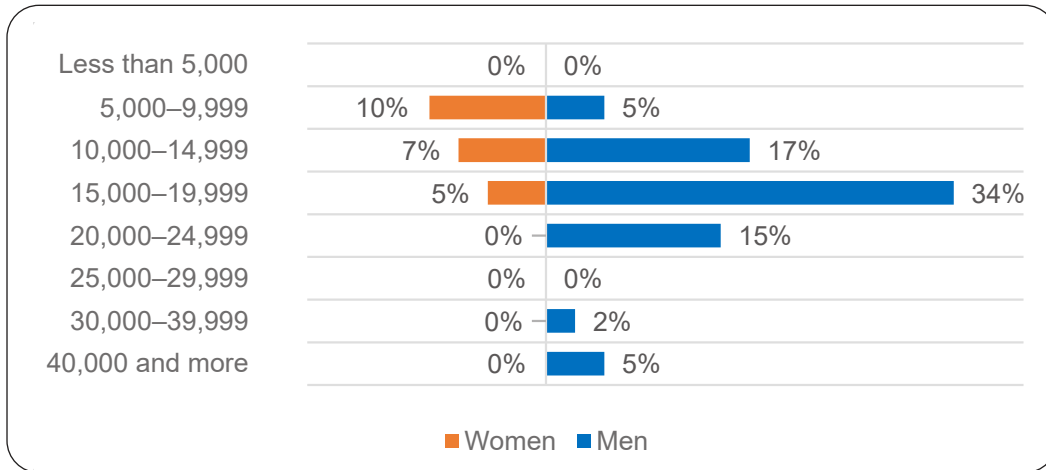


Figure 16 Demographic characteristics of the respondents from bridge construction site by monthly salary (n = 41)

88.88% of these women fall between the age range of 18 to 34 and 55.55% of them are never married.

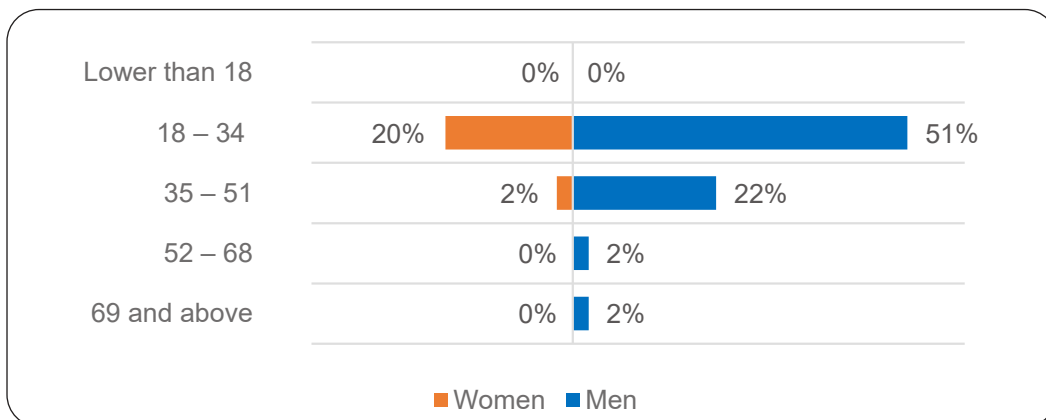


Figure 17 Demographic characteristics of the respondents from bridge construction site by age group (n = 41)

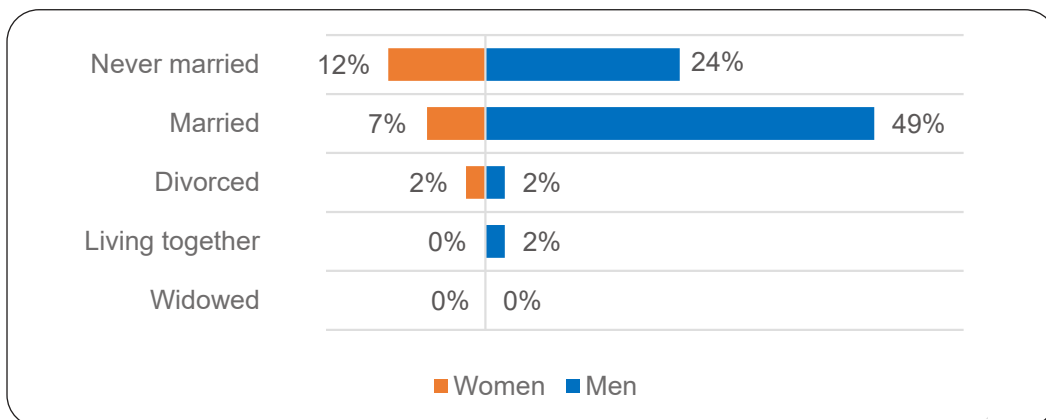


Figure 18 Demographic characteristics of the respondents from bridge construction site by marital status (n = 41)

The same proportion of these women has either no formal education or lower and middle secondary education.

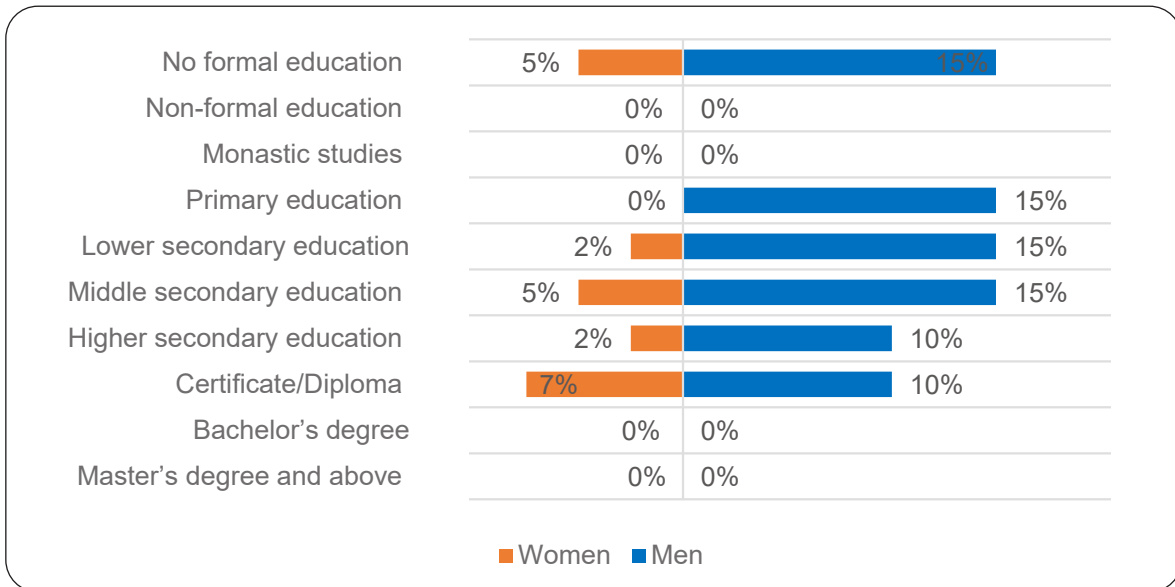


Figure 19 Demographic characteristics of the respondents from bridge construction site by levels of education (n = 41)

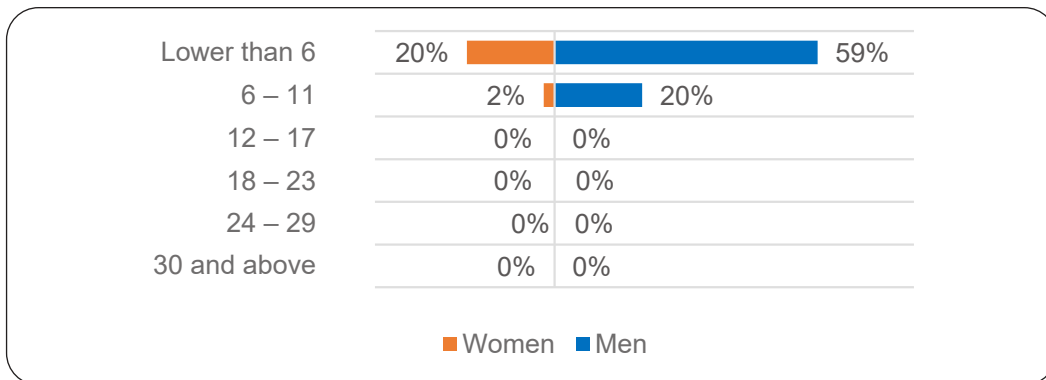


Figure 20 Demographic characteristics of the respondents from bridge construction site by number of years working in the company (n = 41)

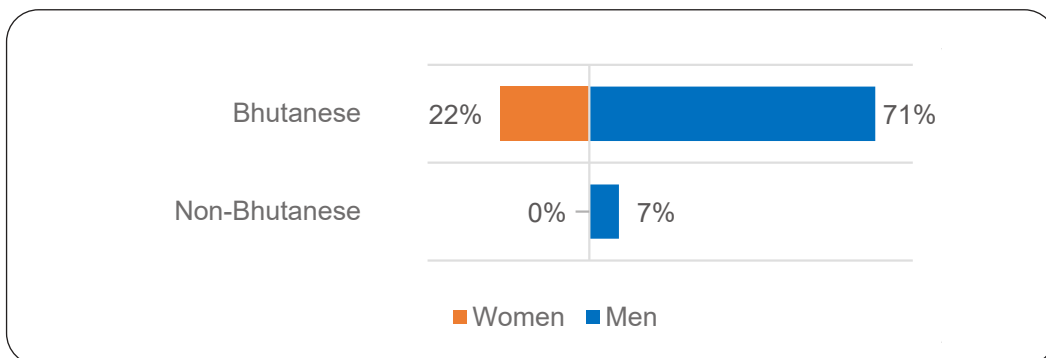


Figure 21 Demographic characteristics of the respondents from bridge construction site by nationality (n = 41)

Overall

Table 7 (Annex 1: Statistical Tables) details the characteristics of the overall respondents by demographic attributes. Of 1310 respondents interviewed, women constitute 31.53% and men 68.47%. 47.48% of the respondents did not work in the companies for more than 6 years. 4.81% are non-Bhutanese who are all men. 69.92% are on contract employment out of which a quarter of them are women, followed by temporary (15.27%), full-time (9.31%) and deputation (5.50%). In terms of monthly salary, 23.74% of men and 7.48% of women - the highest from their respective categories draw more than BTN 40,000 or more a month. 96.18% of the respondents fall between the age range of 18 and 51. 50.99% and 22.67% are divorcees. 19.92% of the respondents have a middle secondary education, closely followed by respondents with certificate or diploma qualifications (18.79%). Hydropower and road construction sites are overwhelmingly dominated by males at all occupational levels and age ranges.

Managers

Table 8 (Annex 1: Statistical Tables) details the characteristics of the manager respondents by demographic attributes. A total of 186 (women 19.36%; men 80.65%) managers were interviewed. 46.24% of them worked in the company for less than 6 years and 74.19% (women 16.13%; men 58.06%) of them are on contract and 19.89% (women 3.23%; men 16.67%) on deputation. Regarding their salary, 94.62% (women 19.35%; men 75.27%) of the respondents draw a monthly salary of more than BTN 40,000. In terms of their age and educational level, 54.30% of them are between the age range of 35 – 51 and 59.14% have a bachelor's degree, followed by certificate/diploma (30.14%).

Employees

Table 9 (Annex 1: Statistical Tables) details the characteristics of the employee respondents by demographic attributes. A total of 1124 respondents were interviewed out of which women comprise 33.46% and men 66.46%. A total of 63 men are non-Bhutanese and there are no non-Bhutanese women. A large majority of 69.22% are on contract and 56.23% of the respondents earn a monthly income of BTN 25,000 and more. 0.09% of the respondents fall under the age of 18 which is below the minimum age for admission to employment (Ministry of Labour and Human Resources, 2017) and 96.53% are between the ages of 18 and 51. Employees with middle secondary education are in the highest proportion (23.22%), followed by higher secondary (18.86%), certificate/diploma (16.81%), lower secondary (12.99%) and no formal education (11.57%), respectively. Only one male and female employees have a master's degree.

5.2 Women and Girls Living Nearby Project Sites

An adult female of 18 years and above is referred to as a woman while a female below 18 years, before adulthood is a girl. Women and girls living in the vicinity of construction sites imply those women and girls residing within a radius of approximately 1km from the respective construction sites for it is those who reside within this radius who usually interact with the project employees.

Hydropower Construction Sites

Table 10 (Annex 1: Statistical Tables) details the characteristics of the project site nearby girls and women respondents from 4 major hydropower construction sites by demographic attributes. A total of 202 respondents (11 girls and 191 women) were interviewed from the vicinity of 4 major hydropower construction sites of Punatsangchu Hydropower Project Authority I, Punatsangchu Hydropower Project Authority II, Kholongchhu Hydro Energy Limited and Tangsibji Hydro Energy Limited. 56.44% of the respondents fall within the age range of 18 to 34 years and 34.65% are between the ages of 35 and 51. The proportion of married respondents is 72.28%, followed by never married (23.27%), divorced (3.47%), live-in relationship (0.5) and widow/widower (0.50%). 24.26% have no formal education and a similar proportion (24.75%) has middle secondary education. 72.77% of them are either farmers (37.13%) or shopkeepers (35.64%). Students, the unemployed, and others make up the rest.

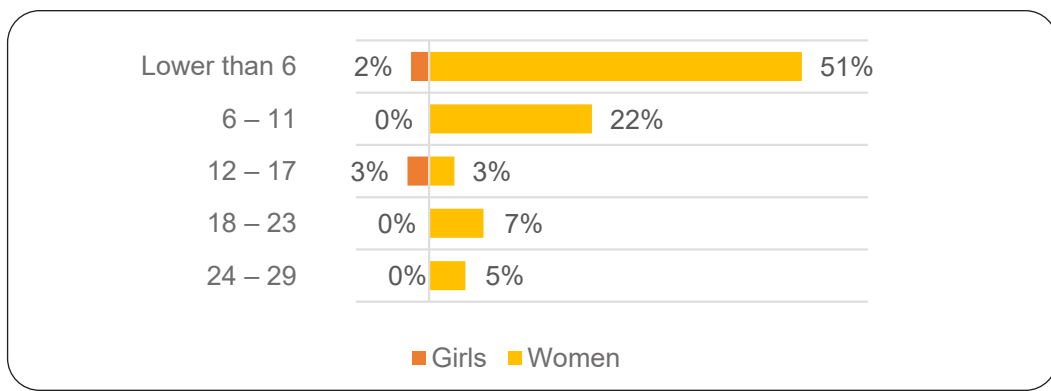


Figure 22 Demographic characteristics of the women and girls' respondents from hydropower construction sites by number of years living in the vicinity of construction site (n = 202)

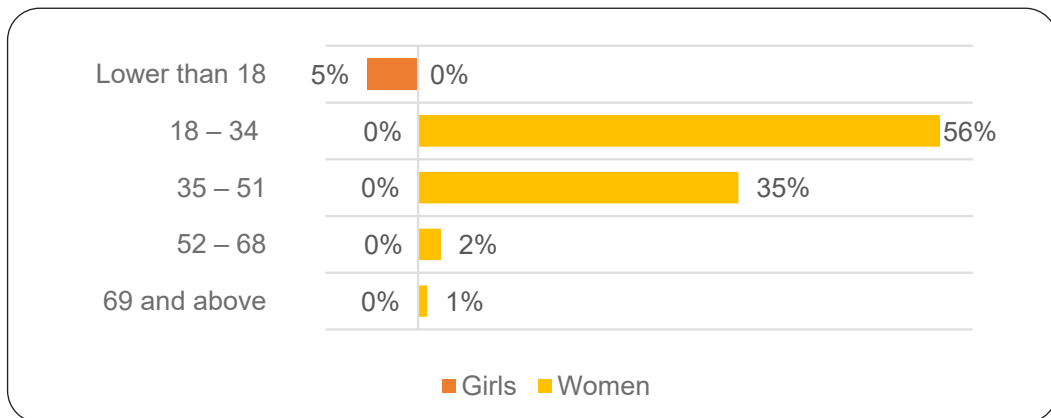


Figure 23 Demographic characteristics of the women and girls' respondents from hydropower construction sites by age groups (n = 202)

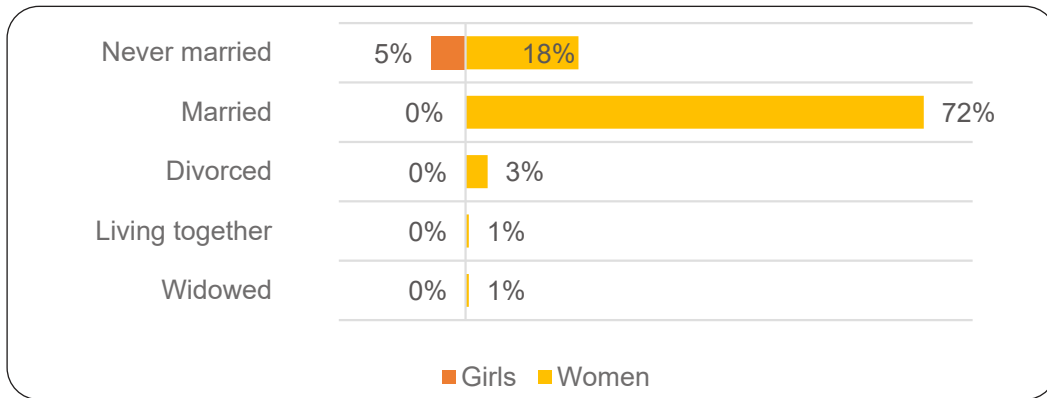


Figure 24 Demographic characteristics of the women and girls’ respondents from hydropower construction sites by marital status (n = 202)

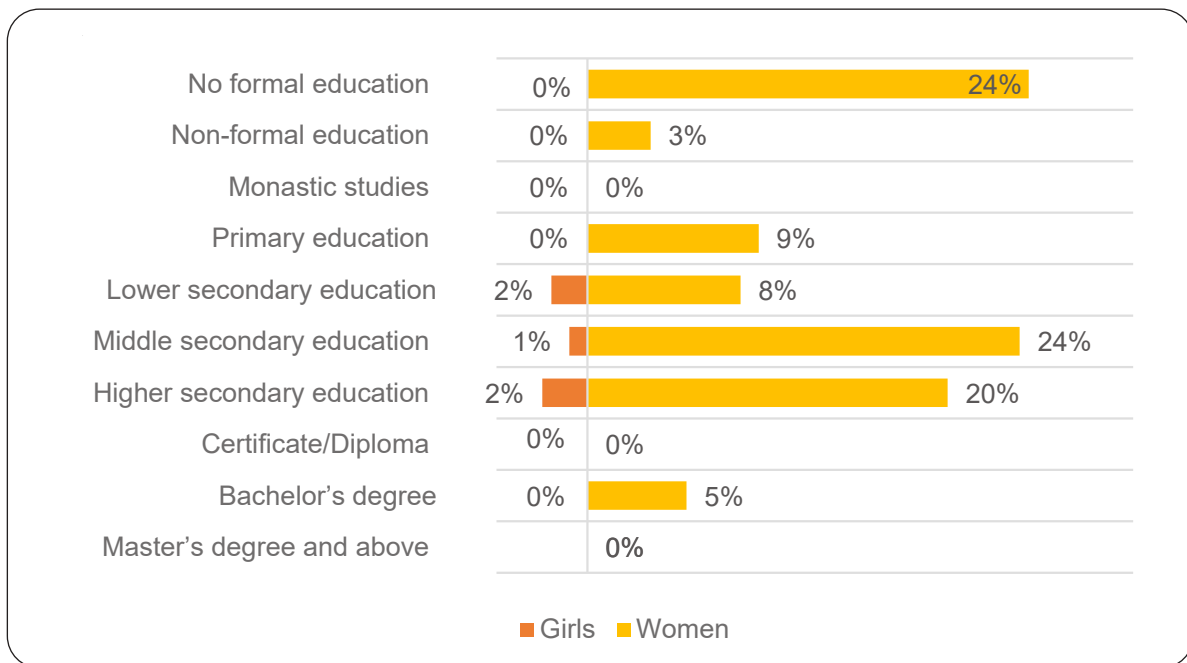


Figure 25 Demographic characteristics of the women and girls’ respondents from hydropower construction sites by levels of education (n = 202)

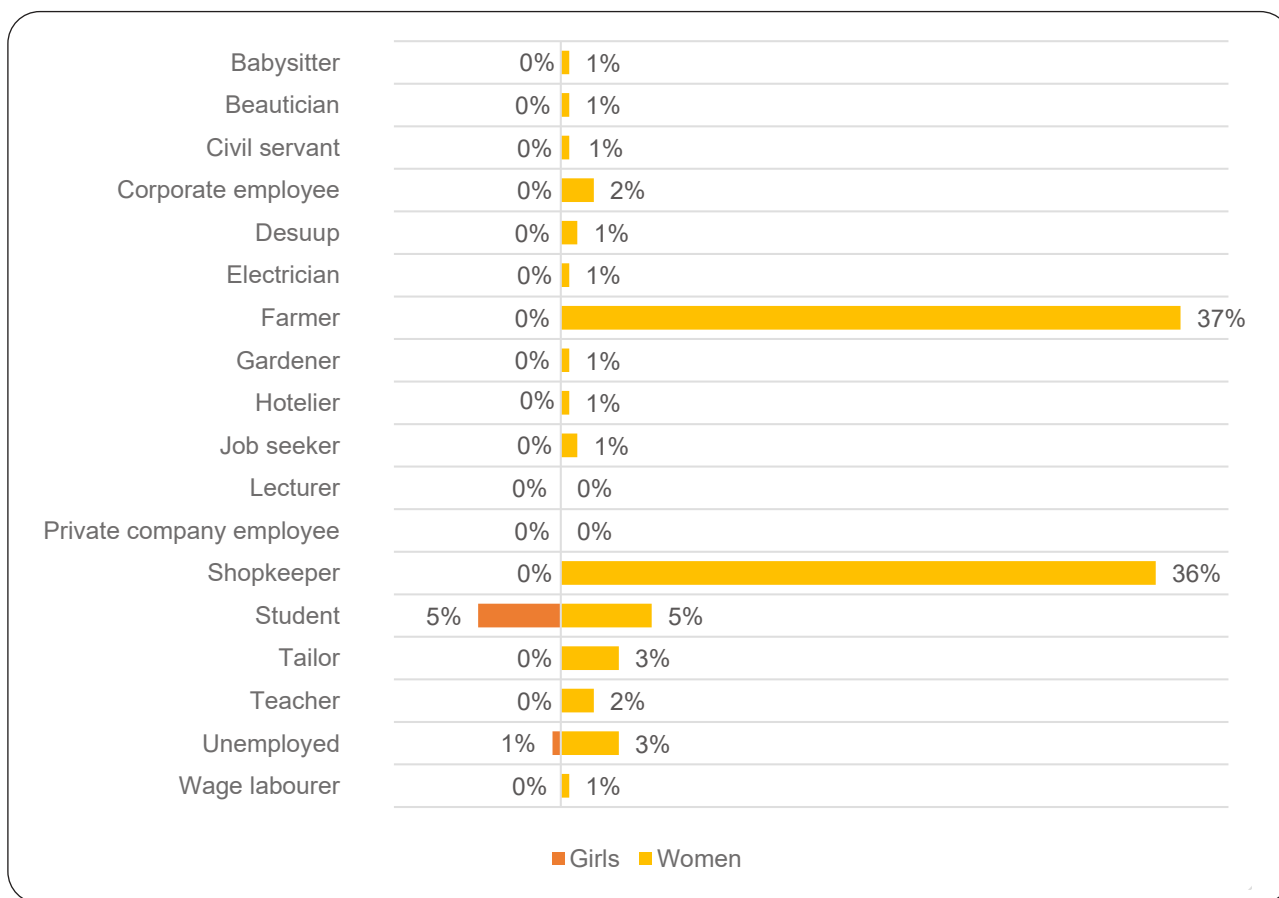


Figure 26 Demographic characteristics of the women and girls' respondents from hydropower construction sites by occupation (n = 202)

Road Construction Sites

Table 11 (Annex 1: Statistical Tables) details the characteristics of the project site nearby girls and women respondents from 3 road construction sites by demographic attributes. A total of 31 respondents were interviewed from the vicinity of the 3 road construction sites of Thimphu Department of Roads, Lobeysa Department of Roads, and Memelakha Road Improvement site. No of the employees working at these sites are below 18 years of age. While 48.39% of them worked less than 6 years, 19.35% of them have stuck to this profession for more than 30 years. All of them fall under the age group of 18 to 51 years old. 80.65% of them are married, and the remaining are either never married (1613) or divorcees (3.23%). Regarding their education, 29.03% of them have no formal education, 22.58% have middle secondary education 16.13% have higher secondary education. They are predominantly farmers (58.06%) or small business owners (29.03).

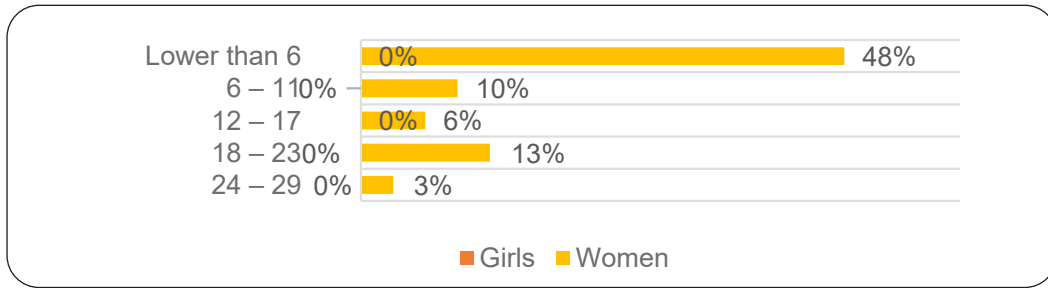


Figure 27 Demographic characteristics of the women and girls' respondents from road construction sites by number of years living in the vicinity of construction site (n = 31)

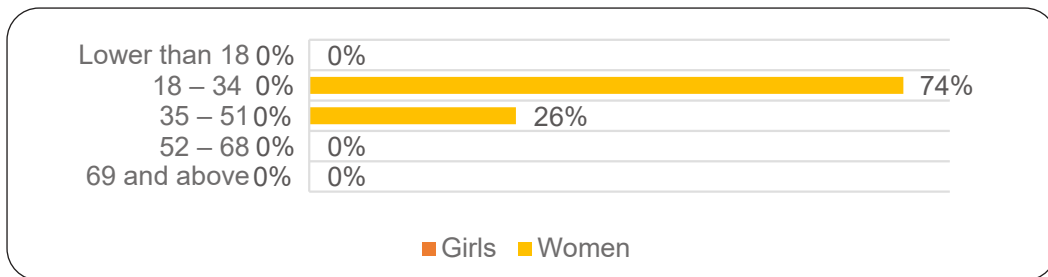


Figure 28 Demographic characteristics of the women and girls' respondents from road construction sites by age groups (n = 31)

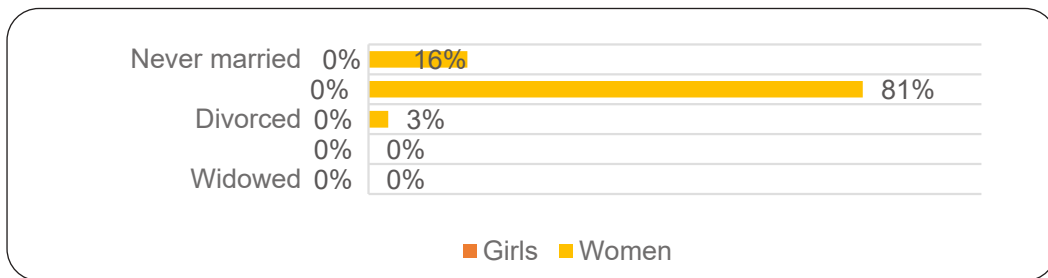


Figure 29 Demographic characteristics of the women and girls' respondents from road construction sites by marital status (n = 31)

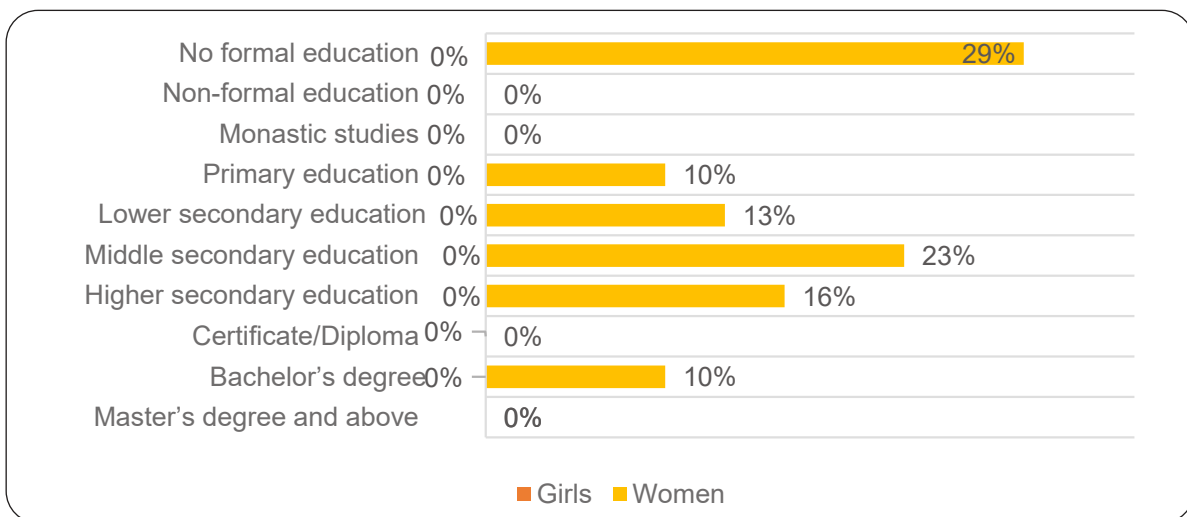


Figure 30 Demographic characteristics of the women and girls' respondents from road construction sites by levels of education (n = 31)

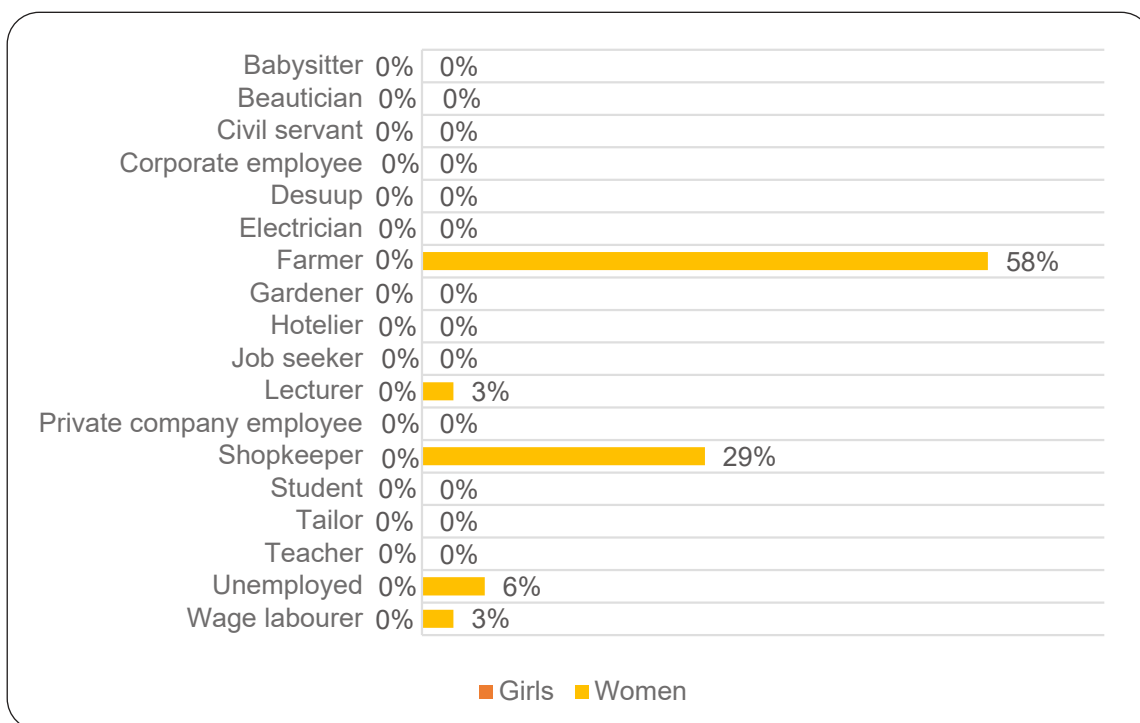


Figure 31 Demographic characteristics of the women and girls’ respondents from road construction sites by occupation (n = 31)

Bridge Construction Site

Table 12 (Annex 1: Statistical Tables) details the characteristics of the project site nearby girls and women respondents from a bridge construction site by demographic attributes. A total of 15 respondents were interviewed from the vicinity of the Pangrizampa Bridge Construction Site. 60% of the respondents have been living around the sites for less than 6 years now. While 73.33% of them fall between the age range of 18 - 34 years old, 26.67% of them fall between the 35-51 years old category. 26.67% have no form of formal education. The rest have either attended primary or higher secondary education. 66.7% of them work as farmers and the rest are either shopkeepers (6.67%), private company employees (6.67%) or wage labourers (13.33%).

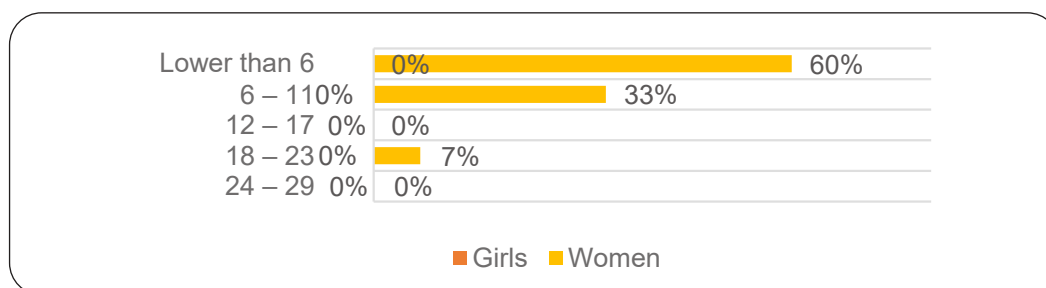


Figure 32 Demographic characteristics of the women and girls’ respondents from bridge construction site by number of years living in the vicinity of construction site (n = 15)

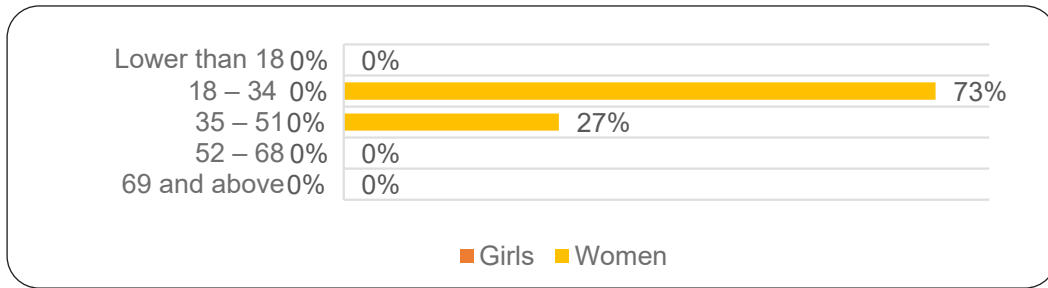


Figure 33 Demographic characteristics of the women and girls’ respondents from bridge construction site by age groups (n = 15)

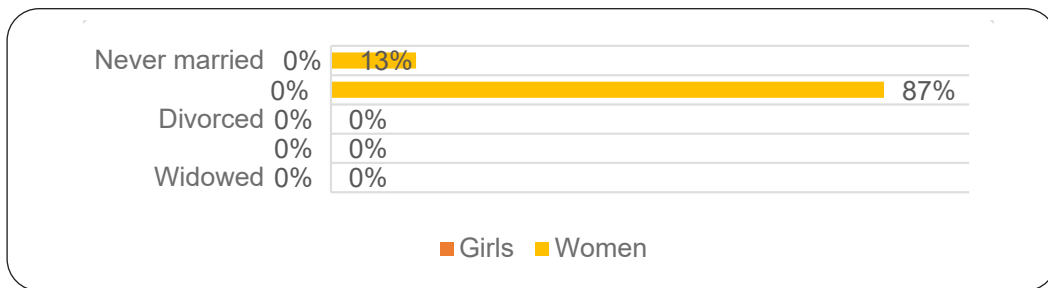


Figure 34 Demographic characteristics of the women and girls’ respondents from bridge construction site by marital status (n = 15)

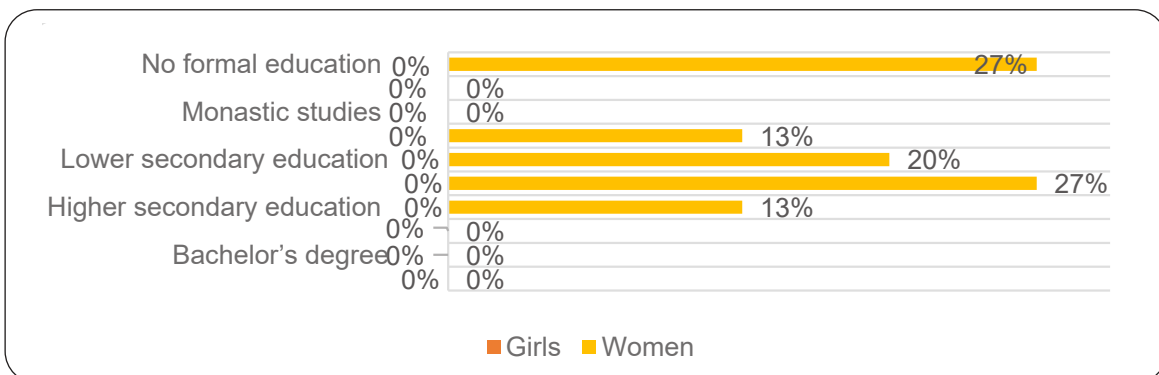


Figure 35 Demographic characteristics of the women and girls’ respondents from bridge construction site by levels of education (n = 15)

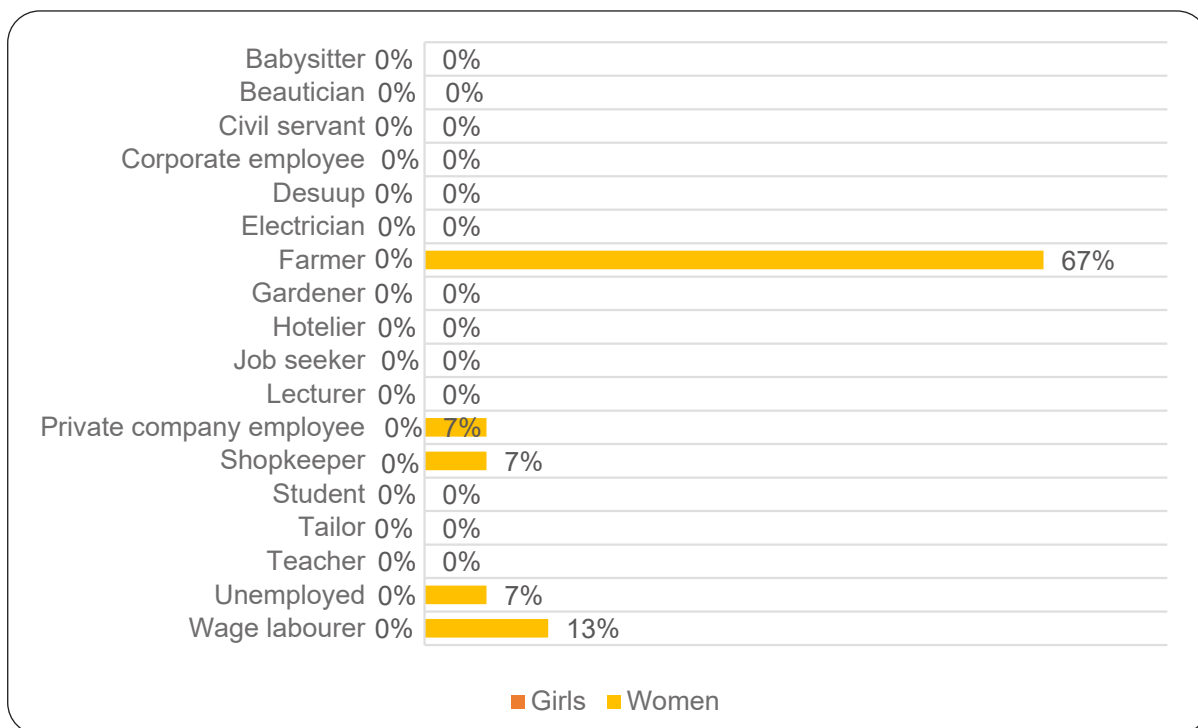


Figure 36 Demographic characteristics of the women and girls' respondents from bridge construction site by occupation (n = 15)

Table 13 (Annex 1: Statistical Tables) details the characteristics of the overall respondents of the project site nearby girls and women by demographic attributes. A total of 248 women and girls (11 girls and 237 women) living in the vicinity of the sample project sites were interviewed. 53.23% of the respondents have been living in the same community for 5 years now while the others have been around for 6 to 35 years. 4.44% of the respondents are below 18 years of age, 59.68% are between 18 and 34 years old, 33.06% are from 35 to 51 years old and the remaining 2.83% are from 52 and above. 21.77% are never married and 25% have no formal education.



6.1 Hydropower Construction Sites

6.1.1 Workplace Gender-Based Violence

The prevalence of gender-based violence and associated factors were measured by employing Workplace Incivility Scale (WIS), Negative Acts Questionnaire-Revised (NAQ-R), and Sexual Experience Questionnaire (SEQ) (*refer to annex 2, 2.1 Managers and employee questionnaire for details*).

- a. **Workplace incivility** refers to behaviours that do not indicate gentleness and kindness, courtesy, and good manners in working relationships.
- b. **Negative Acts Questionnaire-Revised (NAQ-R)** is employed to measure exposure to bullying in the workplace.
- c. **Sexual Experience Questionnaire (SEQ)** is employed to measure the prevalence of sexual harassment in the workplace.

Workplace Incivility: As shown in Table 14 (Annex 1: Statistical Tables), 13.06% (women 46; men 101) of the respondents from a total of 1126 in hydropower construction sites reported experiencing workplace incivility. The proportions between women and men are 12.14% (46 women from 379) and 13.52% (101 men from 747), respectively.

Workplace Bullying: As shown in Table 15 (Annex 1: Statistical Tables), 15.10% (women 56; men 114) of the respondents from a total of 1126 in hydropower construction sites reported experiencing workplace bullying. The proportions between women and men are 14.78% (56 women from 379) and 15.26% (114 men from 747), respectively.

Workplace Sexual Harassment: As shown in Table 16 (Annex 1: Statistical Tables), 7.19% (women 35; men 46) of the respondents from a total of 1126 in hydropower construction sites reported experiencing workplace sexual harassment. The proportions between women and men are 9.23% (35 women from 379) and 6.16% (46 men from 747), respectively.

Employees of PHPA-II who work under the Jaypee Groups revealed during the FGD that the management deducts their two days' wage for a day's leave which is a clear violation of the prevailing labour acts and regulations, but they are helpless.

Women and girls living in the vicinity of PHPA-II during an FGD revealed how a female employee working in PHPA-II committed suicide after she was impregnated by her supervisor and her appeal to the concerned authorities fell on deaf ears.

Another female employee of PHPA-I narrated an incident where two male employees of PHPA-I raped a student and that they have not heard of the perpetrators being punished or any action taken so far. However, the management responded that no such complaints were received on the matter.

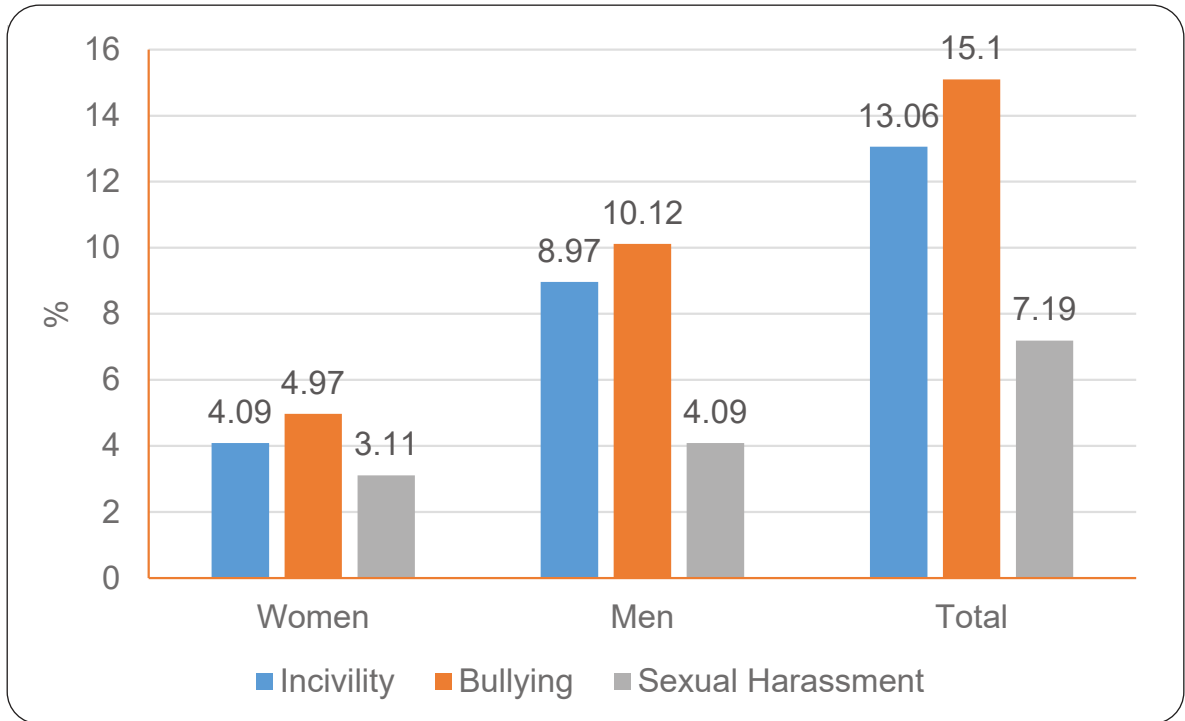


Figure 37: Prevalence of gender-based violence in hydropower construction sites (n = 1126)

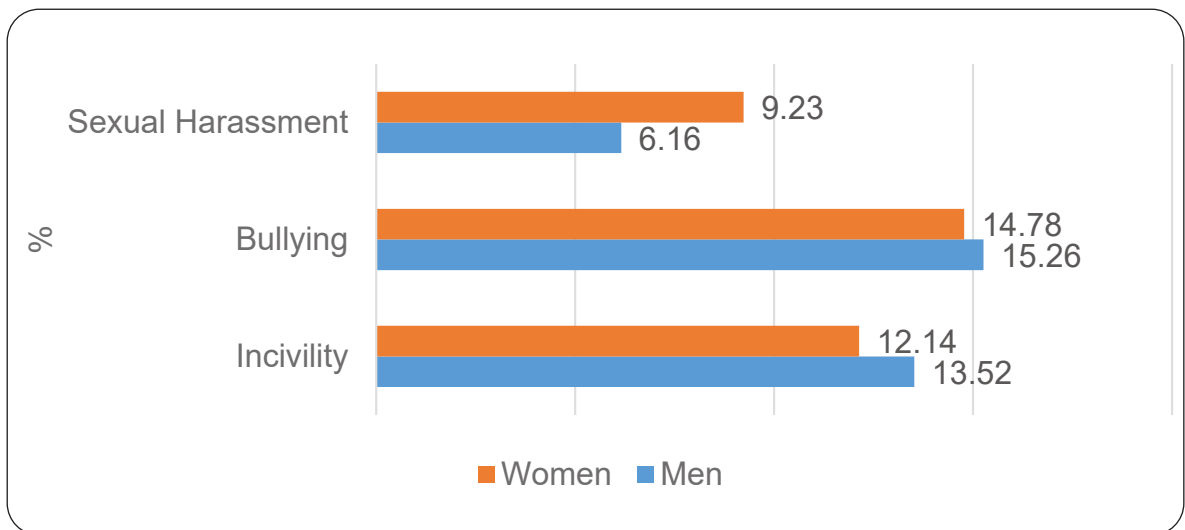


Figure 38: Prevalence of gender-based violence among women and men in hydropower construction sites (n=1126: women 379; men 747)

6.1.1.1 Reporting and Responding

Workplace Incivility: From 147 respondents of hydropower construction sites (46 women and 101 men) who experienced workplace incivility in the last 3 years, 20.41% (10 women and 20 men) reported the incident to the concerned individual or authority. Conversely, 79.59% of the respondents who experienced workplace incivility decided not to come forward and file a complaint with the authorities. The reason they cited during the FGD with the employees of PHPA-II was that the management often takes the side of perpetrators who are often their supervisors. Those who chose not to report (80.38%) did so mostly out of fear of repercussions like losing their jobs, or indifferent responses from their supervisor, or simply because they felt they should not make matters worse. Those who reported the incidents, did to their supervisors or senior management.

Upon having reported to the concerned authority, 33.33% (2 women and 8 men) stated that the authorities opened a case, 3.33% (1 man) cited he was sent away, 50.00% (4 women and 11 men) lamented that no action was ever taken, and 13.33% (4 women) mentioned that they were made to internally compromise.

23.33% (7 men) of the 30 respondents who reported to the authorities said that the perpetrators were reprimanded.

13.33% (3 women and 1 man) of the survivors who reported the incidence reportedly received counselling services while 86.67% (6 female and 20 men) recounted they could not avail the services because it is not available in their place of work or not given.

Workplace Bullying: Of 170 respondents (56 women and 114 men) who experienced workplace bullying in the last 3 years, 20.59% (10 women and 25 men) reported the incident to the concerned authority.

Upon having reported to the concerned authority, 8.57% (3 men) reported that the concerned authority initiated proceedings, 5.71% (2 men) cited he was sent away, 51.43% (7 women and 11 men) lamented that no action was ever taken, and 34.29% (3 women and 9 men) mentioned that they were made to internally compromise.

17.14% (6 men) of 35 respondents who reported the incident said that the perpetrators were reprimanded.

28.57% (2 women and 8 men) of the survivors reported having received counselling services from Community Based Support System (CBSS) volunteers while 71.43% (6 women and 19 men) recounted they could not avail the services because it is not available in their place of work or were not given.

Workplace Sexual Harassment: From 81 respondents (35 women and 46 men) who experienced workplace sexual harassment in the last 3 years, 10.20% (2 women and 3 men) of the respondents who experienced sexual harassment incidences reportedly took up the matter with the authorities. 89.80% of the respondents who experienced sexual harassment incidents did not take up the matter with the authorities. Some of the reasons cited for not reporting the incident were most survivors

considered the matter not grievous enough to warrant filing a complaint or that some just let the subject slide away to prevent further escalations.

Upon having reported to the concerned authority, 40.00% (1 woman and 1 man) reported that the authority initiated proceedings in response, 40.00% (2 men) lamented that no action was ever taken, and 20.00% (1 woman) mentioned that they were made to internally compromise.

20.00% (1 man) of 5 respondents who reported the incident said that the perpetrators were reprimanded.

60.00% (1 woman and 2 men) of the survivors reported having received counselling services.

6.1.1.2 Prevention and Treatment of Sexual and Gender-based Harassment

It was reported that all aspects of sexual harassment policy in line with the Labour and Employment Act of 2017 are clearly reflected in the service rules and regulations. While certain sections of the policy are published on the project's website under "employee's corner," there is no record of a system in place to inform on the explicit prohibition of activities that can constitute harassment in the workplace to the employees.

The projects do undertake training and updates on gender and sexual harassment, albeit not annually, for those responsible for the prevention, detection and response to harassment cases. Each PHPA project site has a Respect, Educate, Nurture and Empower Women (RENEW) focal person nominated by the management based on their nature of work who avail gender-related training.

There is no dedicated person, committee, or commission responsible for establishing measures to prevent, detect and act on harassment cases. There is also no record of projects monitoring and following up on incidents and harassment cases, let alone documented procedures for detecting and addressing sexual and workplace harassment. In absence of a specific institutional policy in place governing the prevention, sanction, and elimination of sexual harassment – there is no official record of sexual harassment complaints received or addressed; details of the relationship between sexual harassment survivor and perpetrator; record of gender-based discrimination; and details of the relationship between gender-based discrimination survivor and perpetrator.

At times sexual harassment incidents are concealed or hushed up instead of keeping track of complaints about workplace harassment and applying penalties if allegations are proven to be true. The established protocol for reporting incidents of sexual harassment and gender-based discrimination is that it first goes through the company's management and then if it so merits, forwards to the concerned external agencies.

6.1.2 Workplace Health and Safety

Workplace health and safety was measured through the respondents' perception of workplace hazards, workplace health and safety for pregnant and breastfeeding women, workplace policies and procedures, occupational health and safety awareness, and participation in occupational health and safety, and workplace sexual harassment and gender discrimination. Therefore, findings from these perception questions might contradict or deviate from the ground reality.

Workplace hazards assess the kinds of health and safety hazards workers might be exposed to on the job.

Workplace health and safety for pregnant and breastfeeding women specifically covers aspects of workplace health and safety regulations that organisations have put in place to address the needs of pregnant and breastfeeding women.

Workplace policies and procedures looks into the kinds of policies and systems in place to make the workplace safe.

Occupational health and safety awareness explores workers' awareness of occupational health and safety (e.g., hazards, the rights and responsibilities of both employees and employers).

Occupational health and safety, and workplace sexual harassment and gender discrimination explores workers' ability to ask questions about their health and safety at work.

Workplace hazards: 71.76% of the respondents from hydropower construction sites are exposed to workplace hazards and that of women and men from their respective categories are 58.84% and 78.31%, respectively as shown in Table 32 (Annex 1: Statistical Tables).

Workplace health and safety for pregnant and breastfeeding women: 83.84% (31.97% women and 51.87% men) of the respondents perceived that there are workplace health and safety regulations in place to address the needs of pregnant and breastfeeding women as can be seen in Table 33 (Annex 1: Statistical Tables).

Workplace policies and procedures: The proportion of the respondents who agreed that there are policies and systems in place to make the workplace safe was 99.56% (377 women; 744 men) as shown in Table 34 (Annex 1: Statistical Tables).

Occupational health and safety awareness: 86.59% (women 355; men 620) of the respondents think they are aware of occupational health and safety as shown in Table 35 (Annex 1: Statistical Tables).

Occupational health and safety, and workplace sexual harassment and gender discrimination: 99.73% (women 379; men 744) reported that they are able to partake in occupational health and safety, workplace sexual harassment and gender discrimination as shown in Table 36 (Annex 1: Statistical Tables).



Figure 39: Workplace health and safety in hydropower construction sites (n = 1126)

6.1.3 Work Environment

The percentage of respondents who reported that they would receive compensation against death due to work accident or occupational disease, permanent disablement, and partial disablement are 87.57 (women 339 and men 647), 60.48 (women 221 and men 460) and 62.17 (women 233 and men 467) respectively.

In contravention of the Labour and Employment Act of Bhutan 2007, 12.08% (women 51 and men 85) of the respondents believe that pregnant women need to work between the hours of 10 p.m. and 8 a.m. However, 65.45% (273 women and 464 men) of the respondents declared that expecting mothers are not required to work from 10 p.m. at night to 8 a.m. in the morning [140 days before birth and 56 days after delivery, or any time when she produces medical evidence to indicate that such work would endanger herself or the child].

75.58% (14 women and 36 men) consider that in general employees get to work in the same or similar position after returning from maternity leave. Likewise, 64.56% (264 women and 463 men) also believe women are provided with the same opportunities as their male counterparts. Still, a sizeable section of them concludes the lack of a proper or suitable environment for those with children as some of the primary barriers women face at work. There are no separate resting areas for women as well as separate toilets with required facilities like sanitary bins.

Other major challenges repeatedly raised include the inability of women to carry out heavy and physically demanding work (lifting heavy loads) and the not-so-conducive environment for night shifts. This is followed by prejudice in recruitment, dismissal, transfer, and demotion. Harassment as a barrier is also pointed out.

The mean working hours across the hydropower construction sites on a typical day is 8.97 hours (8.67 for women and 9.12 for men), while some work a maximum of 14 hours a day.

26.31% (327 female responses; 616 male responses) reported that they get paid sick leave; the proportions of women and men who reported of availing paid sick leave are 25.97% (327 from 1259 total female responses) and 26.49% (616 from 2325 total men responses), respectively. Likewise, the proportions of women and men who say they also get maternity/paternity leave are 25.34% (319

from 1259 total female responses) and 20.86% (485 from 2325 total male responses), respectively.

Both sexes are working beyond and above 8 hours a day, the maximum working hours permitted as per Bhutan's Labour and Employment Act of 2007. In violation of the Regulation on Occupational Health and Safety for Construction Industry of 2012, women often have to lift and carry excessive weight exceeding the maximum limits set by the regulation.

A security officer explained during the FGD how a female computer operator is being compelled to stay in office as late as 8 p.m. as her supervisor prefers working in the evening. This results in misunderstanding with her husband and often culminates in domestic violence.

6.1.4 Participation in Decision Making

A considerable proportion of the respondents across the hydropower project sites perceive that women have no participatory role in decision-making as shown in Figure 40. 31.28% of the respondents say women are not at all involved in employee welfare. The percent of the respondents who hold the same view on organisational development, human resource issues and workplace safety are 37.63, 35.88 and 30.61, respectively. But it may be noted that in PHPA I, women represent only about 8.00% of the total manpower strength at the executive level. Therefore, the non-availability of adequate women representation in any decision-making process due to the relatively lower strength of women at and above the executive level as compared to that of men, is one of the hurdles faced by the projects while upholding gender equality.

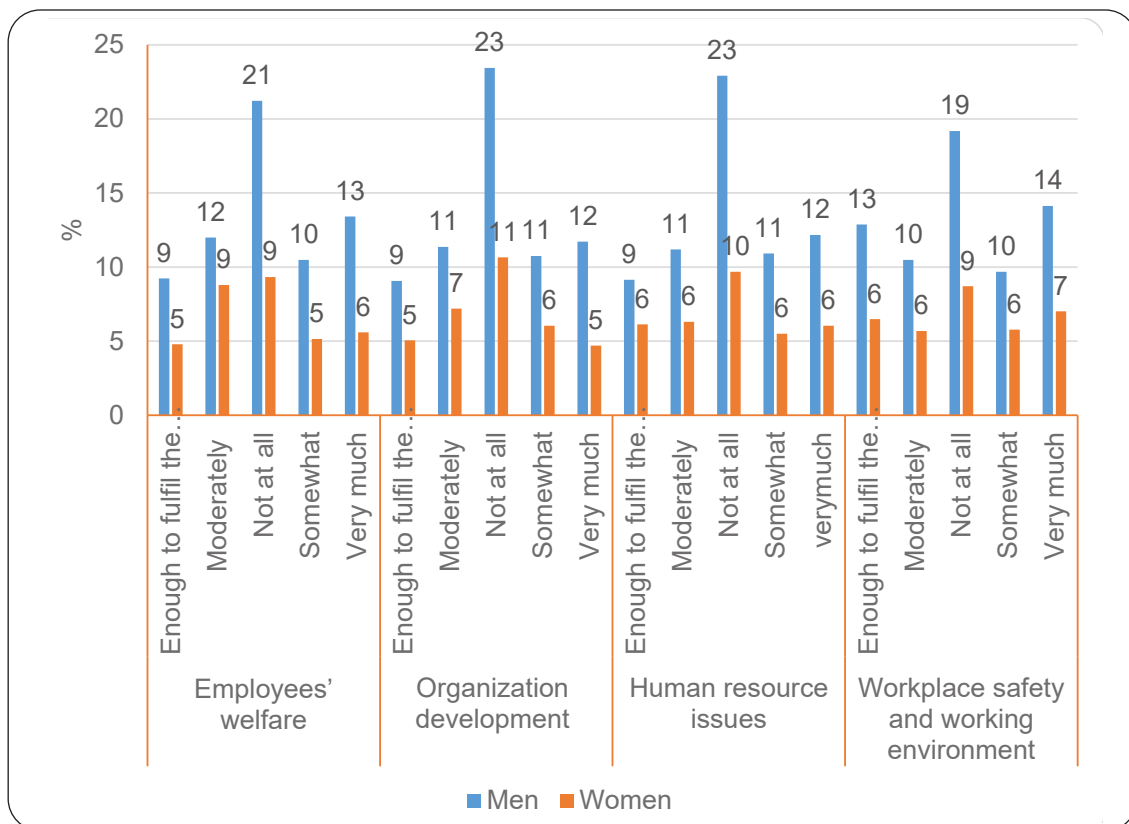


Figure 40: Perception of the respondents on women's involvement in decision-making in hydropower construction sites (n = 1126)

6.1.5 Recruitment and Retention

Except for THyE management who reported having recruitment targets for the promotion of gender equality, none of the other 3 project sites has it at all levels and across all areas. The rationale behind this is that the recruitment process is gender neutral. As such, no senior position jobs are reserved for women only. Gender or sex is seldom a selection criterion except for gender-specific jobs. All employees of the project sites are reported of being hired through a formal and documented process of staff selection.

KHEL management reported that women constituted 33% of new hires in 2021 and both THyE and PHPA-II mentioned that women do constitute at least 30% of all new hires in any given hiring cycle. This 30% requirement is to gauge whether efforts have been made to mainstream gender to tackle the most pressing gender inequalities as per the Sustainable Development Services (SDS) Gender Equality, Diversity and Inclusion framework.

It was also stated in FGD among the managers that it is not in the interest of the hydropower management to carry out recruitment and selection processes aimed specifically at women to balance their presence among the staff. The management's priority is to recruit the right candidates irrespective of their gender or sex and complete the project on time with quality. No gender quota is allocated for any position, be it senior or junior post.

Other than PHPA-II the three projects' management reported that they do take care of inclusive language in advertisements for recruitment. However, no examples of using inclusive language that appeals to both women and men while advertising for recruitment were cited.

Service Rules and Regulations (SRR) of all the projects categorically prohibit discrimination during the recruitment and selection process based on gender, marital status, and other demographic characteristics.

One of the most recurrent opinions expressed during FGD over recruiting more men than women was that construction works are tough and that it cannot be done by women. They even cited an example where a woman complained that the work was too tough for her.

6.1.6 Equal Pay and Wages

The salary and compensation policy stipulated in SRR does not explicitly mention that men and women must receive equal pay for equal value of work per se. Gender or sex is irrelevant as salary and benefits are determined by one's grade or position which is decided by his or her qualification, job experience and other job-relevant attributes. Everyone, irrespective of one's gender, in the same grade receives equal pay with some variations depending on seniority.

There is no such thing as an information and communication system in place to communicate the compensation policy to all staff but if one so wishes he or she can get their salary and benefits details from their respective department heads. The details of pay and benefits are made public while advertising vacancies. Further, these details can be accessed via the 'employee service portal' where employees can have access to their salary, allowance, incentives and compensation, etc.

Salary scale or wage or for that matter incentives/benefits are computed based on one’s grade and position without taking gender into account. There is no gender bias in its computation. The management is adamant that gender pay gap is unacceptable and that it does not exist in their projects. Their perception is that if it exists it would affect the reputation of the company and also influence job seekers who apply.

Table 2: Average gross salary of hydropower project employees

Position	Average gross salary in the last one year of female employees (BTN)	Average gross salary in the last one year of male employees (BTN)
Chief Executive Officer or equivalent	Not applicable	BTN 7,364,342
Executive / Senior-level Officials and Managers	BTN 2,294,248	BTN 2,394,224
Mid-level Officials and Managers	BTN 1,356,030	BTN 1,416,337
Technical Positions	BTN 1,013,750	BTN 1,044,559
Operational Positions	BTN 785,987	BTN 830,669
Support Positions	BTN 218,673	BTN 449,759
Administrative Positions	BTN 857,259	BTN 1,021,859

The discrepancy is not because females are paid less, the number of male employees is more in all positions.

6.1.7 Promotion

Promotion is usually based on the number of years served, individual work performance, supervisor’s recommendations, relevant experience and qualifications. Promotions are after every five years irrespective of sexes provided, they do not have any disciplinary or criminal record. It is rather automatic upon fulfilment of the eligibility criteria as per the Service Rules. Nonetheless, there is no mechanism as such to ensure that promotions are not gender biased.

The proportion of women to men in the composition of internal staff promotion or Human Resource Committee (HRC) is 1 to 2. The composition of HRC is based on positions, not gender. However, there is an effort from the project to include women in the HRC. The committee consisted of chief personnel and administration, human resource and senior personnel officer who are mostly men.

6.1.8 Training

The employees are normally trained in the areas of technical and mechanical engineering where they acquire the skills needed to design, develop, implement, maintain, support or operate a particular technology or related application, product or service. There is no specific area where only male employees are given the opportunity for professional development. Training is mostly ad hoc as the duration of the project is time-bound. Training programs are not mainstreamed as only trained, qualified and experienced are recruited, besides, the priority is to complete the project on time. The career paths that allow for the professional development of its staff are quite limited.

Selection for professional development programs is based on equal opportunity among the relevant employees. It is not based on sexes but on the nature of work and relevance. Training programs are offered on an as-needed basis where opportunities are given to all eligible employees irrespective of their sex. No training on gender or in other areas was carried out in the last year because of the COVID-19 situation. The projects do not have any mechanisms put in place to ensure that men, women and Lesbian, Gay, Bisexual, Transgender, Intersex (LGBTI+) have equal access to training. The projects do not take family responsibilities of the employees into account, particularly that of women when deciding the duration, frequency and schedule of on-site training programs.

6.1.9 Internal and External Communication

Internal communication is being carried out by division heads while external is done by the respective focal persons. This is in line with the company's standard operating procedures. The project sites reported that they do take into account the use of inclusive language in their internal and external communication. However, this could not be independently verified. The project sites do not have a system in place to review, screen out or adjust all its public relations or communication materials to ensure the use of gender-sensitive language and to avoid gender stereotypes.

Even though the project sites do not have a standard operating procedure to use gender-neutral/sensitive language in communications including management of its public relations, the projects have not received any complaints about its public relations materials, publications or communication medium being gender-insensitive.

Internal communication is conducted via online forums and social media groups through WhatsApp and WeChat. Such platforms have been provided to all employees regardless of one's gender. National newspapers are used for external communication and to keep local communities abreast of the project's progress, the Dzongkhag Tshogdu (DT) is being kept in the loop.

6.1.10 Work-family Balance

For women not to quit jobs due to childbirth and/or to care for their family, alternatives such as breastfeeding time, maternity and paternity leave are provided to all female employees. Maternity leave ranges from 3 to 6 months whilst paternity leave varies from 7 to 10 days excluding Saturday, Sunday and government holidays. This is besides casual leave. No other additional support is provided to ensure that employees have a proper work-life balance.

Although employees, particularly that of female welfare have been looked after on an as-needed basis, there is no system for establishing a reduced work week, flexible working hours and telecommuting for staff.

6.1.11 Supply Chains

When it comes to contracting out goods and supplies, the government's procurement rules and regulations are gender neutral. Therefore, it becomes irrelevant for project sites to specifically ensure gender equality within processes for initiating relationships with suppliers or contractors. At the present, there are no policies and rules that provide clear directives or a broader framework that integrates gender perspective into the entire procurement chain.

6.1.12 Inclusion

Even though the project sites do not have a written inclusivity and diversity strategy or inclusion council in place, the working environment is reportedly conducive for all individuals from multiple faiths and cultural practices. The Key Performance Indicator (KPI) of senior management does not include an inclusivity indicator for now. The project site reported having a mechanism in place for employees' feedback while others do not. Despite not having a written effective diversity and inclusion policy in place that states specific desired outcomes and establishes a framework for determining whether those outcomes have been met, the working environment is reportedly suitable for LGBTI+ as well. There is also no framework for management of disability issues or people living with disabilities (PWD) in the workplace. Reportedly, only the project site has measures in place to promote diversity and inclusion in the workplace.

6.1.13 Violence Against Women and Girls Living Nearby Project Sites

Women and girls living in the vicinity of construction project sites were assessed if they ever experienced emotional, physical or sexual violence. The assessment was carried out by employing a set of questions for each type of violence (please refer to Annex 2, 2.2 Women and Girls questionnaire for assessment item details).

4.03% of the 248 (8 women and 2 girls) girls and women residing in the vicinity of hydropower construction sites experienced emotional violence. The proportions of the respondents who experienced physical and sexual violence are 0.81% (2 from 248) and 3.23% (8 from 248), respectively as shown in Table 52 (Annex 1, 1.4 Violence Against Project Site Nearby Women and Girls). As depicted in the Figure 41, 0.81% (2 from 248) of the respondents experienced both physical and sexual violence while the proportion who experienced both physical and emotional violence is 1.61% (4 from 248). The same proportion (1.61%) of the respondents experienced both emotional and sexual violence, and the proportion of the respondents who experienced all the three forms of the violence is 0.81%.

The highest proportion (2.82%) of the survivors are aged between 18 and 34. All of these happened in the vicinity of hydropower construction sites and perpetrated by the employees of the projects. No incidents were reported from road and bridge construction sites.

No injuries such as cuts, punctures, bites, gashes and abrasion as a consequence of gender-based violence were reported.

35.71% (5 from 14) of the survivors mentioned that these acts of violence had an adverse effect on their physical and mental health. 14.29% (2 from 14) and 35.71% (5 from 14) reported that their friends and parents did try to help them. 7.14% (1 from 14) and 14.29% (2 from 14) sought help from the police and RENEW respectively. As a result of reporting, 7.14% (1 from 14) revealed that the authorities initiated a case, one survivor mentioned she was given counselling, and the other one reported she was told to keep silent.

7.14% (1 from 14) stated that fear of threats or repercussion is the principal reason for not seeking help from the authorities, while 14.29% (2 from 14) cited embarrassment as a reason for the same. As for preventive measures and advocacy, 89.92% (223 from 248) stated that there are no programs

to raise awareness amongst the residents in their communities on possible risks of violence and abuse by employees of these projects.

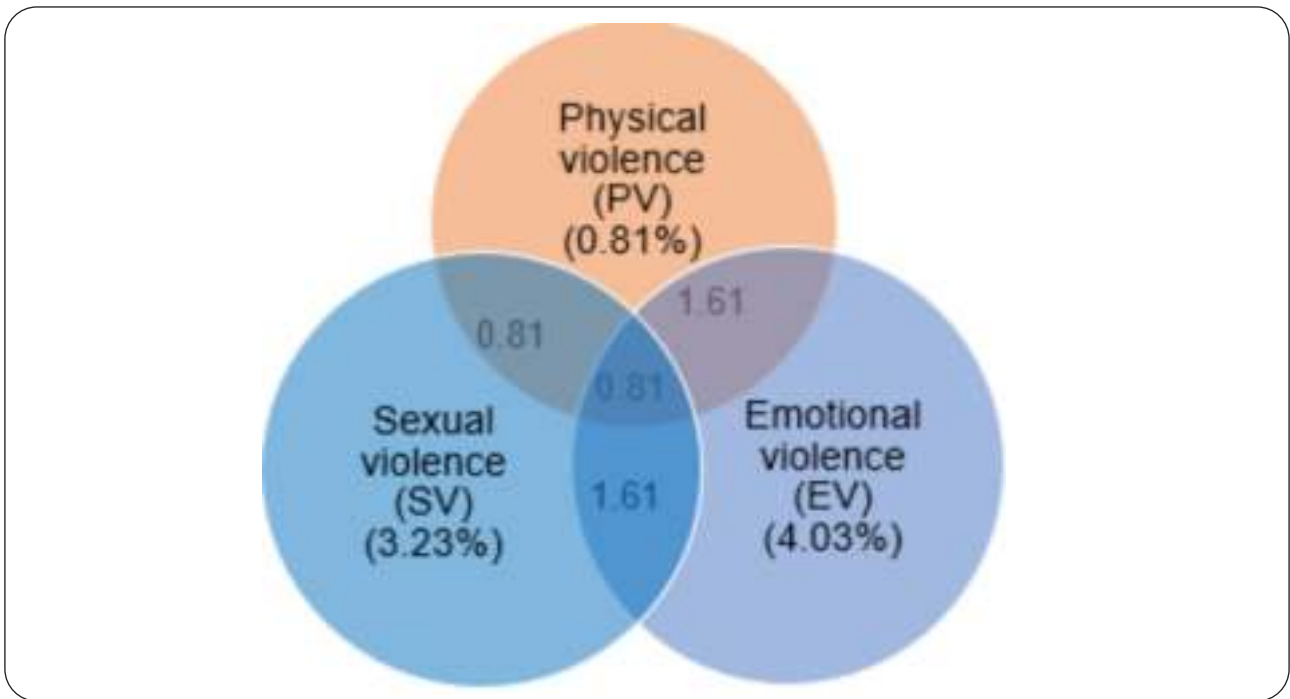


Figure 41: Prevalence of all forms of gender-based violence in hydropower construction sites (n = 202)

Given that the variables to be tested are dichotomous (experienced or not experienced violence) and ordinal (levels of education and marital status) in nature, non-parametric test of Spearman correlation coefficient (r) was computed at a confidence level of 99% to assess the relationship between GBV experienced and the levels of education/marital status.

The association between GBV and marital status was negligible ($r = 0.019$), and the relationship was also not significant ($p=0.765$).

The association between GBV and the levels of education was also found to be negligible with $p = 0.070$ and insignificant with $p = 0.271$.

Both marital status and the levels of education did not appear to be associated with the prevalence of GBV.

6.2 Road Construction Sites

6.2.1 Workplace Gender-Based Violence

Workplace Incivility: In the road construction sites, as indicated in Table 17 (Annex 1: Statistical Tables) the proportion of respondents who reported workplace incivility is 4.90% (4 women; 3 men). In terms of women versus men, the proportions are 16.00% (4 from 25 women) and 2.54% (3 from 118 men), respectively.

Workplace Bullying: In the road construction sites, as indicated in Table 18 (Annex 1: Statistical Tables) the proportion of respondents who reported workplace bullying is 5.59% (women 2; men 6). This is about one-third of the overall proportion (14.05%). In terms of women versus men, the proportions are 8.00% (2 from 25 women) and 5.08% (6 from 118 men), respectively.

Workplace Sexual Harassment: In the road construction sites, as indicated in 19 (Annex 1: Statistical Tables) the proportion of the respondents who reported workplace sexual harassment was 5.59% (women 3; men 5). In terms of women versus men, the proportions are 12.00% (3 from 25 women) and 4.24% (5 from 118 men), respectively.

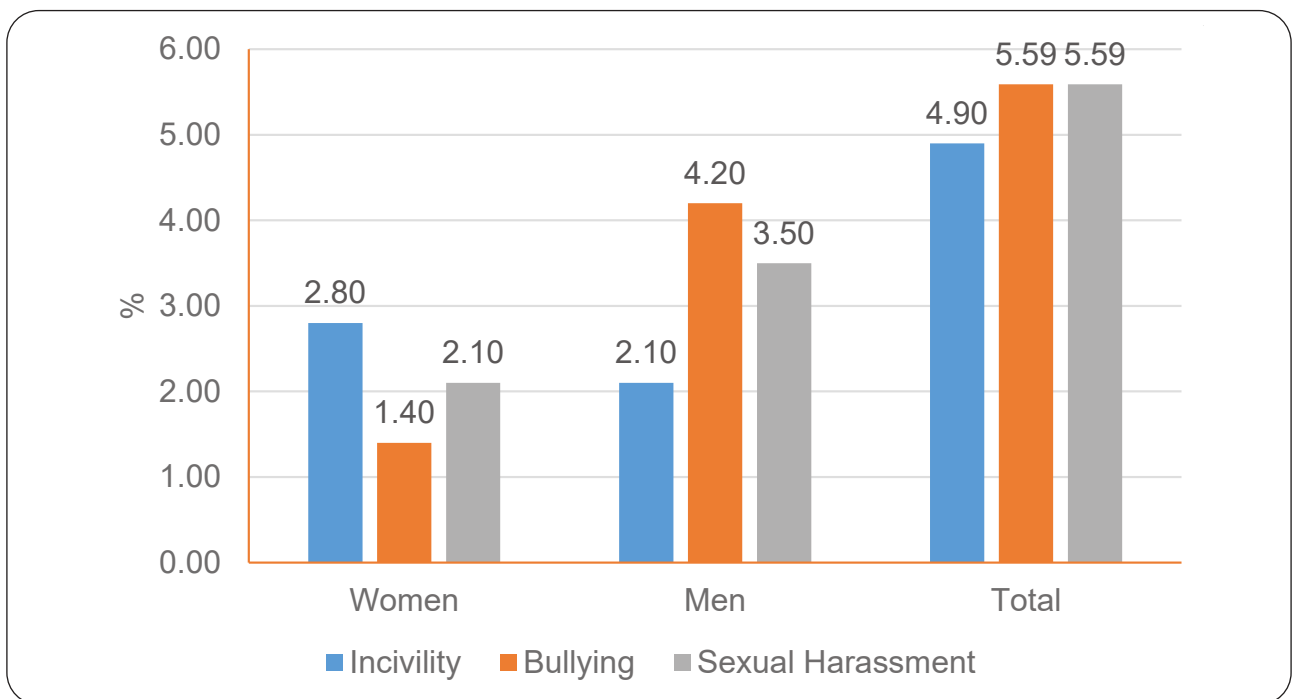


Figure 42: Prevalence of gender-based violence in road construction sites (n = 143)

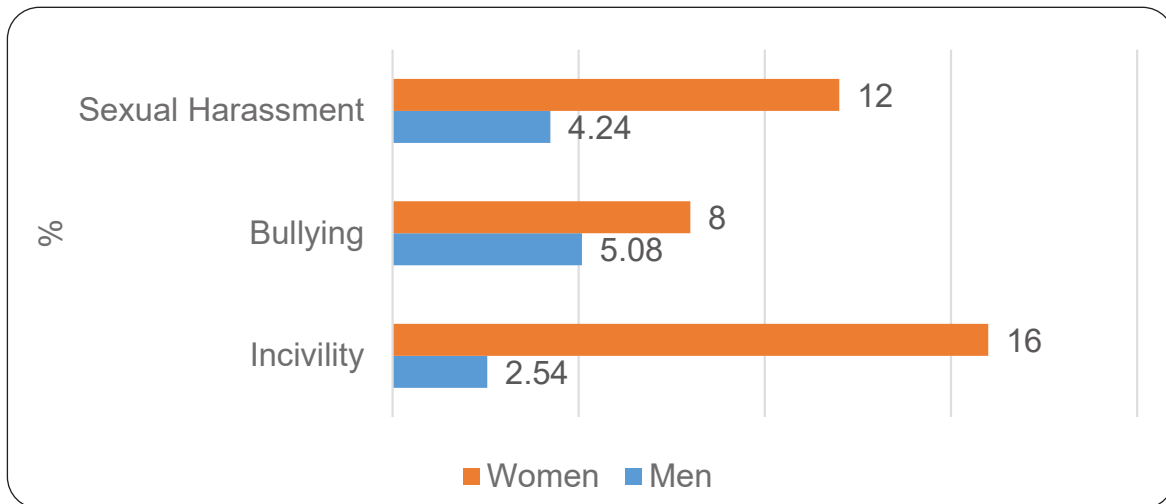


Figure 43: Prevalence of gender-based violence among women and men in road construction sites (n=143: women 25; men 118)

6.2.1.1 Reporting and Responding

Workplace Incivility: From 7 respondents of road construction sites (4 women and 3 men) who experienced workplace incivility in the last 3 years, 14.29% (1 man) reported the incident to the concerned individual or authority. Conversely, 85.71% of the respondents who experienced workplace incivility decided not to come forward and file a complaint with the authorities. Those who chose not to report did so mostly out of fear of repercussions like losing their jobs, indifferent responses from their supervisor, or simply because they felt they should not make matters worse. Those who reported the incidents, did to their supervisors or senior management.

Upon having reported to the concerned authority, a lone complainant lamented that no action was ever taken, and the perpetrator was not reprimanded. He also recounted that he could not avail of the services because it is not available in their place of work or not given.

Workplace Bullying: Of the 8 respondents (2 women and 6 men) who experienced workplace bullying in the last 3 years, 25.00% (1 woman and 1 man) reported the incidents to the concerned authority.

The complainants lamented that no action was ever taken, hence the perpetrators were also not reprimanded. No counselling services were also provided.

Workplace Sexual Harassment: From the 8 respondents (3 women and 5 men) who experienced workplace sexual harassment in the last 3 years, none took up the matter with the authorities. Some of the reasons cited for not reporting the incident were most survivors considered the matter not grievous enough to warrant filing a complaint or that some just let the subject slide away to prevent further escalations.

6.2.2 Workplace Health and Safety

Workplace hazards: 67.83% of the respondents (16 women; 81 men) are exposed to workplace health and safety hazards as shown in Table 37 (Annex 1: Statistical Tables).

Workplace health and safety for pregnant and breastfeeding women: 51.75% of the respondents (women 18; men 56) perceive that there are workplace health and safety regulations in place to address the needs of pregnant and breastfeeding women as shown in Table 38 (Annex 1: Statistical Tables).

Workplace policies and procedures: The proportion of the respondents who agreed that there are policies and systems in place to make the workplace safe is 89.51 (women 22; men 106) as shown in Table 39 (Annex 1: Statistical Tables).

Occupational health and safety awareness: 62.24 (women 21; men 68) of the respondents think they are aware of occupational health and safety awareness as shown in Table 40 (Annex 1: Statistical Tables).

Occupational health and safety, and workplace sexual harassment and gender discrimination: 99.30% (women 25; men 117) reported that they can partake in occupational health and safety, workplace sexual harassment and gender discrimination as shown in Table 41 (Annex 1: Statistical Tables).

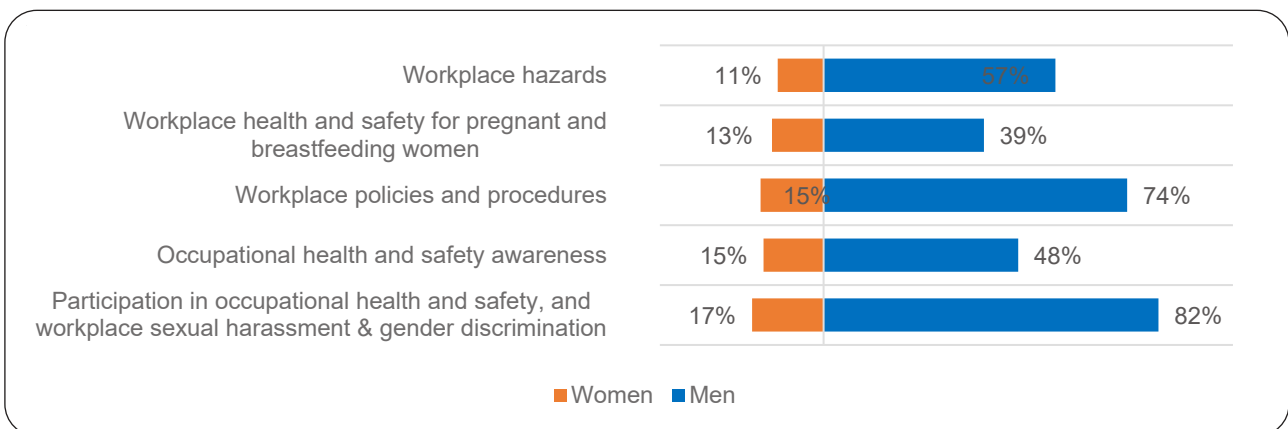


Figure 44: Workplace health and safety in road construction sites (n = 143)

6.2.3 Work Environment

The percent of respondents who reported that they would receive compensation against death due to work accident or occupational disease, permanent disablement, and partial disablement are 34.27, 24.48 and 22.38, respectively.

In contravention of the Labour and Employment Act of Bhutan 2007, 21.68% of the respondents reported that pregnant women need to work between the hours of 10 o'clock at night and 8 o'clock in the morning. However, the projects seem to have made the requisite arrangement in that more than 12.59% of the respondents declared that expecting mothers are not required to work from 10 p.m. at night to 8 a.m. in the morning 140 days before birth and 56 days after delivery, or any time when she produces medical evidence to indicate that such work would endanger herself or the child.

32.17% consider that in general employees get to work in the same or similar position after returning from maternity leave. Likewise, 32.87% also believe women are provided with the same opportunities

as their male counterparts. Still, a sizeable section of them concludes the lack of a proper or suitable environment for those with children as some of the primary barriers women face at work. There are no separate resting areas for women as well as separate toilets with required amenities like sanitary bins.

Other major challenges repeatedly raised include the inability of females to carry out heavy and physically demanding work (lifting heavy loads) and the not-so-conducive environment for night shifts. This is followed by prejudice in recruitment, dismissal, transfer, and demotion. Harassment as a barrier is also pointed out. The mean working hours in the road construction sites on a typical day is 8.19 hours (7.96 for women and 8.24 for men), while some work a maximum of 14 hours a day.

27.59% (24 female responses; 48 male responses) reported that they get paid sick leave; the proportions of women and men who are of the same opinion are 34.78% (24 from 69 total female responses) and 25.00% (48 from 192 total male responses), respectively. Likewise, the proportions of women and men who say they also get maternity leave are 27.54% (19 from 69 of the total female responses) and 13.54% (26 from 192 of the total male responses), respectively.

6.2.4 Participation in Decision Making

A considerable proportion of the respondents across the project sites perceive that women have no participatory role in decision-making as shown in Figure 45.

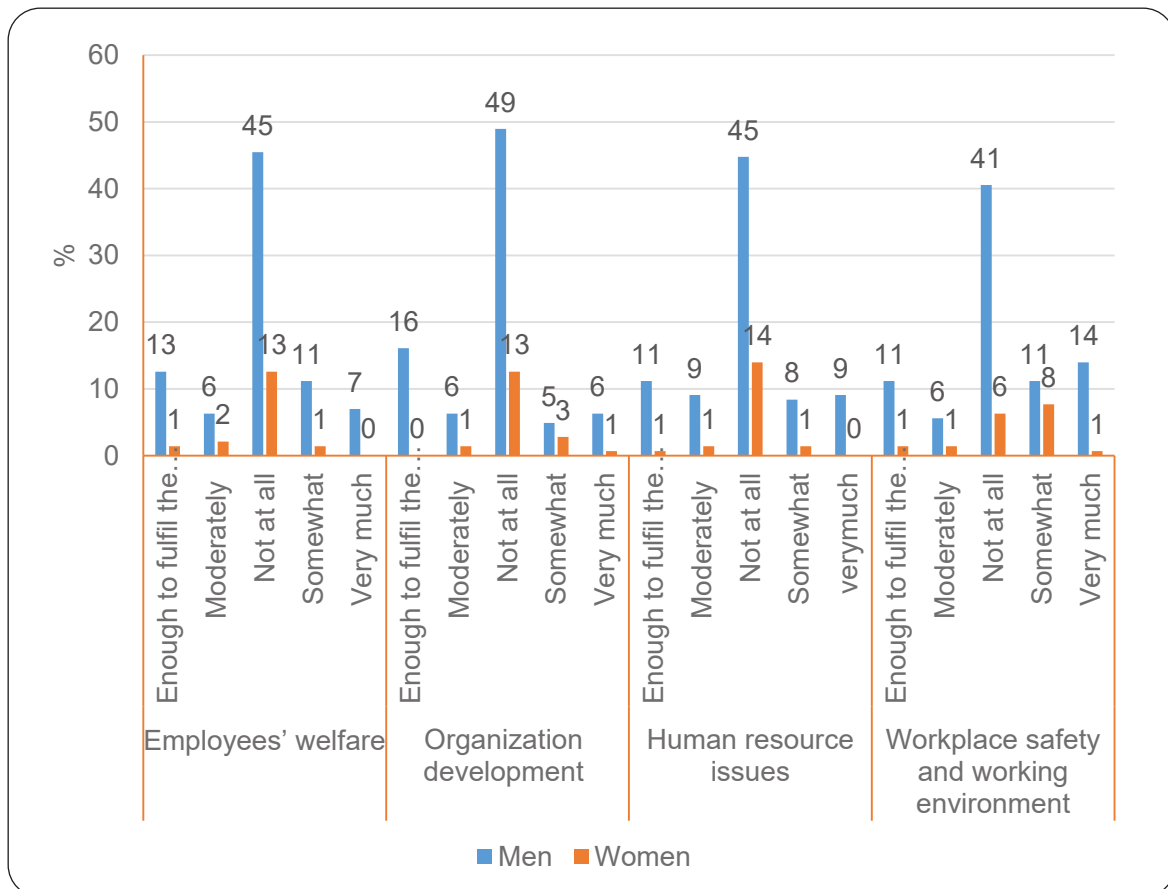


Figure 45: Perception of the respondents on women’s involvement in decision-making in road construction sites (n = 143)

6.2.5 Recruitment and Retention

None of the road construction sites has recruitment targets for the promotion of gender equality at all levels and across all areas. The rationale behind this is that the recruitment process is gender neutral. Gender or sex is seldom a selection criterion except for gender-specific jobs. Other than the site supervisors, all of the employees are daily wage workers.

Women also do not constitute 30% of all new hires in any given hiring cycle in all of the road construction sites. No gender quota is allocated for any position be it senior or junior post. The road construction site management also cares less about the use of inclusive language in advertisements for recruitment.

6.2.6 Equal Pay and Wages

The salary and compensation policy stipulated in Bhutan Civil Service Rules and Regulations (BCSRR) in the case of supervisors/managers and Bhutan Schedule of Rates (BSR) for employees do not explicitly mention that men and women must receive equal pay for equal value of work per se. Gender or sex is irrelevant as salary and benefits are determined by one’s grade or position which is decided by his or her qualification, job experience and other job-relevant attributes.

There is no such thing as an information and communication system in place to communicate the compensation policy to all staff but if one so wishes he or she can get their salary and benefits details from their respective department heads. The details of pay and benefits are made public while advertising vacancies.

Salary scale or wage or for that matter incentives/benefits are computed based on one’s grade and position without taking gender into account. There is no gender bias in its computation. The management is adamant that gender pay gap is unacceptable and that it does not exist in their projects. Their perception is that if it exists it would affect the reputation of the company and also influence job seekers who apply.

Table 3: Average gross salary of roads construction sites

Position	Average gross salary in the last one year of female employees (BTN)	Average gross salary in the last one year of male employees (BTN)
Chief Engineer	Not applicable	BTN 528,000
Assistant Engineer	BTN 397,550	BTN 399,559
Junior Engineer	BTN 300,480	BTN 300,480
Mason / supervisor	BTN 120,000	BTN 126,000
Wage labourer	BTN 90,000	BTN 88,000

The discrepancy is not because females are paid less, the number of male employees is more in all positions.

6.2.7 Promotion

Promotion is usually based on the number of years served, individual work performance, supervisor's recommendations, relevant experience and qualifications. Individual work performance is often assessed fairly and objectively. Promotions are every after five years irrespective of sexes provided, they do not have any disciplinary or criminal record. It is rather automatic, there is no mechanism as such to ensure that promotions are not gendered. This is as per BCSRR for the supervisors and managers and for employees who are all wage labourers it is based on BSR. There is no internal promotion policy as such to ensure women participate equally with men in decision-making and management at all levels and areas of the company. Further, the site also does not have concrete objectives for promotion and horizontal mobility that aim for gender equity at all levels. While carrying out a promotion process, there is no mechanism in place to ensure equal representation of both sexes among the candidates being considered.

6.2.8 Training

As per BCSRR for the managers and supervisors while the employees, wage labourers are not entitled to any training and other benefits.

6.2.9 Prevention and treatment of Sexual and Gender-based Harassment

It was reported that all aspects of the sexual harassment policy in line with the Labour and Employment Act of 2017 are clearly reflected in the service rules and regulations.

6.2.10 Supply Chains

Goods and services are being procured via Electronic Government Procurement (e-GP) system as per the government's Procurement Rules and Regulations (PRR). As such, no effort is made to ensure gender equality within processes for initiating relationships with suppliers or contractors or reviewing these to fit with the organisation's gender strategy. There are no procurement or supply chain policies and practices in relation to gender equality in road construction sites.

6.2.11 Inclusion

Even though the road construction sites do not have a written inclusivity and diversity strategy or inclusion council in place, the working environment is reportedly conducive for all individuals from multiple faiths and cultural practices. The Key Performance Indicator (KPI) of senior management does not include an inclusivity indicator for now. Thimphu DoR project sites reported having a mechanism in place for employees' feedback while others do not. Despite not having a written effective diversity and inclusion policy in place that states specific desired outcomes and establishes a framework for determining whether those outcomes have been met, the working environment is reportedly suitable for LGBTI as well. There is no discrimination against PWD, and they can work if their disability does not affect their ability to carry out their duties.

6.2.12 Violence Against Women and Girls Living Nearby Project Sites

No women and girls living in the vicinity of road construction sites experienced physical, emotional and sexual violence.

6.3 Bridge Construction Sites

6.3.1 Workplace Gender-Based Violence

Workplace Incivility: 24.39% (women 3; men 7) from a bridge construction site reported experiencing workplace incivility as shown in Table 20 (Annex 1: Statistical Tables). The proportions of women vis-à-vis men are 33.33% (3 from 9 women) and 21.8% (7 from 32 men), respectively. The disproportionately high proportion of the respondents experiencing workplace incivility in the bridge construction sites is largely due to its smaller sample size (n=41).

Workplace Bullying: 14.63% (women 2; men 4) from a bridge construction site reported experiencing workplace bullying as shown in Table 21 (Annex 1: Statistical Tables). The proportions of women against men are 22.22% (2 from 9 women) and 12.50% (4 from 32 men), respectively.

Workplace Sexual Harassment: 2.44% (1 woman) from a bridge construction site reported experiencing workplace sexual harassment as shown in Table 22 (Annex 1: Statistical Tables). The proportions of women vis-à-vis men are 11.11% (1 from 9 women) and 00.00% (0 from 32 men), respectively.

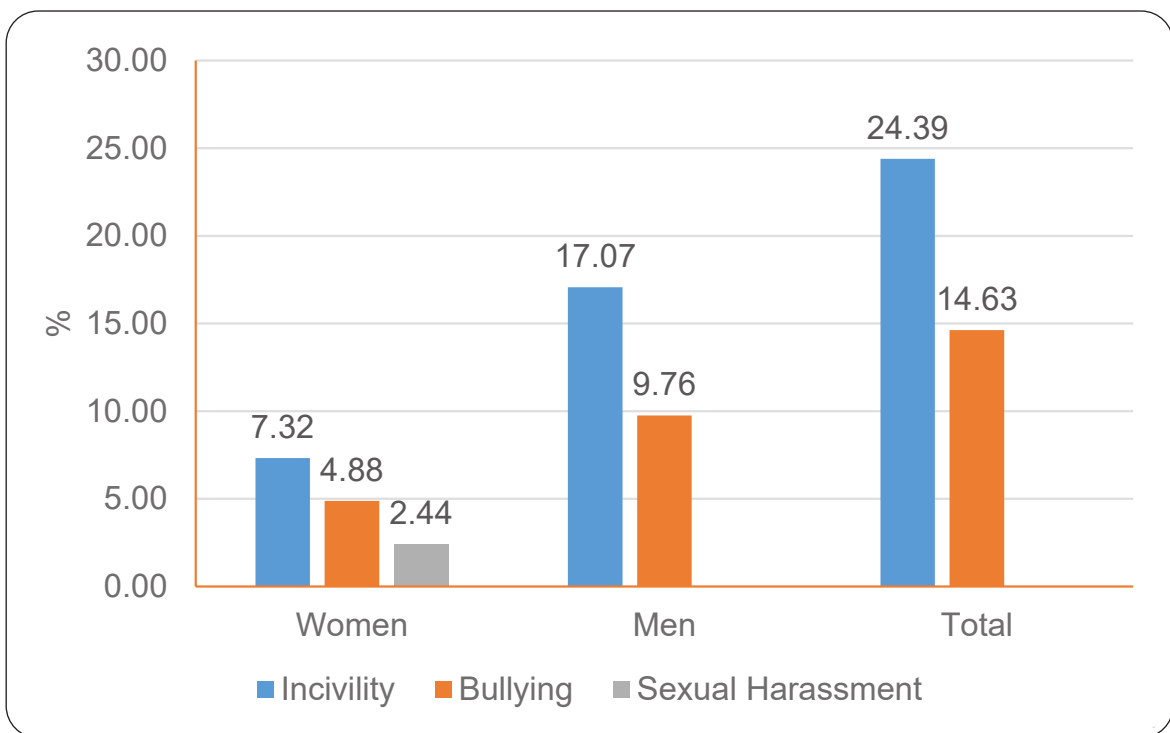


Figure 46: Prevalence of gender-based violence in bridge construction sites (n = 41)

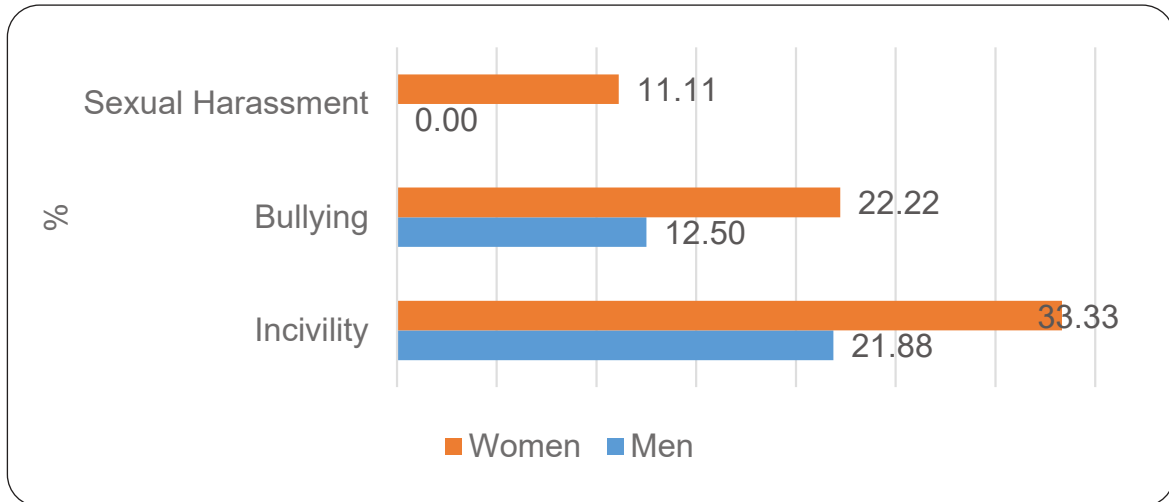


Figure 47: Prevalence of gender-based violence among women and men in bridge construction sites (n=41: women 9; men 32)

6.3.1.1 Reporting and Responding

Workplace Incivility: Of 10 respondents (3 women and 7 men) who experienced workplace incivility in the last 3 years, 30.00% (3 men) reported the incident to the concerned individual or authority. Conversely, 70.00% (3 women and 4 men) of the respondents who experienced workplace incivility decided not to come forward to file a complaint with the authorities. Those who chose not to report did so mostly out of fear of repercussions like losing their jobs, indifferent responses from their supervisor, or simply because they felt they should not make matters worse. Those who reported the incidents, did to their supervisors or senior management. Upon having reported to the concerned authority, all of them (3 men) lamented that no action was ever taken. They also could not avail of counselling services because it is either not available in their place of work or simply not provided.

Workplace Bullying: From 6 respondents (2 women and 4 men) who experienced workplace bullying in the last 3 years, 33.33% (1 woman and 1 man) reported the incident to the concerned authority.

Upon having reported to the concerned authority, all of them lamented that no action was ever taken. They also could not avail of counselling services because it is either not available in their place of work or simply not provided.

Workplace Sexual Harassment: There was only 1 woman from the bridge construction site who experienced workplace sexual harassment in the last 3 years, and she didn't take up the matter with the authorities. 100.00% of the respondents who went through sexual harassment incidences did not take up the matter with the authorities. Some of the reasons cited for not reporting the incident were most survivors considered the matter not grievous enough to warrant filing a complaint or that some just let the subject slide away to prevent further escalations.

6.3.2 Workplace Health and Safety

Workplace hazards: 68.29% of the respondents (7 women; 21 men) are exposed to workplace health and safety hazards as shown in Table 42 (Annex 1: Statistical Tables).

Workplace health and safety for pregnant and breastfeeding women: 48.78% of the respondents (women 6; men 14) perceive that there are workplace health and safety regulations in place to address the needs of pregnant and breastfeeding women as shown in Table 43 (Annex 1: Statistical Tables).

Workplace policies and procedures: The proportion of the respondents who agreed that there are policies and systems in place to make the workplace safe is 95.12 (women 9; men 30) as shown in Table 44 (Annex 1: Statistical Tables).

Occupational health and safety awareness: 58.54 (women 6; men 18) of the respondents think they are aware of occupational health and safety awareness as shown in Table 45 (Annex 1: Statistical Tables).

Occupational health and safety, and workplace sexual harassment and gender discrimination: All respondents (women 9; men 32) reported that they can partake in occupational health and safety, workplace sexual harassment and gender discrimination. as shown in Table 46 (Annex 1: Statistical Tables).

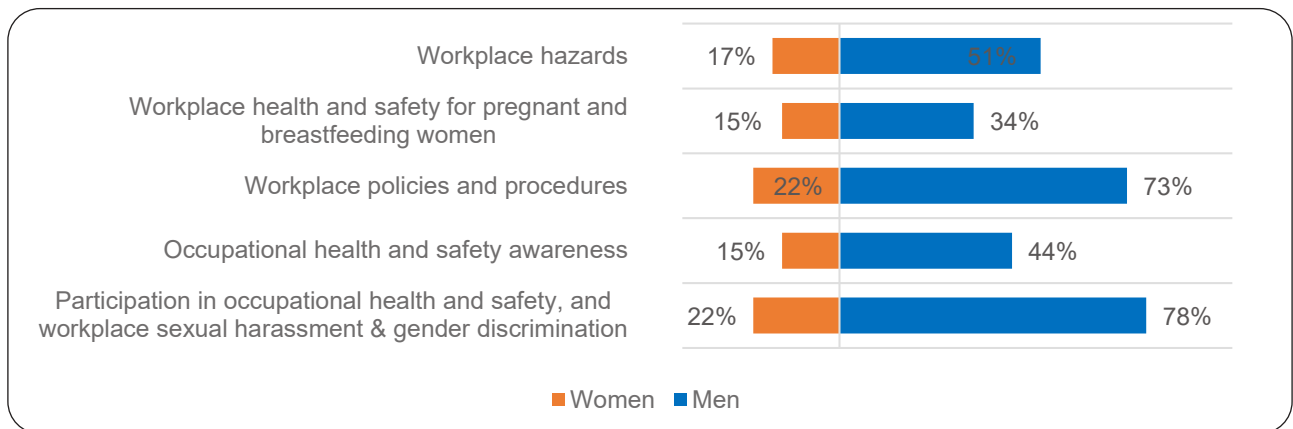


Figure 48: Workplace health and safety in bridge construction sites (n = 41)

6.3.3 Work Environment

The percent of respondents who reported that they would receive compensation against death due to work accident or occupational disease, permanent disablement, and partial disablement are 51.22, 46.34 and 43.90, respectively.

26.83% consider that in general employees get to work in the same or similar position after returning from maternity leave. Likewise, 41.46% also believe women are provided with the same opportunities as their male counterparts. Still, a sizeable section of them concludes the lack of a proper or suitable environment for those with children as some of the primary barriers women face at work. There are

no separate resting areas for women as well as separate toilets with required facilities like sanitary bins.

Other major causes repeatedly raised include the inability of females to carry out heavy and physically demanding work (lifting heavy loads) and the not-so-conducive environment for night shifts. This is followed by prejudice in recruitment, dismissal, transfer, and demotion. Harassment as a barrier is also pointed out.

The mean working hours in the bridge construction sites on a typical day is 8.32 hours (8.33 for women and 8.31 for men), while some work a maximum of 15 hours a day.

26.42% (2 female responses; 12 male responses) reported that they get paid sick leave; the proportions of women and men who are of the same opinion are 20.00% (2 from 10 total female responses) and 27.91% (12 from 43 total male responses), respectively. Likewise, the proportions of women and men who say they also get maternity leave are 10.00% (1 from 10 of the total female responses) and 9.30% (4 from 43 of the total male responses), respectively.

6.3.4 Participation in Decision Making

A considerable proportion of the respondents across the project sites perceive that women have no participatory role in decision-making as shown in Figure 49.

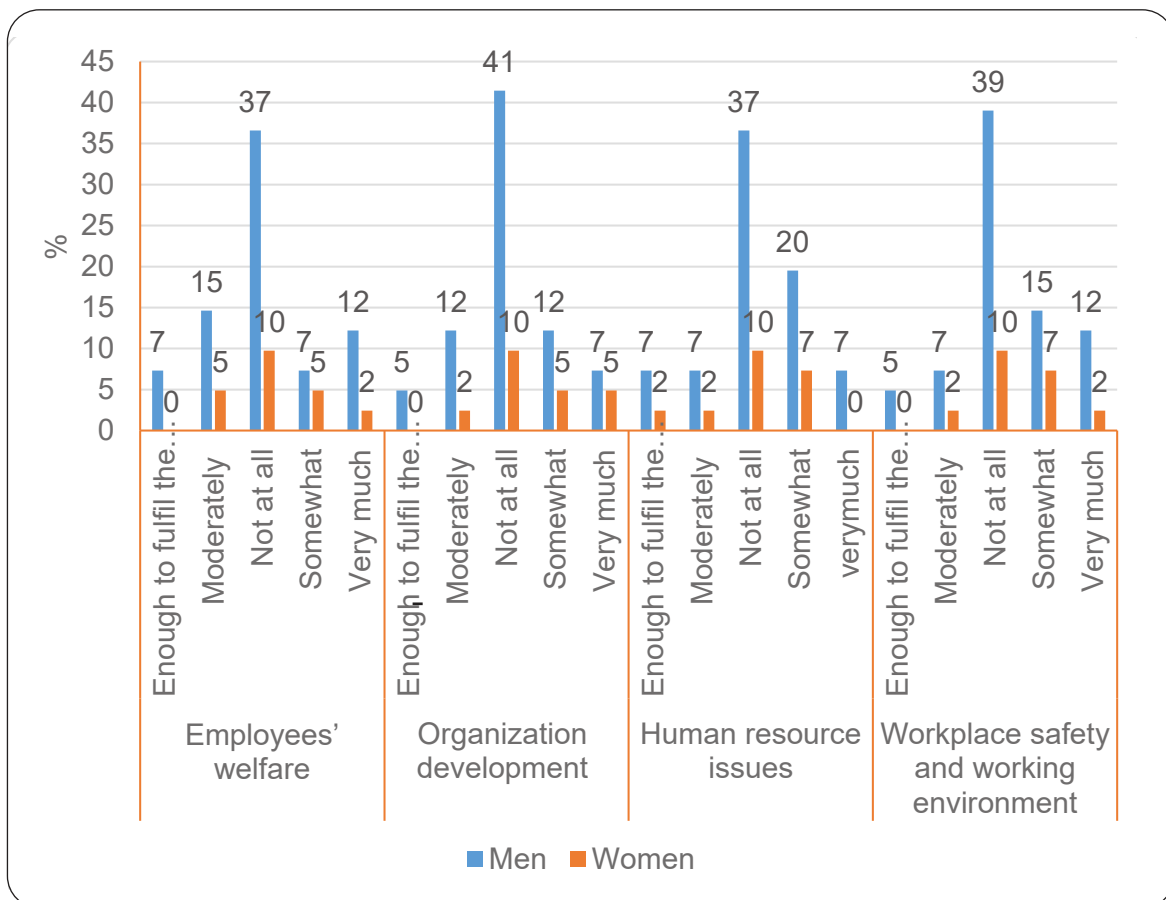


Figure 49: Perception of the respondents on women's involvement in decision-making in bridge construction sites (n = 41)

6.3.5 Recruitment and Retention

The only sample bridge construction site has no recruitment targets for the promotion of gender equality at all levels and across all areas. The rationale behind this is that the recruitment process is gender neutral. Gender or sex is seldom a selection criterion except for gender-specific jobs. All employees of the construction sites are hired through a formal and documented process of staff selection.

Women also do not constitute 30% of all new hires in any given hiring cycle in all of the project and construction sites. It is not in the interest of the management to carry out recruitment and selection processes aimed specifically at women to balance their presence among the staff. The management's priority is to recruit the right candidates irrespective of their gender or sex and complete the project on time with quality. No gender quota is allocated for any position be it senior or junior post.

Service Rules and Regulations (SRR) of all projects categorically prohibit discrimination during the recruitment and selection process based on gender, marital status, and other demographic characteristics.

6.3.6 Equal Pay and Wages

The salary and compensation policy stipulated in SRR does not explicitly mention that men and women must receive equal pay for equal value of work per se. Salary and benefits are determined by one's grade or position which is decided by his or her qualification, job experience and other job-relevant attributes. In other words, it is gender neutral.

There is no such thing as an information and communication system in place to communicate the compensation policy to all staff but if one so wishes he or she can get their salary and benefits details from their respective department heads. The details of pay and benefits are made public while advertising vacancies.

Salary scale or wage or for that matter incentives/benefits are computed based on one's grade and position without taking gender into account. There is no gender bias in its computation.

6.3.7 Promotion

There is no promotion as such as all the managers and employees are on contract employment.

6.3.8 Training

No training on gender or in other areas was carried out as the employees are on contract employment. The projects do not have any mechanisms put in place to ensure that men, women and Lesbian, Gay, Bisexual, Transgender, Intersex (LGBTI+) have equal access to training, at the same time as they do not differentiate between them either.

6.3.9 Internal and External Communication

Internal communication is being carried out by division heads while external is done by the respective focal persons. This is in line with the company's standard operating procedures. The project sites

do take into account the use of inclusive language in their internal and external communication. The project sites do not have a system in place to review, screen out or adjust all its public relations or communication materials to ensure the use of gender-sensitive language and to avoid gender stereotypes.

Even though the project sites do not have a standard operating procedure to use gender-neutral language in communications including management of its public relations, the projects have not received any complaints about its public relations materials or publications or communication medium being gender-insensitive.

6.3.10 Work-family Balance

For women not to quit jobs due to childbirth and/or to care for their family, alternatives such as breastfeeding time, maternity and paternity leave are provided to all female employees as per the SRR. No other additional support is provided to ensure that employees have a proper work-life balance.

Although employees,' particularly that of female welfare have been looked after on an as-needed basis, there is no system for establishing a reduced work week, flexible working hours and telecommuting for staff.

6.3.11 Prevention and treatment of Sexual and Gender-based Harassment

It was reported that all aspects of sexual harassment policy in line with the Labour and Employment Act of 2017 are reflected in the service rules and regulations.

The bridge construction site does not undertake training and updates on gender and sexual harassment. There is also no dedicated person, committee, or commission responsible for establishing measures to prevent, detect and act on harassment cases. There is also no record of projects monitoring and following up on incidents and harassment cases, let alone documented procedures for detecting and addressing sexual and workplace harassment.

In absence of a specific institutional policy in place governing the prevention, sanction, and elimination of sexual harassment – there is no official record of sexual harassment complaints received or addressed; details of relationship between sexual harassment survivor and perpetrator; record of gender-based discrimination; and details of relationship between gender-based discrimination survivor and perpetrator.

6.3.12 Supply Chains

When it comes to contracting out goods and supplies, the site follows the government's procurement rules and regulations which are gender neutral. No extra effort is being put into factoring gender equality into the procurement of goods and services.

6.3.13 Inclusion

Even though the project site does not have a written inclusivity and diversity strategy or inclusion council in place, the working environment is reportedly conducive for all individuals from multiple

faiths and cultural practices. The Key Performance Indicator (KPI) of senior management does not include an inclusivity indicator for now. As such, there is no discrimination against PWD, and they can work if their disability does not affect their ability to carry out their duties.

6.3.14 Violence Against Women and Girls Living Nearby Project Sites

No women and girls living in the vicinity of bridge construction sites experienced emotional, physical or sexual violence.

6.4 Across Sample Sites

6.4.1 Workplace Gender-Based Violence

Workplace Incivility: From a total of 1310 respondents, 12.52% (women 53; men 111) reported experiencing uncivil behaviours from supervisors and co-workers in the workplace in the last 3 years as shown in Table 23 (Annex 1: Statistical Tables). 7.40% of them have been working in their respective companies for less than 6 years and 7.86% of them are on contract employment. The highest proportion (7.18%) of them are between the age bracket of 18 and 34. 12.83% (53 from 413 women) of the female respondents and 12.37% (111 from 897 men) of male respondents reportedly experienced workplace incivility in the past 3 years in the company.

Workplace Bullying: From a total of 1310 respondents, 14.05% (women 60; men 124) reported experiencing bullying from supervisors and co-workers at the workplace in the last 3 years as shown in Table 24 (Annex 1: Statistical Tables). 7.86% of them have been working in their respective companies for less than 6 years and 9.01% of them are on contract employment. The highest proportion (7.86%) of them are between the age bracket of 18 and 34. 14.53% (60 from 413 women) of the female respondents and 13.82% (124 from 897 men) of male respondents reportedly experienced workplace bullying in the past 3 years.

Workplace Sexual Harassment: From a total of 1310 respondents, 6.87% (women 39; men 51) reported experiencing sexual harassment from supervisors and co-workers at the workplace in the last 3 years as shown in Table 25 (Annex 1: Statistical Tables). 3.44% of them have been working in their respective companies for less than 6 years and 4.96% of them are on contract employment. The highest proportion (3.74%) of them are between the age bracket of 18 and 34. 9.44% (39 from 413 women) of the female respondents and 5.69% (51 from 897 men) of male respondents reportedly experienced workplace sexual harassment in the past 3 years.

6.4.2 Gender-Based Violence Among Managers and Employees

Workplace Incivility: The workplace incivility among the managers is reportedly recorded at 5.38% (women 2; men 8) while it is 13.70% (women 21; men 103) for the employees as shown in Tables 26 and 27 (Annex 1: Statistical Tables), respectively.

Workplace Bullying: Workplace bullying among the managers is reportedly recorded at 4.48% (women 5; men 4) while it is 15.57% (women 55; men 120) for the employees as shown in Tables 28 and 29 (Annex 1: Statistical Tables), respectively.

Workplace Sexual Harassment: Workplace sexual harassment among the managers is reportedly recorded at 5.91% (women 5; men 6) while it is 7.03% (women 34; men 45) for the employees as shown in Tables 30 and 31 (Annex 1: Statistical Tables), respectively.

6.4.3 Workplace Health and Safety

Workplace hazards: 71.22% (246 women; 687 men) of the respondents feel they are exposed to workplace hazards. With reference to women and men, it is 59.56% (246 from 413 women) and 76.59% (687 from 897 men).

Workplace health and safety for pregnant and breastfeeding women: 79.24% of the respondents, of which 29.31% comprise women, agree that adequate provisions are made to ensure workplace health and safety for pregnant and breastfeeding women. Provisions include modifying physical workplace aspects to reduce risks, adjusting working hours, and interim measures to assign alternative roles to pregnant and breastfeeding women.

Workplace policies and procedures: An overwhelming 98.32% (408 women; 880 men) of the respondents agree that there are regulations, policies, guidelines, and systems in place to ensure workplace safety, as well as human resource modalities for reporting workplace grievances, including provisions for regular workplace health and safety training.

Occupational health and safety awareness: In terms of participation in occupational health and safety, and workplace harassment and gender discrimination, a significant proportion of the respondents (83.05%) confirm that they understand their role in coming forward to stop, report, and voice concerns over incidences of sexual discrimination, harassment, and safety at the workplace. Men constitute 53.89% of the proportion and women form the other remaining 29.16%.

Participation in occupational health and safety, and workplace sexual harassment and gender discrimination: Additionally, a good 99.69% (413 women; 893 men) accept that they are aware of occupational health and safety requirements that include their workplace rights and responsibilities.

Bhutan has come a long way in promoting gender equality and women's rights beginning with the unconditional ratification of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1981 when it first came into force setting an international standard for what was meant by equality between women and men. Since then, there has been steady progress towards promoting gender equality by way of enacting legislations and establishing a national machinery to mainstream gender perspectives in key social, economic and political domains. It would help solidify the efforts being made thus far if the following sector-specific recommendations could be considered:

7.1 General Recommendations

- The prevalence of GBV could be attributed to the weak implementation of the Labour and Employment Act, Occupational Health and Safety Regulation, and the organization's Service Rules and Regulations. Effective implementation, compliance and enforcement on the ground are essential for realizing its objectives.
- Awareness on the Labour and Employment Act, the Occupational Health and Safety Regulations and the company's Service Rules and Regulations could be created among the employees so that they are aware of their rights and responsibilities.
- The existing gender-related rules, policies and regulations must be implemented effectively as there are discrepancies between the expected and actual ground implementation. Regular targeted advocacy, sensitisation and education on gender-based inequalities be carried out, emphasising more on the mitigation aspects than on case management.
- Often the incidences of gender-based violence go unreported even though the survivors are aware of the laws and reporting system in place principally because of dire repercussions like losing their job. In addition to having relevant laws, and conducting awareness programs, it is recommended to put a survivor protection system/policy in place so that the incidences of GBV could be reported without the fear of repercussion.
- A user-friendly system (smartphone app or toll-free number) for reporting workplace GBV could be established, and the survivors' support and protection mechanism be put in place.
- The designated gender focal person currently identified at various project sites serves with limited authority. They carry out some logistic roles and responsibilities. They are not empowered to influence policies or procedures. Therefore, a dedicated person, committee, or commission responsible for establishing measures to prevent, detect and act on GBV cases could be nominated or instituted.
- Post-incident support such as medical care, counselling, and legal services could be made available to the survivors of GBV.
- Women's participation in decision-making could be increased by having recruitment targets for the promotion of gender equality at all levels; mandating women to constitute at least 30% of all new hires in any given hiring cycle as recommended by SDS; carrying out recruitment

and selection processes aimed specifically for women to balance their presence among the employees, and designing policy for internal promotion to ensure women participate equally with men in decision-making and management at all levels.

- Mainstreaming gender dimensions into all stages of the budget cycle from project conception to planning and execution is imperative to promote gender equality.
- Independent gender auditing may be carried out from time to time to validate the institutionalisation of gender equality the managements claimed to have in place.
- Data and information on workplace GBV are sketchy and fragmentary which is a cause of concern. A transparent system of keeping track of complaints received, resolved and action taken, along with the details of relationship between survivors and perpetrators would go a long way in building employees' confidence in the reporting system which would in turn help report the incidences of GBV upfront. In this regard, it is recommended to regularly collect and report gender-disaggregated data on:
 - o Pay so that organisations can see where pay gaps are largest and identify the underlying causes.
 - o Gender composition at all levels of the workforce so that they can see where they could benefit from gender diversity and take action to support women in senior roles or help ensure more gender-balanced boardrooms and they can also see which roles and areas have more women or more men and consider how to achieve better gender diversity.
 - o Workplace gender-based violence so that they will be more transparent and accountable to employees and the community and in turn, this will build confidence to report experiences of workplace gender-based violence.
 - o Recruitment and promotion so that they can see where women's careers are stalling and help identify strategies to create more equal opportunities.
 - o Leave and flexible working to see what extra support might be needed.
- Considering the high risk of disasters at these construction sites, and women employees being more vulnerable than their men colleagues, it is important to identify how the project management and donors prioritise Disaster Risk Assessment (DRA) and preparedness, both before and during the construction.
- Given the nature and important role played by informal non-working women (female spouse of the workers) in supporting their family members at various construction sites, it is important to assess both the physical and mental well-being of these informal workers (housekeepers, caregivers, babysitters) in future assessments.
- Besides the incorporation of gender-based initial recruitment, it is equally important for women to get professional exposure to acquire equal level of competencies and professional skills as demanded by their job. Therefore, the deployment of women workers into more challenging sites is also equally important.

- All levels of construction activities are adjacent to one or more local communities. Therefore, it is important to assess how designated Corporate Social Responsibility (CSR) funds are being prioritised for employment and income generation activities, with a special focus on women and vulnerable groups in the projects/sites' designated communities.
- The need for such gender assessment cannot be one-time based, but instead, be conducted consistently on a regular and sustainable basis. Therefore, there is a need to widen the scope of such gender-based assessment in future to ascertain the roles and functions of our respective local government offices and their elected members.
- Since all the project activities are time bound, a post-project gender assessment with a special focus on women employees is felt necessary. Experiences from the completed Mega Hydropower Projects reveal mostly women employees are more vulnerable and face difficulties in re-establishing their livelihood activities.
- Even though women at these construction sites may not be eligible for longer duration maternity leave and designated professional incentives, it is important to assess or monitor how the project administrations' flexi-timing approach designed for their women employees at work sites are actually put into practice.
- Efforts may be made to ensure gender equality within processes for initiating relationships with suppliers or contractors or reviewing these to fit with the organisation's gender strategy.

7.2 Road Construction Sites

- Official communication between project on-site employees and the FGP of the ministry could be established/strengthened.

7.3 Project Site Communities

- While conducting sexual harassment awareness programs for project employees, it may be extended to people living in the vicinity of the construction project sites.
- Gender awareness and advocacy programs be provided to local leaders from nearby project sites.
- Establish GBV reporting mechanism and strengthen communication with the local authorities, including the police.
- Targeted interventions could be suggested to address gender inequalities for people living in the vicinity of the project sites.
- Advocate, sensitise and create a resilient community around the project sites.

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1.1 Demographic Characteristics

Table 4: Demographic characteristics of the respondents from hydropower construction sites (n = 1126)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	126	354	480	11.19	31.44	42.63
6 – 11	195	320	515	17.32	28.42	45.74
12 – 17	58	72	130	5.15	6.39	11.55
18 – 23		1	1		0.09	0.09
24 – 29						
30 and above						
All	379	747	1126	33.66	66.34	100.00
Nationality						
Bhutanese	379	720	1099	33.66	63.94	97.60
Non-Bhutanese		27	27		2.40	2.40
All	379	747	1126	33.66	66.34	100.00
Employment type						
Contract	328	541	869	29.13	48.05	77.18
Deputation	13	59	72	1.15	5.24	6.39
Full-time	10	48	58	0.89	4.26	5.15
Temporary	28	99	127	2.49	8.79	11.28
All	379	747	1126	33.66	66.34	100.00
Monthly salary						
Less than 5,000						
5,000–9,999	2	5	7	0.18	0.44	0.62
10,000–14,999	63	57	120	5.60	5.06	10.66
15,000–19,999	24	90	114	2.13	7.99	10.12
20,000–24,999	38	61	99	3.37	5.42	8.79
25,000–29,999	61	79	140	5.42	7.02	12.43
30,000–39,999	93	149	242	8.26	13.23	21.49
40,000 and more	98	306	404	8.70	27.18	35.88

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
All	379	747	1126	33.66	66.34	100.00
Age						
Lower than 18						
18 – 34	190	327	517	16.87	29.04	45.91
35 – 51	186	391	577	16.52	34.72	51.24
52 – 68	3	29	32	0.27	2.58	2.84
69 and above						
All	379	747	1126	33.66	66.34	100.00
Marital status						
Never married	50	128	178	4.44	11.37	15.81
Married	275	575	850	24.42	51.07	75.49
Divorced	40	30	70	3.55	2.66	6.22
Living together	5	8	13	0.44	0.71	1.15
Widowed	9	6	15	0.80	0.53	1.33
All	379	747	1126	33.66	66.34	100.00
Education level						
No formal education	36	42	78	3.20	3.73	6.93
Non-formal education	7	3	10	0.62	0.27	0.89
Monastic studies		8	8		0.71	0.71
Primary education	19	63	82	1.69	5.60	7.28
Lower secondary education	32	92	124	2.84	8.17	11.01
Middle secondary education	115	126	241	10.21	11.19	21.40
Higher secondary education	72	116	188	6.39	10.30	16.70
Certificate/Diploma	52	177	229	4.62	15.72	20.34
Bachelor's degree	41	106	147	3.64	9.41	13.06
Master's degree and above	5	14	19	0.44	1.24	1.69
All	379	747	1126	33.66	66.34	100.00

Table 5: Demographic characteristics of respondents from road construction sites (n = 143)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	13	97	110	9.09	67.83	76.92
6 – 11	6	8	14	4.20	5.59	9.79
12 – 17	3	4	7	2.10	2.80	4.90

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
18 – 23	3	5	8	2.10	3.50	5.59
24 – 29		2	2		1.40	1.40
30 and above		2	2		1.40	1.40
All	25	118	143	17.48	82.52	100.00
Nationality						
Bhutanese	25	85	110	17.48	59.44	76.92
Non-Bhutanese		33	33		23.08	23.08
All	25	118	143	17.48	82.52	100.00
Employment type						
Contract	1	34	35	0.70	23.78	24.48
Deputation						
Full-time	18	36	54	12.59	25.17	37.76
Temporary	6	48	54	4.20	33.57	37.76
All	25	118	143	17.48	82.52	100.00
Monthly salary						
Less than 5,000						
5,000–9,999	20	10	30	13.99	6.99	20.98
10,000–14,999	4	11	15	2.80	7.69	10.49
15,000–19,999	1	29	30	0.70	20.28	20.98
20,000–24,999		42	42		29.37	29.37
25,000–29,999		10	10		6.99	6.99
30,000–39,999		13	13		9.09	9.09
40,000 and more		3	3		2.10	2.10
All	25	118	143	17.48	82.52	100.00
Age						
Lower than 18	1		1	0.70		0.70
18 – 34	10	66	76	6.99	46.15	53.15
35 – 51	10	41	51	6.99	28.67	35.66
52 – 68	4	9	13	2.80	6.29	9.09
69 and above		2	2		1.40	1.40
All	25	118	143	17.48	82.52	100.00
Marital status						
Never married	4	33	37	2.80	23.08	25.87

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Married	19	73	92	13.29	51.05	64.34
Divorced	2	11	13	1.40	7.69	9.09
Living together						
Widowed		1	1		0.70	0.70
All	25	118	143	17.48	82.52	100.00
Education level						
No formal education	12	32	44	8.39	22.38	30.77
Non-formal education	3		3	2.10		2.10
Monastic studies	1	1	2	0.70	0.70	1.40
Primary education	1	24	25	0.70	16.78	17.48
Lower secondary education	1	14	15	0.70	9.79	10.49
Middle secondary education	3	9	12	2.10	6.29	8.39
Higher secondary education	1	20	21	0.70	13.99	14.69
Certificate/Diploma		10	10		6.99	6.99
Bachelor's degree	3	8	11	2.10	5.59	7.69
Master's degree and above						
All	25	118	143	17.48	82.52	100.00

Table 6: Demographic characteristics of respondents from bridge construction site (n = 41)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	8	24	32	19.51	58.54	78.05
6 – 11	1	8	9	2.44	19.51	21.95
12 – 17						
18 – 23						
24 – 29						
30 and above						
All	9	32	41	21.95	78.05	100.00
Nationality						
Bhutanese	9	29	38	21.95	70.73	92.68
Non-Bhutanese		3	3		7.32	7.32
All	9	32	41	21.95	78.05	100.00
Employment type						
Contract	1	11	12	2.44	26.83	29.27

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Deputation						
Full-time	1	9	10	2.44	21.95	24.39
Temporary	7	12	19	17.07	29.27	46.34
All	9	32	41	21.95	78.05	100.00
Monthly salary						
Less than 5,000						
5,000–9,999	4	2	6	9.76	4.88	14.63
10,000–14,999	3	7	10	7.32	17.07	24.39
15,000–19,999	2	14	16	4.88	34.15	39.02
20,000–24,999		6	6		14.63	14.63
25,000–29,999						
30,000–39,999		1	1		2.44	2.44
40,000 and more		2	2		4.88	4.88
All	9	32	41	21.95	78.05	100.00
Age						
Lower than 18						
18 – 34	8	21	29	19.51	51.22	70.73
35 – 51	1	9	10	2.44	21.95	24.39
52 – 68		1	1		2.44	2.44
69 and above		1	1		2.44	2.44
All	9	32	41	21.95	78.05	100.00
Marital status						
Never married	5	10	15	12.20	24.39	36.59
Married	3	20	23	7.32	48.78	56.10
Divorced	1	1	2	2.44	2.44	4.88
Living together		1	1		2.44	2.44
Widowed						
All	9	32	41	21.95	78.05	100.00
Education level						
No formal education	2	6	8	4.88	14.63	19.51
Non-formal education						
Monastic studies						
Primary education		6	6		14.63	14.63
Lower secondary education	1	6	7	2.44	14.63	17.07

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Middle secondary education	2	6	8	4.88	14.63	19.51
Higher secondary education	1	4	5	2.44	9.76	12.20
Certificate/Diploma	3	4	7	7.32	9.76	17.07
Bachelor's degree						
Master's degree and above						
All	9	32	41	21.95	78.05	100.00

Table 7: Demographic characteristics of respondents of sample hydropower, road, and bridge construction sites (n = 1310)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	147	475	622	11.22	36.26	47.48
6 – 11	202	336	538	15.42	25.65	41.07
12 – 17	61	76	137	4.66	5.80	10.46
18 – 23	3	6	9	0.23	0.46	0.69
24 – 29		2	2		0.15	0.15
30 and above		2	2		0.15	0.15
All	413	897	1310	31.53	68.47	100.00
Nationality						
Bhutanese	413	834	1247	31.53	63.66	95.19
Non-Bhutanese		63	63		4.81	4.81
All	413	897	1310	31.53	68.47	100.00
Employment type						
Contract	330	586	916	25.19	44.73	69.92
Deputation	13	59	72	0.99	4.50	5.50
Full-time	29	93	122	2.21	7.10	9.31
Temporary	41	159	200	3.13	12.14	15.27
All	413	897	1310	31.53	68.47	100.00
Monthly salary						
Less than 5,000						
5,000–9,999	26	17	43	1.98	1.30	3.28
10,000–14,999	70	75	145	5.34	5.73	11.07
15,000–19,999	27	133	160	2.06	10.15	12.21
20,000–24,999	38	109	147	2.90	8.32	11.22

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
25,000–29,999	61	89	150	4.66	6.79	11.45
30,000–39,999	93	163	256	7.10	12.44	19.54
40,000 and more	98	311	409	7.48	23.74	31.22
All	413	897	1310	31.53	68.47	100.00
Age						
Lower than 18	1		1	0.08		0.08
18 – 34	208	414	622	15.88	31.60	47.48
35 – 51	197	441	638	15.04	33.66	48.70
52 – 68	7	39	46	0.53	2.98	3.51
69 and above		3	3		0.23	0.23
All	413	897	1310	31.53	68.47	100.00
Marital status						
Never married	43	42	85	3.28	3.21	6.49
Married	5	9	14	0.38	0.69	1.07
Divorced	297	668	965	22.67	50.99	73.66
Living together	59	171	230	4.50	13.05	17.56
Widowed	9	7	16	0.69	0.53	1.22
All	413	897	1310	31.53	68.47	100.00
Education level						
No formal education	50	80	130	3.82	6.11	9.92
Non-formal education	10	3	13	0.76	0.23	0.99
Monastic studies	1	9	10	0.08	0.69	0.76
Primary education	20	93	113	1.53	7.10	8.63
Lower secondary education	34	112	146	2.60	8.55	11.15
Middle secondary education	120	141	261	9.16	10.76	19.92
Higher secondary education	74	140	214	5.65	10.69	16.34
Certificate/Diploma	55	191	246	4.20	14.58	18.78
Bachelor's degree	44	114	158	3.36	8.70	12.06
Master's degree and above	5	14	19	0.38	1.07	1.45
All	413	897	1310	31.53	68.47	100.00
Disability						
Seeing difficulty	18	23	41	1.37	1.76	3.13
Hearing difficulty	14	18	32	1.07	1.37	2.44
Walking or climbing difficulty	18	20	38	1.37	1.53	2.90

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Remembering or concentrating difficulty	44	47	91	3.36	3.59	6.95
Selfcare difficulty	5	21	26	0.38	1.60	1.98
Communication difficulty	36	53	89	2.75	4.05	6.79

Table 8: Demographic characteristics of managers (n = 186)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	22	64	86	11.83	34.41	46.24
6 – 11	13	75	88	6.99	40.32	47.31
12 – 17	1	11	12	0.54	5.91	6.45
18 – 23						
24 – 29						
30 and above						
All	36	150	186	19.35	80.65	100.00
Nationality						
Bhutanese	36	150	186	19.35	80.65	100.00
Non-Bhutanese						
All	36	150	186	19.35	80.65	100.00
Employment type						
Contract	30	108	138	16.13	58.06	74.19
Deputation	6	31	37	3.23	16.67	19.89
Full-time		9	9		4.84	4.84
Temporary		2	2		1.08	1.08
All	36	150	186	19.35	80.65	100.00
Monthly salary						
Less than 5,000						
5,000–9,999						
10,000–14,999						
15,000–19,999		2	2		1.08	1.08
20,000–24,999		1	1		0.54	0.54
25,000–29,999						
30,000–39,999		7	7		3.76	3.76
40,000 and more	36	140	176	19.35	75.27	94.62

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
All	36	150	186	19.35	80.65	100.00
Age						
Lower than 18						
18 – 34	22	52	74	11.83	27.96	39.78
35 – 51	14	87	101	7.53	46.77	54.30
52 – 68		11	11		5.91	5.91
69 and above						
All	36	150	186	19.35	80.65	100.00
Marital status						
Never married	13	20	33	6.99	10.75	17.74
Married	20	125	145	10.75	67.20	77.96
Divorced	1	4	5	0.54	2.15	2.69
Living together	2	1	3	1.08	0.54	1.61
Widowed						
All	36	150	186	19.35	80.65	100.00
Education level						
No formal education						
Non-formal education						
Monastic studies						
Primary education						
Lower secondary education						
Middle secondary education						
Higher secondary education		2	2		1.08	1.08
Certificate/Diploma	6	51	57	3.23	27.42	30.65
Bachelor's degree	26	84	110	13.98	45.16	59.14
Master's degree and above	4	13	17	2.15	6.99	9.14
All	36	150	186	19.35	80.65	100.00

Table 9: Demographic characteristics of employees (n = 1124)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	125	411	536	11.12	36.57	47.69
6 – 11	189	261	450	16.81	23.22	40.04
12 – 17	60	65	125	5.34	5.78	11.12

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
18 – 23	3	6	9	0.27	0.53	0.80
24 – 29		2	2		0.18	0.18
30 and above		2	2		0.18	0.18
All	377	747	1124	33.54	66.46	100.00
Nationality						
Bhutanese	377	684	1061	33.54	60.85	94.40
Non-Bhutanese		63	63		5.60	5.60
All	377	747	1124	33.54	66.46	100.00
Employment type						
Contract	300	478	778	26.69	42.53	69.22
Deputation	7	28	35	0.62	2.49	3.11
Full-time	29	84	113	2.58	7.47	10.05
Temporary	41	157	198	3.65	13.97	17.62
All	377	747	1124	33.54	66.46	100.00
Monthly salary						
Less than 5,000						
5,000–9,999	26	17	43	2.31	1.51	3.83
10,000–14,999	70	75	145	6.23	6.67	12.90
15,000–19,999	27	131	158	2.40	11.65	14.06
20,000–24,999	38	108	146	3.38	9.61	12.99
25,000–29,999	61	89	150	5.43	7.92	13.35
30,000–39,999	93	156	249	8.27	13.88	22.15
40,000 and more	62	171	233	5.52	15.21	20.73
All	377	747	1124	33.54	66.46	100.00
Age						
Lower than 18	1		1	0.09		0.09
18 – 34	186	362	548	16.55	32.21	48.75
35 – 51	183	354	537	16.28	31.49	47.78
52 – 68	7	28	35	0.62	2.49	3.11
69 and above		3	3		0.27	0.27
All	377	747	1124	33.54	66.46	100.00
Marital status						
Never married	46	151	197	4.09	13.43	17.53

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Married	277	543	820	24.64	48.31	72.95
Divorced	42	38	80	3.74	3.38	7.12
Living together	3	8	11	0.27	0.71	0.98
Widowed	9	7	16	0.80	0.62	1.42
All	377	747	1124	33.54	66.46	100.00
Education level						
No formal education	50	80	130	4.45	7.12	11.57
Non-formal education	10	3	13	0.89	0.27	1.16
Monastic studies	1	9	10	0.09	0.80	0.89
Primary education	20	93	113	1.78	8.27	10.05
Lower secondary education	34	112	146	3.02	9.96	12.99
Middle secondary education	120	141	261	10.68	12.54	23.22
Higher secondary education	74	138	212	6.58	12.28	18.86
Certificate/Diploma	49	140	189	4.36	12.46	16.81
Bachelor's degree	18	30	48	1.60	2.67	4.27
Master's degree and above	1	1	2	0.09	0.09	0.18
All	377	747	1124	33.54	66.46	100.00

Table 10: Demographic characteristics of the women and girls' respondents from hydropower construction sites (n = 202)

Demographic Attributes	n			%		
	Girls	Women	Total	Girls	Women	Total
Number of years living in the vicinity of construction site						
Lower than 6	5	103	108	2.48	50.99	53.47
6 – 11		45	45	0.00	22.28	22.28
12 – 17	6	7	13	2.97	3.47	6.44
18 – 23		15	15	0.00	7.43	7.43
24 – 29		10	10	0.00	4.95	4.95
30 and above		11	11	0.00	5.45	5.45
All	11	191	202	5.45	94.55	100.00
Age						
Lower than 18	11		11	5.45	0.00	5.45
18 – 34		114	114	0.00	56.44	56.44
35 – 51		70	70	0.00	34.65	34.65
52 – 68		5	5	0.00	2.48	2.48

Demographic Attributes	n			%		
	Girls	Women	Total	Girls	Women	Total
69 and above		2	2	0.00	0.99	0.99
All	11	191	202	5.45	94.55	100.00
Marital status						
Never married	11	36	47	5.45	17.82	23.27
Married		146	146	0.00	72.28	72.28
Divorced		7	7	0.00	3.47	3.47
Living together		1	1	0.00	0.50	0.50
Widowed		1	1	0.00	0.50	0.50
All	11	191	202	5.45	94.55	100.00
Education level						
No formal education		49	49	0.00	24.26	24.26
Non-formal education		7	7	0.00	3.47	3.47
Monastic studies				0.00	0.00	
Primary education		19	19	0.00	9.41	9.41
Lower secondary education	4	17	21	1.98	8.42	10.40
Middle secondary education	2	48	50	0.99	23.76	24.75
Higher secondary education	5	40	45	2.48	19.80	22.28
Certificate/Diploma				0.00	0.00	
Bachelor's degree		11	11	0.00	5.45	5.45
Master's degree and above				0.00	0.00	
All	11	191	202	5.45	94.55	100.00
Occupation						
Babysitter		1	1	0.00	0.50	0.50
Beautician		1	1	0.00	0.50	0.50
Civil servant		1	1	0.00	0.50	0.50
Corporate employee		4	4	0.00	1.98	1.98
Desup		2	2	0.00	0.99	0.99
Electrician		1	1	0.00	0.50	0.50
Farmer		75	75	0.00	37.13	37.13
Gardener		1	1	0.00	0.50	0.50
Hotelier		1	1	0.00	0.50	0.50
Job seeker		2	2	0.00	0.99	0.99
Lecturer				0.00	0.00	
Private company employee				0.00	0.00	
Shopkeeper		72	72	0.00	35.64	35.64

Demographic Attributes	n			%		
	Girls	Women	Total	Girls	Women	Total
Student	10	11	21	4.95	5.45	10.40
Tailor		7	7	0.00	3.47	3.47
Teacher		4	4	0.00	1.98	1.98
Unemployed	1	7	8	0.50	3.47	3.96
Wage labourer		1	1	0.00	0.50	0.50
All	11	191	202	5.45	94.55	100.00

Table 11: Demographic characteristics of the women and girls' respondents from road construction sites (n = 31)

Demographic Attributes	n			%		
	Girls	Women	Total	Girls	Women	Total
Number of years living in the vicinity of construction site						
Lower than 6		15	15		48.39	48.39
6 – 11		3	3		9.68	9.68
12 – 17		2	2		6.45	6.45
18 – 23		4	4		12.90	12.90
24 – 29		1	1		3.23	3.23
30 and above		6	6		19.35	19.35
All		31	31		100.00	100.00
Age						
Lower than 18						
18 – 34		23	23		74.19	74.19
35 – 51		8	8		25.81	25.81
52 – 68						
69 and above						
All		31	31		100.00	100.00
Marital status						
Never married		5	5		16.13	16.13
Married		25	25		80.65	80.65
Divorced		1	1		3.23	3.23
Living together						
Widowed						
All		31	31		100.00	100.00
Education level						

Demographic Attributes	n			%		
	Girls	Women	Total	Girls	Women	Total
No formal education		9	9		29.03	29.03
Non-formal education						
Monastic studies						
Primary education		3	3		9.68	9.68
Lower secondary education		4	4		12.90	12.90
Middle secondary education		7	7		22.58	22.58
Higher secondary education		5	5		16.13	16.13
Certificate/Diploma						
Bachelor's degree		3	3		9.68	9.68
Master's degree and above						
All		31	31		100.00	100.00
Occupation						
Babysitter						
Beautician						
Civil servant						
Corporate employee						
Desuup						
Electrician						
Farmer		18	18		58.06	58.06
Gardener						
Hotelier						
Job seeker						
Lecturer		1	1		3.23	3.23
Private company employee						
Shopkeeper		9	9		29.03	29.03
Student						
Tailor						
Teacher						
Unemployed		2	2		6.45	6.45
Wage labourer		1	1		3.23	3.23
All		31	31		100.00	100.00

Table 12: Demographic characteristics of respondents from bridge construction site (n = 15)

Demographic Attributes	n			%		
	Girls	Women	Total	Girls	Women	Total
Number of years living in the vicinity of construction site						
Lower than 6		9	9		60.00	60.00
6 – 11		5	5		33.33	33.33
12 – 17						
18 – 23		1	1		6.67	6.67
24 – 29						
30 and above						
All		15	15		100.00	100.00
Age						
Lower than 18						
18 – 34		11	11		73.33	73.33
35 – 51		4	4		26.67	26.67
52 – 68						
69 and above						
All		15	15		100.00	100.00
Marital status						
Never married		2	2		13.33	13.33
Married		13	13		86.67	86.67
Divorced						
Living together						
Widowed						
All		15	15		100.00	100.00
Education level						
No formal education		4	4		26.67	26.67
Non-formal education						
Monastic studies						
Primary education		2	2		13.33	13.33
Lower secondary education		3	3		20.00	20.00
Middle secondary education		4	4		26.67	26.67
Higher secondary education		2	2		13.33	13.33
Certificate/Diploma						
Bachelor's degree						
Master's degree and above						

Demographic Attributes	n			%		
	Girls	Women	Total	Girls	Women	Total
All		15	15		100.00	100.00
Occupation						
Babysitter						
Beautician						
Civil servant						
Corporate employee						
Desuup						
Electrician						
Farmer		10	10		66.67	66.67
Gardener						
Hotelier						
Job seeker						
Lecturer						
Private company employee		1	1		6.67	6.67
Shopkeeper		1	1		6.67	6.67
Student						
Tailor						
Teacher						
Unemployed		1	1		6.67	6.67
Wage labourer		2	2		13.33	13.33
All		15	15		100.00	100.00

Table 13: Demographic characteristics of overall women and girls' respondents from nearby construction sites (n = 248)

Demographic Attributes	n			%		
	Girls	Women	Total	Girls	Women	Total
Number of years living in the vicinity of construction site						
Lower than 6	5	127	132	2.02	51.21	53.23
6 – 11		53	53	0.00	21.37	21.37
12 – 17	6	9	15	2.42	3.63	6.05
18 – 23		20	20	0.00	8.06	8.06
24 – 29		11	11	0.00	4.44	4.44
30 and above		17	17	0.00	6.85	6.85
All	11	237	248	4.44	95.56	100.00
Age						

Demographic Attributes	n			%		
	Girls	Women	Total	Girls	Women	Total
Lower than 18	11		11	4.44	0.00	4.44
18 – 34		148	148	0.00	59.68	59.68
35 – 51		82	82	0.00	33.06	33.06
52 – 68		5	5	0.00	2.02	2.02
69 and above		2	2	0.00	0.81	0.81
All	11	237	248	4.44	95.56	100.00
Marital status						
Never married	11	43	54	4.44	17.34	21.77
Married		184	184	0.00	74.19	74.19
Divorced		8	8	0.00	3.23	3.23
Living together		1	1	0.00	0.40	0.40
Widowed		1	1	0.00	0.40	0.40
All	11	237	248	4.44	95.56	100.00
Education level						
No formal education		62	62	0.00	25.00	25.00
Non-formal education		7	7	0.00	2.82	2.82
Monastic studies				0.00	0.00	
Primary education		24	24	0.00	9.68	9.68
Lower secondary education	4	24	28	1.61	9.68	11.29
Middle secondary education	2	59	61	0.81	23.79	24.60
Higher secondary education	5	47	52	2.02	18.95	20.97
Certificate/Diploma				0.00	0.00	
Bachelor's degree		14	14	0.00	5.65	5.65
Master's degree and above				0.00	0.00	
All	11	237	248	4.44	95.56	100.00
Occupation						
Babysitter		1	1	0.00	0.40	0.40
Beautician		1	1	0.00	0.40	0.40
Civil servant		1	1	0.00	0.40	0.40
Corporate employee		4	4	0.00	1.61	1.61
Desuup		2	2	0.00	0.81	0.81
Electrician		1	1	0.00	0.40	0.40
Farmer		103	103	0.00	41.53	41.53
Gardener		1	1	0.00	0.40	0.40
Hotelier		1	1	0.00	0.40	0.40

Demographic Attributes	n			%		
	Girls	Women	Total	Girls	Women	Total
Job seeker		2	2	0.00	0.81	0.81
Lecturer		1	1	0.00	0.40	0.40
Private company employee		1	1	0.00	0.40	0.40
Shopkeeper		82	82	0.00	33.06	33.06
Student	10	11	21	4.03	4.44	8.47
Tailor		7	7	0.00	2.82	2.82
Teacher		4	4	0.00	1.61	1.61
Unemployed	1	10	11	0.40	4.03	4.44
Wage labourer		4	4	0.00	1.61	1.61
All	11	237	248	4.44	95.56	100.00

1.2 Workplace Gender-Based Violence

Table 14: Prevalence of workplace incivility in hydropower construction sites (n = 1126)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	23	61	84	2.04	5.42	7.46
6 – 11	18	33	51	1.60	2.93	4.53
12 – 17	5	7	12	0.44	0.62	1.07
18 – 23	0	0	0	0.00	0.00	0.00
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	46	101	147	4.09	8.97	13.06
Employment type						
Contract	40	59	99	3.55	5.24	8.79
Deputation	1	13	14	0.09	1.15	1.24
Full-time	0	11	11	0.00	0.98	0.98
Temporary	5	18	23	0.44	1.60	2.04
All	46	101	147	4.09	8.97	13.06
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	0	2	2	0.00	0.18	0.18
10,000–14,999	15	12	27	1.33	1.07	2.40
15,000–19,999	3	16	19	0.27	1.42	1.69
20,000–24,999	1	13	14	0.09	1.15	1.24

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
25,000–29,999	9	9	18	0.80	0.80	1.60
30,000–39,999	11	18	29	0.98	1.60	2.58
40,000 and more	7	31	38	0.62	2.75	3.37
All	46	101	147	4.09	8.97	13.06
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	27	55	82	2.40	4.88	7.28
35 – 51	18	46	64	1.60	4.09	5.68
52 – 68	1	0	1	0.09	0.00	0.09
69 and above	0	0	0	0.00	0.00	0.00
All	46	101	147	4.09	8.97	13.06
Marital status						
Never married	7	24	31	0.62	2.13	2.75
Married	26	68	94	2.31	6.04	8.35
Divorced	10	6	16	0.89	0.53	1.42
Living together	1	1	2	0.09	0.09	0.18
Widowed	2	2	4	0.18	0.18	0.36
All	46	101	147	4.09	8.97	13.06
Education level						
No formal education	5	6	11	0.44	0.53	0.98
Non-formal education			0	0.00	0.00	0.00
Monastic studies	0	2	2	0.00	0.18	0.18
Primary education	1	10	11	0.09	0.89	0.98
Lower secondary education	4	8	12	0.36	0.71	1.07
Middle secondary education	14	20	34	1.24	1.78	3.02
Higher secondary education	12	17	29	1.07	1.51	2.58
Certificate/Diploma	7	23	30	0.62	2.04	2.66
Bachelor's degree	3	13	16	0.27	1.15	1.42
Master's degree and above	0	2	2	0.00	0.18	0.18

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
All	46	101	147	4.09	8.97	13.06

Table 15: Prevalence of workplace bullying in hydropower construction sites (n = 1126)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	24	69.00	93	2.13	6.13	8.26
6 – 11	27	36.00	63	2.40	3.20	5.60
12 – 17	5	8.00	13	0.44	0.71	1.15
18 – 23	0	1.00	1	0.00	0.09	0.09
24 – 29	0	0.00	0	0.00	0.00	0.00
30 and above	0	0.00	0	0.00	0.00	0.00
All	56	114	170	4.97	10.12	15.10
Employment type						
Contract	48	64.00	112	4.26	5.68	9.95
Deputation	2	11.00	13	0.18	0.98	1.15
Full-time	1	17.00	18	0.09	1.51	1.60
Temporary	5.00	22.00	27	0.44	1.95	2.40
All	56	114	170	4.97	10.12	15.10
Monthly salary						
Less than 5,000	0	0.00	0	0.00	0.00	0.00
5,000–9,999	0	1.00	1	0.00	0.09	0.09
10,000–14,999	12	13.00	25	1.07	1.15	2.22
15,000–19,999	6	19.00	25	0.53	1.69	2.22
20,000–24,999	2	16.00	18	0.18	1.42	1.60
25,000–29,999	9	9.00	18	0.80	0.80	1.60
30,000–39,999	11	21.00	32	0.98	1.87	2.84
40,000 and more	16	35.00	51	1.42	3.11	4.53
All	56	114	170	4.97	10.12	15.10
Age						
Lower than 18	0	0.00	0	0.00	0.00	0.00
18 – 34	33	60.00	93	2.93	5.33	8.26
35 – 51	22.00	52.00	74	1.95	4.62	6.57
52 – 68	1	2.00	3	0.09	0.18	0.27
69 and above	0	0.00	0	0.00	0.00	0.00

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
All	56	114	170	4.97	10.12	15.10
Marital status						
Never married	6	26.00	32	0.53	2.31	2.84
Married	40	78.00	118	3.55	6.93	10.48
Divorced	7	8.00	15	0.62	0.71	1.33
Living together	1	1.00	2	0.09	0.09	0.18
Widowed	2	1.00	3	0.18	0.09	0.27
All	56	114	170	4.97	10.12	15.10
Education level						
No formal education	4	5.00	9	0.36	0.44	0.80
Non-formal education	0.00	1.00	1	0.00	0.09	0.09
Monastic studies	0	3.00	3	0.00	0.27	0.27
Primary education	1	13.00	14	0.09	1.15	1.24
Lower secondary education	5	12.00	17	0.44	1.07	1.51
Middle secondary education	13	21.00	34	1.15	1.87	3.02
Higher secondary education	12	20.00	32	1.07	1.78	2.84
Certificate/Diploma	11	27.00	38	0.98	2.40	3.37
Bachelor's degree	9.00	9.00	18	0.80	0.80	1.60
Master's degree and above	1	3.00	4	0.09	0.27	0.36
All	56	114	170	4.97	10.12	15.10

Table 16: Prevalence of workplace sexual harassment in hydropower construction sites (n = 1126)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	16	22	38	1.42	1.95	3.37
6 – 11	16	20	36	1.42	1.78	3.20
12 – 17	3	4	7	0.27	0.36	0.62
18 – 23	0	0	0	0.00	0.00	0.00
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	35	46	81	3.11	4.09	7.19
Employment type						
Contract	29	31	60	2.58	2.75	5.33
Deputation	1	4	5	0.09	0.36	0.44

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Full-time	1	3	4	0.09	0.27	0.36
Temporary	4	8	12	0.36	0.71	1.07
All	35	46	81	3.11	4.09	7.19
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	0	0	0	0.00	0.00	0.00
10,000–14,999	9	6	15	0.80	0.53	1.33
15,000–19,999	4	3	7	0.36	0.27	0.62
20,000–24,999	0	4	4	0.00	0.36	0.36
25,000–29,999	6	6	12	0.53	0.53	1.07
30,000–39,999	8	12	20	0.71	1.07	1.78
40,000 and more	8	15	23	0.71	1.33	2.04
All	35	46	81	3.11	4.09	7.19
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	24	20	44	2.13	1.78	3.91
35 – 51	11	26	37	0.98	2.31	3.29
52 – 68	0	0	0	0.00	0.00	0.00
69 and above	0	0	0	0.00	0.00	0.00
All	35	46	81	3.11	4.09	7.19
Marital status						
Never married	6	10	16	0.53	0.89	1.42
Married	17	33	50	1.51	2.93	4.44
Divorced	9	3	12	0.80	0.27	1.07
Living together	1	0	1	0.09	0.00	0.09
Widowed	2	0	2	0.18	0.00	0.18
All	35	46	81	3.11	4.09	7.19
Education level						
No formal education	0	0	0	0.00	0.00	0.00
Non-formal education			0	0.00	0.00	0.00
Monastic studies	0	3	3	0.00	0.27	0.27
Primary education	0	3	3	0.00	0.27	0.27
Lower secondary education	4	8	12	0.36	0.71	1.07
Middle secondary education	8	9	17	0.71	0.80	1.51

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Higher secondary education	10	9	19	0.89	0.80	1.69
Certificate/Diploma	5	7	12	0.44	0.62	1.07
Bachelor's degree	7	6	13	0.62	0.53	1.15
Master's degree and above	1	1	2	0.09	0.09	0.18
All	35	46	81	3.11	4.09	7.19

Table 17: Prevalence of workplace incivility in road construction sites (n = 143)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	3	2	5	2.10	1.40	3.50
6 – 11	1	0	1	0.70	0.00	0.70
12 – 17	0	1	1	0.00	0.70	0.70
18 – 23	0	0	0	0.00	0.00	0.00
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	4	3	7	2.80	2.10	4.90
Employment type						
Contract	0	1	1	0.00	0.70	0.70
Deputation			0	0.00	0.00	0.00
Full-time	3	2	5	2.10	1.40	3.50
Temporary	1	0	1	0.70	0.00	0.70
All	4	3	7	2.80	2.10	4.90
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	3	0	3	2.10	0.00	2.10
10,000–14,999	0	0	0	0.00	0.00	0.00
15,000–19,999	1	1	2	0.70	0.70	1.40
20,000–24,999	0	2	2	0.00	1.40	1.40
25,000–29,999	0	0	0	0.00	0.00	0.00
30,000–39,999	0	0	0	0.00	0.00	0.00
40,000 and more	0	0	0	0.00	0.00	0.00
All	4	3	7	2.80	2.10	4.90
Age						
Lower than 18	1	0	1	0.70	0.00	0.70

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
18 – 34	2	1	3	1.40	0.70	2.10
35 – 51	1	2	3	0.70	1.40	2.10
52 – 68	0	0	0	0.00	0.00	0.00
69 and above	0	0	0	0.00	0.00	0.00
All	4	3	7	2.80	2.10	4.90
Marital status						
Never married	1	0	1	0.70	0.00	0.70
Married	3	2	5	2.10	1.40	3.50
Divorced	0	1	1	0.00	0.70	0.70
Living together			0	0.00	0.00	0.00
Widowed			0	0.00	0.00	0.00
All	4	3	7	2.80	2.10	4.90
Education level						
No formal education	1	0	1	0.70	0.00	0.70
Non-formal education			0	0.00	0.00	0.00
Monastic studies			0	0.00	0.00	0.00
Primary education	1	1	2	0.70	0.70	1.40
Lower secondary education	0	1	1	0.00	0.70	0.70
Middle secondary education	1	1	2	0.70	0.70	1.40
Higher secondary education	1	0	1	0.70	0.00	0.70
Certificate/Diploma			0	0.00	0.00	0.00
Bachelor's degree			0	0.00	0.00	0.00
Master's degree and above			0	0.00	0.00	0.00
All	4	3	7	2.80	2.10	4.90

Table 18: Prevalence of workplace bullying in road construction sites (n = 143)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	1.00	4.00	5	0.70	2.80	3.50
6 – 11	1.00	2.00	3	0.70	1.40	2.10
12 – 17	0.00	0.00	0	0.00	0.00	0.00
18 – 23	0.00	0.00	0	0.00	0.00	0.00
24 – 29	0.00	0.00	0	0.00	0.00	0.00
30 and above	0.00	0.00	0	0.00	0.00	0.00
All	2	6	8	1.40	4.20	5.59

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Employment type						
Contract	0.00	5.00	5	0.00	3.50	3.50
Deputation	0.00	0.00		0.00	0.00	0.00
Full-time	1.00	1.00		0.70	0.70	0.00
Temporary	1.00	0.00		0.70	0.00	0.00
All	2	6	8	1.40	4.20	3.50
Monthly salary						
Less than 5,000	0.00	0.00	0	0.00	0.00	0.00
5,000–9,999	2.00	0.00	2	1.40	0.00	1.40
10,000–14,999	0.00	0.00	0	0.00	0.00	0.00
15,000–19,999	0.00	3.00	3	0.00	2.10	2.10
20,000–24,999	0.00	3.00	3	0.00	2.10	2.10
25,000–29,999	0.00	0.00	0	0.00	0.00	0.00
30,000–39,999	0.00	0.00	0	0.00	0.00	0.00
40,000 and more	0.00	0.00	0	0.00	0.00	0.00
All	2	6	8	1.40	4.20	5.59
Age						
Lower than 18	0.00	0.00	0	0.00	0.00	0.00
18 – 34	0.00	5.00	5	0.00	3.50	3.50
35 – 51	1.00	1.00	2	0.70	0.70	1.40
52 – 68	1.00	0.00	1	0.70	0.00	0.70
69 and above	0.00	0.00	0	0.00	0.00	0.00
All	2	6	8	1.40	4.20	5.59
Marital status						
Never married	0.00	2.00	2.00	0.00	1.40	1.40
Married	2.00	3.00	5.00	1.40	2.10	3.50
Divorced	0.00	1.00	1.00	0.00	0.70	0.70
Living together	0.00	0.00	0.00	0.00	0.00	0.00
Widowed	0.00	0.00	0.00	0.00	0.00	0.00
All	2	6	8	1.40	4.20	5.59
Education level						
No formal education	1.00	2.00	3	0.70	1.40	2.10
Non-formal education	0.00	0.00	0	0.00	0.00	0.00

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Monastic studies	0.00	0.00	0	0.00	0.00	0.00
Primary education	1.00	1.00	2	0.70	0.70	1.40
Lower secondary education	0.00	1.00	1	0.00	0.70	0.70
Middle secondary education	0.00	0.00	0	0.00	0.00	0.00
Higher secondary education	0.00	2.00	2	0.00	1.40	1.40
Certificate/Diploma	0.00	0.00	0	0.00	0.00	0.00
Bachelor's degree	0.00	0.00	0	0.00	0.00	0.00
Master's degree and above	0.00	0.00	0	0.00	0.00	0.00
All	2	6	8	1.40	4.20	5.59

Table 19: Prevalence of workplace sexual harassment in road construction sites (n = 143)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	3	3	6	2.10	2.10	4.20
6 – 11	0	2	2	0.00	1.40	1.40
12 – 17	0	0	0	0.00	0.00	0.00
18 – 23	0	0	0	0.00	0.00	0.00
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	3	5	8	2.10	3.50	5.59
Employment type						
Contract	0	5	5	0.00	3.50	3.50
Deputation	0	0	0	0.00	0.00	0.00
Full-time	1	0	1	0.70	0.00	0.70
Temporary	2	0	2	1.40	0.00	1.40
All	3	5	8	2.10	3.50	5.59
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	3	0	3	2.10	0.00	2.10
10,000–14,999	0	0	0	0.00	0.00	0.00
15,000–19,999	0	3	3	0.00	2.10	2.10
20,000–24,999	0	2	2	0.00	1.40	1.40
25,000–29,999	0	0	0	0.00	0.00	0.00
30,000–39,999	0	0	0	0.00	0.00	0.00
40,000 and more	0	0	0	0.00	0.00	0.00

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
All	3	5	8	2.10	3.50	5.59
Age						
Lower than 18	1	0	1	0.70	0.00	0.70
18 – 34	0	4	4	0.00	2.80	2.80
35 – 51	1	1	2	0.70	0.70	1.40
52 – 68	1	0	1	0.70	0.00	0.70
69 and above	0	0	0	0.00	0.00	0.00
All	3	5	8	2.10	3.50	5.59
Marital status						
Never married	1	2	3	0.70	1.40	2.10
Married	2	2	4	1.40	1.40	2.80
Divorced	0	1	1	0.00	0.70	0.70
Living together	0	0	0	0.00	0.00	0.00
Widowed	0	0	0	0.00	0.00	0.00
All	3	5	8	2.10	3.50	5.59
Education level						
No formal education	1	2	3	0.70	1.40	2.10
Non-formal education			0	0.00	0.00	0.00
Monastic studies	0	0	0	0.00	0.00	0.00
Primary education	1	0	1	0.70	0.00	0.70
Lower secondary education	0	1	1	0.00	0.70	0.70
Middle secondary education	1	0	1	0.70	0.00	0.70
Higher secondary education	0	2	2	0.00	1.40	1.40
Certificate/Diploma	0	0	0	0.00	0.00	0.00
Bachelor's degree	0	0	0	0.00	0.00	0.00
Master's degree and above	0	0	0	0.00	0.00	0.00
All	3	5	8	2.10	3.50	5.59

Table 20: Prevalence of workplace incivility in bridge construction sites (n = 41)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	3	5	8	7.32	12.20	19.51
6 – 11	0	2	2	0.00	4.88	4.88
12 – 17	0	0	0	0.00	0.00	0.00

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
18 – 23	0	0	0	0.00	0.00	0.00
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	3	7	10	7.32	17.07	24.39
Employment type						
Contract	0	3	3	0.00	7.32	7.32
Deputation						
Full-time	0	2	2	0.00	4.88	4.88
Temporary	3	2	5	7.32	4.88	12.20
All	3	7	10	7.32	17.07	24.39
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	1	0	1	2.44	0.00	2.44
10,000–14,999	2	2	4	4.88	4.88	9.76
15,000–19,999	0	1	1	0.00	2.44	2.44
20,000–24,999	0	3	3	0.00	7.32	7.32
25,000–29,999	0	0	0	0.00	0.00	0.00
30,000–39,999	0	0	0	0.00	0.00	0.00
40,000 and more	0	1	1	0.00	2.44	2.44
All	3	7	10	7.32	17.07	24.39
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	3	6	9	7.32	14.63	21.95
35 – 51	0	1	1	0.00	2.44	2.44
52 – 68	0	0	0	0.00	0.00	0.00
69 and above	0	0	0	0.00	0.00	0.00
All	3	7	10	7.32	17.07	24.39
Marital status						
Never married	1	4	5	2.44	9.76	12.20
Married	1	2	3	2.44	4.88	7.32
Divorced	1	0	1	2.44	0.00	2.44
Living together	0	1	1	0.00	2.44	2.44
Widowed						
All	3	7	10	7.32	17.07	24.39

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Education level						
No formal education	1	0	1	2.44	0.00	2.44
Non-formal education						
Monastic studies						
Primary education	0	1	1	0.00	2.44	2.44
Lower secondary education	1	1	2	2.44	2.44	4.88
Middle secondary education	1	1	2	2.44	2.44	4.88
Higher secondary education	0	3	3	0.00	7.32	7.32
Certificate/Diploma	0	1	1	0.00	2.44	2.44
Bachelor's degree						
Master's degree and above						
All	3	7	10	7.32	17.07	24.39

Table 21: Prevalence of workplace bullying in bridge construction sites (n = 41)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	2.00	3	5	4.88	7.32	12.20
6 – 11	0	1	1	0.00	2.44	2.44
12 – 17	0	0	0	0.00	0.00	0.00
18 – 23	0	0	0	0.00	0.00	0.00
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	2	4	6	4.88	9.76	14.63
Employment type						
Contract	0	1	1	0.00	2.44	2.44
Deputation	0	0	0	0.00	0.00	0.00
Full-time	0	3	3	0.00	7.32	7.32
Temporary	2	0	2	4.88	0.00	4.88
All	2	4	6	4.88	9.76	14.63
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	1	0	1	2.44	0.00	2.44
10,000–14,999	1	0	1	2.44	0.00	2.44
15,000–19,999	0	1	1	0.00	2.44	2.44
20,000–24,999	0	3	3	0.00	7.32	7.32

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
25,000–29,999	0	0	0	0.00	0.00	0.00
30,000–39,999	0	0	0	0.00	0.00	0.00
40,000 and more	0	0	0	0.00	0.00	0.00
All	2	4	6	4.88	9.76	14.63
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	2	3	5	4.88	7.32	12.20
35 – 51	0	1	1	0.00	2.44	2.44
52 – 68	0	0	0	0.00	0.00	0.00
69 and above	0	0	0	0.00	0.00	0.00
All	2	4	6	4.88	9.76	14.63
Marital status						
Never married	1	2	3	2.44	4.88	7.32
Married	1	2	3	2.44	4.88	7.32
Divorced	0	0	0	0.00	0.00	0.00
Living together	0	0	0	0.00	0.00	0.00
Widowed	0	0	0	0.00	0.00	0.00
All	2	4	6	4.88	9.76	14.63
Education level						
No formal education	1	1	2	2.44	2.44	4.88
Non-formal education	0	0	0	0.00	0.00	0.00
Monastic studies	0	0	0	0.00	0.00	0.00
Primary education	0	1	1	0.00	2.44	2.44
Lower secondary education	0	0	0	0.00	0.00	0.00
Middle secondary education	1	1	2	2.44	2.44	4.88
Higher secondary education	0	1	1	0.00	2.44	2.44
Certificate/Diploma	0	0	0	0.00	0.00	0.00
Bachelor's degree	0	0	0	0.00	0.00	0.00
Master's degree and above	0	0	0	0.00	0.00	0.00
All	2	4	6	4.88	9.76	14.63

Table 22: Prevalence of workplace sexual harassment in bridge construction sites (n = 41)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	1			2.44		
6 – 11	0			0.00		

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
12 – 17	0			0.00		
18 – 23	0			0.00		
24 – 29	0			0.00		
30 and above	0			0.00		
All	1			2.44		
Employment type						
Contract	0			0.00		
Deputation	0			0.00		
Full-time	0			0.00		
Temporary	1			2.44		
All	1			2.44		
Monthly salary						
Less than 5,000	0			0.00		
5,000–9,999	0			0.00		
10,000–14,999	1			2.44		
15,000–19,999	0			0.00		
20,000–24,999	0			0.00		
25,000–29,999	0			0.00		
30,000–39,999	0			0.00		
40,000 and more	0			0.00		
All	1			2.44		
Age						
Lower than 18	0			0.00		
18 – 34	1			2.44		
35 – 51	0			0.00		
52 – 68	0			0.00		
69 and above	0			0.00		
All	1			2.44		
Marital status						
Never married	0			0.00		
Married	1			2.44		
Divorced	0			0.00		
Living together	0			0.00		
Widowed	0			0.00		

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
All	1			2.44		
Education level						
No formal education	1			2.44		
Non-formal education				0.00		
Monastic studies	0			0.00		
Primary education	0			0.00		
Lower secondary education	0			0.00		
Middle secondary education	0			0.00		
Higher secondary education	0			0.00		
Certificate/Diploma	0			0.00		
Bachelor's degree	0			0.00		
Master's degree and above	0			0.00		
All	1			2.44		

Table 23: Overall prevalence of workplace incivility (n = 1310)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	29	68	97	2.21	5.19	7.40
6 – 11	19	35	54	1.45	2.67	4.12
12 – 17	5	8	13	0.38	0.61	0.99
18 – 23	0	0	0	0.00	0.00	0.00
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	53.00	111.00	164.00	4.05	8.47	12.52
Employment type						
Contract	40	63	103	3.05	4.81	7.86
Deputation	1	13	14	0.08	0.99	1.07
Full-time	3	15	18	0.23	1.15	1.37
Temporary	9	20	29	0.69	1.53	2.21
All	53.00	111.00	164.00	4.05	8.47	12.52
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	4	2	6	0.31	0.15	0.46

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
10,000–14,999	17	14	31	1.30	1.07	2.37
15,000–19,999	4	18	22	0.31	1.37	1.68
20,000–24,999	1	18	19	0.08	1.37	1.45
25,000–29,999	9	9	18	0.69	0.69	1.37
30,000–39,999	11	18	29	0.84	1.37	2.21
40,000 and more	7	32	39	0.53	2.44	2.98
All	53.00	111.00	164.00	4.05	8.47	12.52
Age						
Lower than 18	1	0	1	0.08	0.00	0.08
18 – 34	32	62	94	2.44	4.73	7.18
35 – 51	19	49	68	1.45	3.74	5.19
52 – 68	1	0	1	0.08	0.00	0.08
69 and above	0	0	0	0.00	0.00	0.00
All	53.00	111.00	164.00	4.05	8.47	12.52
Marital status						
Never married	9	28	37	0.69	2.14	2.82
Married	30	72	102	2.29	5.50	7.79
Divorced	11	7	18	0.84	0.53	1.37
Living together	1	2	3	0.08	0.15	0.23
Widowed	2	2	4	0.15	0.15	0.31
All	53.00	111.00	164.00	4.05	8.47	12.52
Education level						
No formal education	7	6	13	0.53	0.46	0.99
Non-formal education			0	0.00	0.00	0.00
Monastic studies	0	2	2	0.00	0.15	0.15
Primary education	2	12	14	0.15	0.92	1.07
Lower secondary education	5	10	15	0.38	0.76	1.15
Middle secondary education	16	22	38	1.22	1.68	2.90
Higher secondary education	13	20	33	0.99	1.53	2.52
Certificate/Diploma	7	24	31	0.53	1.83	2.37
Bachelor's degree	3	13	16	0.23	0.99	1.22
Master's degree and above	0	2	2	0.00	0.15	0.15
All	53.00	111.00	164.00	4.05	8.47	12.52

Table 24: Overall prevalence of workplace bullying (n = 1310)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	27	76	103	2.06	5.80	7.86
6 – 11	28	39	67	2.14	2.98	5.11
12 – 17	5	8	13	0.38	0.61	0.99
18 – 23	0	1	1	0.00	0.08	0.08
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	60	124	184	4.58	9.47	14.05
Employment type						
Contract	48	70	118	3.66	5.34	9.01
Deputation	2	11	13	0.15	0.84	0.99
Full-time	2	21	23	0.15	1.60	1.76
Temporary	8.00	22.00	30	0.61	1.68	2.29
All	60	124	184	4.58	9.47	14.05
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	3	1	4	0.23	0.08	0.31
10,000–14,999	13	13	26	0.99	0.99	1.98
15,000–19,999	6	23	29	0.46	1.76	2.21
20,000–24,999	2	22	24	0.15	1.68	1.83
25,000–29,999	9	9	18	0.69	0.69	1.37
30,000–39,999	11	21	32	0.84	1.60	2.44
40,000 and more	16	35	51	1.22	2.67	3.89
All	60	124	184	4.58	9.47	14.05
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	35	68	103	2.67	5.19	7.86
35 – 51	23.00	54.00	77	1.76	4.12	5.88
52 – 68	2	2	4	0.15	0.15	0.31
69 and above	0	0	0	0.00	0.00	0.00
All	60	124	184	4.58	9.47	14.05
Marital status						

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Never married	7	30	37	0.53	2.29	2.82
Married	43	83	126	3.28	6.34	9.62
Divorced	7	9	16	0.53	0.69	1.22
Living together	1	1	2	0.08	0.08	0.15
Widowed	2	1	3	0.15	0.08	0.23
All	60	124	184	4.58	9.47	14.05
Education level						
No formal education	6	8	14	0.46	0.61	1.07
Non-formal education	0.00	1.00	1	0.00	0.08	0.08
Monastic studies	0	3	3	0.00	0.23	0.23
Primary education	2	15	17	0.15	1.15	1.30
Lower secondary education	5	13	18	0.38	0.99	1.37
Middle secondary education	14	22	36	1.07	1.68	2.75
Higher secondary education	12	23	35	0.92	1.76	2.67
Certificate/Diploma	11	27	38	0.84	2.06	2.90
Bachelor's degree	9.00	9.00	18	0.69	0.69	1.37
Master's degree and above	1	3	4	0.08	0.23	0.31
All	60	124	184	4.58	9.47	14.05

Table 25: Overall prevalence of workplace sexual harassment (n = 1310)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	20	25	45	1.53	1.91	3.44
6 – 11	16	22	38	1.22	1.68	2.90
12 – 17	3	4	7	0.23	0.31	0.53
18 – 23	0	0	0	0.00	0.00	0.00
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	39	51	90	2.98	3.89	6.87
Employment type						
Contract	29	36	65	2.21	2.75	4.96
Deputation	1	4	5	0.08	0.31	0.38
Full-time	2	3	5	0.15	0.23	0.38
Temporary	7	8	15	0.53	0.61	1.15
All	39	51	90	2.98	3.89	6.87

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	3	0	3	0.23	0.00	0.23
10,000–14,999	10	6	16	0.76	0.46	1.22
15,000–19,999	4	6	10	0.31	0.46	0.76
20,000–24,999	0	6	6	0.00	0.46	0.46
25,000–29,999	6	6	12	0.46	0.46	0.92
30,000–39,999	8	12	20	0.61	0.92	1.53
40,000 and more	8	15	23	0.61	1.15	1.76
All	39	51	90	2.98	3.89	6.87
Age						
Lower than 18	1	0	1	0.08	0.00	0.08
18 – 34	25	24	49	1.91	1.83	3.74
35 – 51	12	27	39	0.92	2.06	2.98
52 – 68	1	0	1	0.08	0.00	0.08
69 and above	0	0	0	0.00	0.00	0.00
All	39	51	90	2.98	3.89	6.87
Marital status						
Never married	7	12	19	0.53	0.92	1.45
Married	20	35	55	1.53	2.67	4.20
Divorced	9	4	13	0.69	0.31	0.99
Living together	1	0	1	0.08	0.00	0.08
Widowed	2	0	2	0.15	0.00	0.15
All	39	51	90	2.98	3.89	6.87
Education level						
No formal education	2	2	4	0.15	0.15	0.31
Non-formal education			0	0.00	0.00	0.00
Monastic studies	0	3	3	0.00	0.23	0.23
Primary education	1	3	4	0.08	0.23	0.31
Lower secondary education	4	9	13	0.31	0.69	0.99
Middle secondary education	9	9	18	0.69	0.69	1.37
Higher secondary education	10	11	21	0.76	0.84	1.60
Certificate/Diploma	5	7	12	0.38	0.53	0.92
Bachelor's degree	7	6	13	0.53	0.46	0.99

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Master's degree and above	1	1	2	0.08	0.08	0.15
All	39	51	90	2.98	3.89	6.87

Table 26: Prevalence of workplace incivility among the managers (n = 186)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	2	5	7	1.08	2.69	3.76
6 – 11	0	3	3	0.00	1.61	1.61
12 – 17						
18 – 23						
24 – 29						
30 and above						
All	2	8	10	1.08	4.30	5.38
Employment type						
Contract	2	3	5	1.08	1.61	2.69
Deputation	0	5	5	0.00	2.69	2.69
Full-time						
Temporary						
All	2	8	10	1.08	4.30	5.38
Monthly salary						
Less than 5,000						
5,000–9,999						
10,000–14,999						
15,000–19,999						
20,000–24,999						
25,000–29,999						
30,000–39,999						
40,000 and more	2	8	10	1.08	4.30	5.38
All	2	8	10	1.08	4.30	5.38
Age						
Lower than 18						
18 – 34	2	1	3	1.08	0.54	1.61
35 – 51	0	7	7	0.00	3.76	3.76
52 – 68						

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
69 and above						
All	2	8	10	1.08	4.30	5.38
Marital status						
Never married	1	0	1	0.54	0.00	0.54
Married	1	8	9	0.54	4.30	4.84
Divorced						
Living together						
Widowed						
All	2	8	10	1.08	4.30	5.38
Education level						
No formal education						
Non-formal education						
Monastic studies						
Primary education						
Lower secondary education						
Middle secondary education						
Higher secondary education						
Certificate/Diploma	1	2	3	0.54	1.08	1.61
Bachelor's degree	1	5	6	0.54	2.69	3.23
Master's degree and above	0	1	1	0.00	0.54	0.54
All	2	8	10	1.08	4.30	5.38

Table 27: Prevalence of workplace incivility among employees (n = 1124)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	27	63	90	2.40	5.60	8.01
6 – 11	19	32	51	1.69	2.85	4.54
12 – 17	5	8	13	0.44	0.71	1.16
18 – 23	0	0	0	0.00	0.00	0.00
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	51	103	154	4.54	9.16	13.70
Employment type						
Contract	38	60	98	3.38	5.34	8.72

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Deputation	1	8	9	0.09	0.71	0.80
Full-time	3	15	18	0.27	1.33	1.60
Temporary	9	20	29	0.80	1.78	2.58
All	51	103	154	4.54	9.16	13.70
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	4	2	6	0.36	0.18	0.53
10,000–14,999	17	14	31	1.51	1.25	2.76
15,000–19,999	4	18	22	0.36	1.60	1.96
20,000–24,999	1	18	19	0.09	1.60	1.69
25,000–29,999	9	9	18	0.80	0.80	1.60
30,000–39,999	11	18	29	0.98	1.60	2.58
40,000 and more	5	24	29	0.44	2.14	2.58
All	51	103	154	4.54	9.16	13.70
Age						
Lower than 18	1	0	1	0.09	0.00	0.09
18 – 34	30	61	91	2.67	5.43	8.10
35 – 51	19	42	61	1.69	3.74	5.43
52 – 68	1	0	1	0.09	0.00	0.09
69 and above	0	0	0	0.00	0.00	0.00
All	51	103	154	4.54	9.16	13.70
Marital status						
Never married	8	28	36	0.71	2.49	3.20
Married	29	64	93	2.58	5.69	8.27
Divorced	11	7	18	0.98	0.62	1.60
Living together	1	2	3	0.09	0.18	0.27
Widowed	2	2	4	0.18	0.18	0.36
All	51	103	154	4.54	9.16	13.70
Education level						
No formal education	7	6	13	0.62	0.53	1.16
Non-formal education				0.00	0.00	0.00
Monastic studies	0	2	2	0.00	0.18	0.18
Primary education	2	12	14	0.18	1.07	1.25
Lower secondary education	5	10	15	0.44	0.89	1.33

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Middle secondary education	16	22	38	1.42	1.96	3.38
Higher secondary education	13	20	33	1.16	1.78	2.94
Certificate/Diploma	6	22	28	0.53	1.96	2.49
Bachelor's degree	2	8	10	0.18	0.71	0.89
Master's degree and above	0	1	1	0.00	0.09	0.09
All	51	103	154	4.54	9.16	13.70

Table 28: Prevalence of workplace bullying among managers (n = 186)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	3	4	7	1.61	2.15	3.76
6 – 11	2	0	2	1.08	0.00	1.08
12 – 17	0	0	0	0.00	0.00	0.00
18 – 23	0	0	0	0.00	0.00	0.00
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	5	4	9	2.69	2.15	4.84
Employment type						
Contract	4	1	5	2.15	0.54	2.69
Deputation	1	3	4	0.54	1.61	2.15
Full-time	0	0	0	0.00	0.00	0.00
Temporary	0	0	0	0.00	0.00	0.00
All	5	4	9	2.69	2.15	4.84
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	0	0	0	0.00	0.00	0.00
10,000–14,999	0	0	0	0.00	0.00	0.00
15,000–19,999	0	0	0	0.00	0.00	0.00
20,000–24,999	0	0	0	0.00	0.00	0.00
25,000–29,999	0	0	0	0.00	0.00	0.00
30,000–39,999	0	0	0	0.00	0.00	0.00
40,000 and more	5	4	9	2.69	2.15	4.84
All	5	4	9	2.69	2.15	4.84
Age						

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	3	0	3	1.61	0.00	1.61
35 – 51	2	3	5	1.08	1.61	2.69
52 – 68	0	1	1	0.00	0.54	0.54
69 and above	0	0	0	0.00	0.00	0.00
All	5	4	9	2.69	2.15	4.84
Marital status						
Never married	2	0	2	1.08	0.00	1.08
Married	3	4	7	1.61	2.15	3.76
Divorced	0	0	0	0.00	0.00	0.00
Living together	0	0	0	0.00	0.00	0.00
Widowed	0	0	0	0.00	0.00	0.00
All	5	4	9	2.69	2.15	4.84
Education level						
No formal education	0	0	0	0.00	0.00	0.00
Non-formal education	0	0	0	0.00	0.00	0.00
Monastic studies	0	0	0	0.00	0.00	0.00
Primary education	0	0	0	0.00	0.00	0.00
Lower secondary education	0	0	0	0.00	0.00	0.00
Middle secondary education	0	0	0	0.00	0.00	0.00
Higher secondary education	0	0	0	0.00	0.00	0.00
Certificate/Diploma	0	1	1	0.00	0.54	0.54
Bachelor's degree	4	1	5	2.15	0.54	2.69
Master's degree and above	1	2	3	0.54	1.08	1.61
All	5	4	9	2.69	2.15	4.84

Table 29: Prevalence of workplace bullying among employees (n = 1124)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	24	72	96	2.14	6.41	8.54
6 – 11	26	39	65	2.31	3.47	5.78
12 – 17	5	8	13	0.44	0.71	1.16
18 – 23	0	1	1	0.00	0.09	0.09
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
All	55	120	175	4.89	10.68	15.57
Employment type						
Contract	44	69	113	3.91	6.14	10.05
Deputation	1	8	9	0.09	0.71	0.80
Full-time	2	21	23	0.18	1.87	2.05
Temporary	8	22	30	0.71	1.96	2.67
All	55	120	175	4.89	10.68	15.57
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	3	1	4	0.27	0.09	0.36
10,000–14,999	13	13	26	1.16	1.16	2.31
15,000–19,999	6	23	29	0.53	2.05	2.58
20,000–24,999	2	22	24	0.18	1.96	2.14
25,000–29,999	9	9	18	0.80	0.80	1.60
30,000–39,999	11	21	32	0.98	1.87	2.85
40,000 and more	11	31	42	0.98	2.76	3.74
All	55	120	175	4.89	10.68	15.57
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	32	68	100	2.85	6.05	8.90
35 – 51	21	51	72	1.87	4.54	6.41
52 – 68	2	1	3	0.18	0.09	0.27
69 and above	0	0	0	0.00	0.00	0.00
All	55	120	175	4.89	10.68	15.57
Marital status						
Never married	5	30	35	0.44	2.67	3.11
Married	40	79	119	3.56	7.03	10.59
Divorced	7	9	16	0.62	0.80	1.42
Living together	1	1	2	0.09	0.09	0.18
Widowed	2	1	3	0.18	0.09	0.27
All	55	120	175	4.89	10.68	15.57
Education level						
No formal education	6	8	14	0.53	0.71	1.25

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Non-formal education	0	1	1	0.00	0.09	0.09
Monastic studies	0	3	3	0.00	0.27	0.27
Primary education	2	15	17	0.18	1.33	1.51
Lower secondary education	5	13	18	0.44	1.16	1.60
Middle secondary education	14	22	36	1.25	1.96	3.20
Higher secondary education	12	23	35	1.07	2.05	3.11
Certificate/Diploma	11	26	37	0.98	2.31	3.29
Bachelor's degree	5	8	13	0.44	0.71	1.16
Master's degree and above	0	1	1	0.00	0.09	0.09
All	55	120	175	4.89	10.68	15.57

Table 30: Prevalence of workplace sexual harassment among managers (n = 186)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	2	3	5	1.08	1.61	2.69
6 – 11	2	3	5	1.08	1.61	2.69
12 – 17	1	0	1	0.54	0.00	0.54
18 – 23	0	0	0	0.00	0.00	0.00
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	5	6	11	2.69	3.23	5.91
Employment type						
Contract	4	4	8	2.15	2.15	4.30
Deputation	1	2	3	0.54	1.08	1.61
Full-time	0	0	0	0.00	0.00	0.00
Temporary	0	0	0	0.00	0.00	0.00
All	5	6	11	2.69	3.23	5.91
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	0	0	0	0.00	0.00	0.00
10,000–14,999	0	0	0	0.00	0.00	0.00
15,000–19,999	0	0	0	0.00	0.00	0.00
20,000–24,999	0	0	0	0.00	0.00	0.00
25,000–29,999	0	0	0	0.00	0.00	0.00
30,000–39,999	0	0	0	0.00	0.00	0.00

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
40,000 and more	5	6	11	2.69	3.23	5.91
All	5	6	11	2.69	3.23	5.91
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	2	2	4	1.08	1.08	2.15
35 – 51	3	4	7	1.61	2.15	3.76
52 – 68	0	0	0	0.00	0.00	0.00
69 and above	0	0	0	0.00	0.00	0.00
All	5	6	11	2.69	3.23	5.91
Marital status						
Never married	0	2	2	0.00	1.08	1.08
Married	3	4	7	1.61	2.15	3.76
Divorced	1	0	1	0.54	0.00	0.54
Living together	1	0	1	0.54	0.00	0.54
Widowed	0	0	0	0.00	0.00	0.00
All	5	6	11	2.69	3.23	5.91
Education level						
No formal education	0	0	0	0.00	0.00	0.00
Non-formal education			0	0.00	0.00	0.00
Monastic studies	0	0	0	0.00	0.00	0.00
Primary education	0	0	0	0.00	0.00	0.00
Lower secondary education	0	0	0	0.00	0.00	0.00
Middle secondary education	0	0	0	0.00	0.00	0.00
Higher secondary education	0	0	0	0.00	0.00	0.00
Certificate/Diploma	0	2	2	0.00	1.08	1.08
Bachelor's degree	4	3	7	2.15	1.61	3.76
Master's degree and above	1	1	2	0.54	0.54	1.08
All	5	6	11	2.69	3.23	5.91

Table 31: Prevalence of workplace sexual harassment among employees (n = 1124)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	18	22	40	1.60	1.96	3.56
6 – 11	14	19	33	1.25	1.69	2.94

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
12 – 17	2	4	6	0.18	0.36	0.53
18 – 23	0	0	0	0.00	0.00	0.00
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	34	45	79	3.02	4.00	7.03
Employment type						
Contract	25	32	57	2.22	2.85	5.07
Deputation	0	2	2	0.00	0.18	0.18
Full-time	2	3	5	0.18	0.27	0.44
Temporary	7	8	15	0.62	0.71	1.33
All	34	45	79	3.02	4.00	7.03
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	3	0	3	0.27	0.00	0.27
10,000–14,999	10	6	16	0.89	0.53	1.42
15,000–19,999	4	6	10	0.36	0.53	0.89
20,000–24,999	0	6	6	0.00	0.53	0.53
25,000–29,999	6	6	12	0.53	0.53	1.07
30,000–39,999	8	12	20	0.71	1.07	1.78
40,000 and more	3	9	12	0.27	0.80	1.07
All	34	45	79	3.02	4.00	7.03
Age						
Lower than 18	1	0	1	0.09	0.00	0.09
18 – 34	23	22	45	2.05	1.96	4.00
35 – 51	9	23	32	0.80	2.05	2.85
52 – 68	1	0	1	0.09	0.00	0.09
69 and above	0	0	0	0.00	0.00	0.00
All	34	45	79	3.02	4.00	7.03
Marital status						
Never married	7	10	17	0.62	0.89	1.51
Married	17	31	48	1.51	2.76	4.27
Divorced	8	4	12	0.71	0.36	1.07
Living together	0	0	0	0.00	0.00	0.00
Widowed	2	0	2	0.18	0.00	0.18

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
All	34	45	79	3.02	4.00	7.03
Education level						
No formal education	2	2	4	0.18	0.18	0.36
Non-formal education			0	0.00	0.00	0.00
Monastic studies	0	3	3	0.00	0.27	0.27
Primary education	1	3	4	0.09	0.27	0.36
Lower secondary education	4	9	13	0.36	0.80	1.16
Middle secondary education	9	9	18	0.80	0.80	1.60
Higher secondary education	10	11	21	0.89	0.98	1.87
Certificate/Diploma	5	5	10	0.44	0.44	0.89
Bachelor's degree	3	3	6	0.27	0.27	0.53
Master's degree and above	0	0	0	0.00	0.00	0.00
All	34	45	79	3.02	4.00	7.03

1.3 Workplace Health and Safety

Table 32: Exposure to workplace hazards in hydropower construction sites (n = 1126)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	93	302	395	8.26	26.82	35.08
6 – 11	110	239	349	9.77	21.23	30.99
12 – 17	20	43	63	1.78	3.82	5.60
18 – 23	0	1	1	0.00	0.09	0.09
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	223	585	808	19.80	51.95	71.76
Employment type						
Contract	186	397	583	16.52	35.26	51.78
Deputation	7	51	58	0.62	4.53	5.15
Full-time	10	44	54	0.89	3.91	4.80
Temporary	20	93	113	1.78	8.26	10.04
All	223	585	808	19.80	51.95	71.76
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
5,000–9,999	2	5	7	0.18	0.44	0.62
10,000–14,999	48	51	99	4.26	4.53	8.79
15,000–19,999	16	83	99	1.42	7.37	8.79
20,000–24,999	22	48	70	1.95	4.26	6.22
25,000–29,999	36	55	91	3.20	4.88	8.08
30,000–39,999	41	113	154	3.64	10.04	13.68
40,000 and more	58	230	288	5.15	20.43	25.58
All	223	585	808	19.80	51.95	71.76
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	121	280	401	10.75	24.87	35.61
35 – 51	99	288	387	8.79	25.58	34.37
52 – 68	3	17	20	0.27	1.51	1.78
69 and above	0	0	0	0.00	0.00	0.00
All	223	585	808	19.80	51.95	71.76
Marital status						
Never married	29	115	144	2.58	10.21	12.79
Married	158	434	592	14.03	38.54	52.58
Divorced	26	24	50	2.31	2.13	4.44
Living together	2	8	10	0.18	0.71	0.89
Widowed	8	4	12	0.71	0.36	1.07
All	223	585	808	19.80	51.95	71.76
Education level						
No formal education	29	36	65	2.58	3.20	5.77
Non-formal education	6	3	9	0.53	0.27	0.80
Monastic studies	0	7	7	0.00	0.62	0.62
Primary education	13	55	68	1.15	4.88	6.04
Lower secondary education	16	67	83	1.42	5.95	7.37
Middle secondary education	58	101	159	5.15	8.97	14.12
Higher secondary education	39	90	129	3.46	7.99	11.46
Certificate/Diploma	38	140	178	3.37	12.43	15.81
Bachelor's degree	21	74	95	1.87	6.57	8.44
Master's degree and above	3	12	15	0.27	1.07	1.33
All	223	585	808	19.80	51.95	71.76

Table 33: Workplace health and safety regulation aspects in hydropower construction sites (n = 1126)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	113	221	334	10.04	19.63	29.66
6 – 11	190	292	482	16.87	25.93	42.81
12 – 17	57	70	127	5.06	6.22	11.28
18 – 23	0	1	1	0.00	0.09	0.09
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	360	584	944	31.97	51.87	83.84
Employment type						
Contract	317	462	779	28.15	41.03	69.18
Deputation	12	48	60	1.07	4.26	5.33
Full-time	9	32	41	0.80	2.84	3.64
Temporary	22	42	64	1.95	3.73	5.68
All	360	584	944	31.97	51.87	83.84
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	2	3	5	0.18	0.27	0.44
10,000–14,999	54	26	80	4.80	2.31	7.10
15,000–19,999	22	46	68	1.95	4.09	6.04
20,000–24,999	36	40	76	3.20	3.55	6.75
25,000–29,999	60	66	126	5.33	5.86	11.19
30,000–39,999	92	125	217	8.17	11.10	19.27
40,000 and more	94	278	372	8.35	24.69	33.04
All	360	584	944	31.97	51.87	83.84
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	177	224	401	15.72	19.89	35.61
35 – 51	180	334	514	15.99	29.66	45.65
52 – 68	3	26	29	0.27	2.31	2.58
69 and above	0	0	0	0.00	0.00	0.00
All	360	584	944	31.97	51.87	83.84
Marital status						
Never married	45	75	120	4.00	6.66	10.66

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Married	263	476	739	23.36	42.27	65.63
Divorced	38	23	61	3.37	2.04	5.42
Living together	5	4	9	0.44	0.36	0.80
Widowed	9	6	15	0.80	0.53	1.33
All	360	584	944	31.97	51.87	83.84
Education level						
No formal education	33	25	58	2.93	2.22	5.15
Non-formal education	6	3	9	0.53	0.27	0.80
Monastic studies	0	4	4	0.00	0.36	0.36
Primary education	18	45	63	1.60	4.00	5.60
Lower secondary education	31	69	100	2.75	6.13	8.88
Middle secondary education	108	88	196	9.59	7.82	17.41
Higher secondary education	70	87	157	6.22	7.73	13.94
Certificate/Diploma	49	156	205	4.35	13.85	18.21
Bachelor's degree	41	94	135	3.64	8.35	11.99
Master's degree and above	4	13	17	0.36	1.15	1.51
All	360	584	944	31.97	51.87	83.84

Table 34: Workplace policies and procedures in hydropower construction sites (n = 1126)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	125	351	476	11.10	31.17	42.27
6 – 11	194	320	514	17.23	28.42	45.65
12 – 17	58	72	130	5.15	6.39	11.55
18 – 23	0	1	1	0.00	0.09	0.09
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	377	744	1121	33.48	66.07	99.56
Employment type						
Contract	326	540	866	28.95	47.96	76.91
Deputation	13	59	72	1.15	5.24	6.39
Full-time	10	47	57	0.89	4.17	5.06
Temporary	28	98	126	2.49	8.70	11.19
All	377	744	1121	33.48	66.07	99.56

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	2	5	7	0.18	0.44	0.62
10,000–14,999	62	56	118	5.51	4.97	10.48
15,000–19,999	24	89	113	2.13	7.90	10.04
20,000–24,999	38	61	99	3.37	5.42	8.79
25,000–29,999	60	79	139	5.33	7.02	12.34
30,000–39,999	93	148	241	8.26	13.14	21.40
40,000 and more	98	306	404	8.70	27.18	35.88
All	377	744	1121	33.48	66.07	99.56
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	189	325	514	16.79	28.86	45.65
35 – 51	185	390	575	16.43	34.64	51.07
52 – 68	3	29	32	0.27	2.58	2.84
69 and above	0	0	0	0.00	0.00	0.00
All	377	744	1121	33.48	66.07	99.56
Marital status						
Never married	49	127	176	4.35	11.28	15.63
Married	274	573	847	24.33	50.89	75.22
Divorced	40	30	70	3.55	2.66	6.22
Living together	5	8	13	0.44	0.71	1.15
Widowed	9	6	15	0.80	0.53	1.33
All	377	744	1121	33.48	66.07	99.56
Education level						
No formal education	36	41	77	3.20	3.64	6.84
Non-formal education	6	3	9	0.53	0.27	0.80
Monastic studies	0	8	8	0.00	0.71	0.71
Primary education	19	63	82	1.69	5.60	7.28
Lower secondary education	32	92	124	2.84	8.17	11.01
Middle secondary education	114	125	239	10.12	11.10	21.23
Higher secondary education	72	115	187	6.39	10.21	16.61
Certificate/Diploma	52	177	229	4.62	15.72	20.34
Bachelor's degree	41	106	147	3.64	9.41	13.06
Master's degree and above	5	14	19	0.44	1.24	1.69

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
All	377	744	1121	33.48	66.07	99.56

Table 35: Occupational health and safety awareness in hydropower construction sites (n = 1126)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	121	282	403	10.75	25.04	35.79
6 – 11	182	277	459	16.16	24.60	40.76
12 – 17	52	61	113	4.62	5.42	10.04
18 – 23	0	0	0	0.00	0.00	0.00
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	355	620	975	31.53	55.06	86.59
Employment type						
Contract	306	448	754	27.18	39.79	66.96
Deputation	13	56	69	1.15	4.97	6.13
Full-time	10	44	54	0.89	3.91	4.80
Temporary	26	72	98	2.31	6.39	8.70
All	355	620	975	31.53	55.06	86.59
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	2	4	6	0.18	0.36	0.53
10,000–14,999	59	38	97	5.24	3.37	8.61
15,000–19,999	22	70	92	1.95	6.22	8.17
20,000–24,999	33	40	73	2.93	3.55	6.48
25,000–29,999	55	68	123	4.88	6.04	10.92
30,000–39,999	87	127	214	7.73	11.28	19.01
40,000 and more	97	273	370	8.61	24.25	32.86
All	355	620	975	31.53	55.06	86.59
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	179	260	439	15.90	23.09	38.99
35 – 51	173	335	508	15.36	29.75	45.12
52 – 68	3	25	28	0.27	2.22	2.49
69 and above	0	0	0	0.00	0.00	0.00

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
All	355	620	975	31.53	55.06	86.59
Marital status						
Never married	48	105	153	4.26	9.33	13.59
Married	257	480	737	22.82	42.63	65.45
Divorced	37	23	60	3.29	2.04	5.33
Living together	5	6	11	0.44	0.53	0.98
Widowed	8	6	14	0.71	0.53	1.24
All	355	620	975	31.53	55.06	86.59
Education level						
No formal education	34	33	67	3.02	2.93	5.95
Non-formal education	6	3	9	0.53	0.27	0.80
Monastic studies	0	6	6	0.00	0.53	0.53
Primary education	17	47	64	1.51	4.17	5.68
Lower secondary education	25	70	95	2.22	6.22	8.44
Middle secondary education	107	101	208	9.50	8.97	18.47
Higher secondary education	70	93	163	6.22	8.26	14.48
Certificate/Diploma	52	157	209	4.62	13.94	18.56
Bachelor's degree	39	96	135	3.46	8.53	11.99
Master's degree and above	5	14	19	0.44	1.24	1.69
All	355	620	975	31.53	55.06	86.59

Table 36: Occupational health and safety programs in hydropower construction sites (n = 1126)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	126	353	479	11.19	31.35	42.54
6 – 11	195	318	513	17.32	28.24	45.56
12 – 17	58	72	130	5.15	6.39	11.55
18 – 23	0	1	1	0.00	0.09	0.09
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	379	744	1123	33.66	66.07	99.73
Employment type						
Contract	328	539	867	29.13	47.87	77.00
Deputation	13	59	72	1.15	5.24	6.39

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Full-time	10	48	58	0.89	4.26	5.15
Temporary	28	98	126	2.49	8.70	11.19
All	379	744	1123	33.66	66.07	99.73
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	2	5	7	0.18	0.44	0.62
10,000–14,999	63	57	120	5.60	5.06	10.66
15,000–19,999	24	89	113	2.13	7.90	10.04
20,000–24,999	38	61	99	3.37	5.42	8.79
25,000–29,999	61	79	140	5.42	7.02	12.43
30,000–39,999	93	148	241	8.26	13.14	21.40
40,000 and more	98	305	403	8.70	27.09	35.79
All	379	744	1123	33.66	66.07	99.73
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	190	325	515	16.87	28.86	45.74
35 – 51	186	390	576	16.52	34.64	51.15
52 – 68	3	29	32	0.27	2.58	2.84
69 and above	0	0	0	0.00	0.00	0.00
All	379	744	1123	33.66	66.07	99.73
Marital status						
Never married	50	126	176	4.44	11.19	15.63
Married	275	575	850	24.42	51.07	75.49
Divorced	40	29	69	3.55	2.58	6.13
Living together	5	8	13	0.44	0.71	1.15
Widowed	9	6	15	0.80	0.53	1.33
All	379	744	1123	33.66	66.07	99.73
Education level						
No formal education	36	41	77	3.20	3.64	6.84
Non-formal education	7	3	10	0.62	0.27	0.89
Monastic studies	0	8	8	0.00	0.71	0.71
Primary education	19	63	82	1.69	5.60	7.28
Lower secondary education	32	91	123	2.84	8.08	10.92
Middle secondary education	115	126	241	10.21	11.19	21.40

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Higher secondary education	72	115	187	6.39	10.21	16.61
Certificate/Diploma	52	177	229	4.62	15.72	20.34
Bachelor's degree	41	106	147	3.64	9.41	13.06
Master's degree and above	5	14	19	0.44	1.24	1.69
All	379	744	1123	33.66	66.07	99.73

Table 37: Exposure to workplace hazards in road construction sites (n = 143)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	10	67	77	6.99	46.85	53.85
6 – 11	2	5	7	1.40	3.50	4.90
12 – 17	3	3	6	2.10	2.10	4.20
18 – 23	1	3	4	0.70	2.10	2.80
24 – 29	0	2	2	0.00	1.40	1.40
30 and above	0	1	1	0.00	0.70	0.70
All	16	81	97	11.19	56.64	67.83
Employment type						
Contract	1	27	28	0.70	18.88	19.58
Deputation			0	0.00	0.00	0.00
Full-time	10	21	31	6.99	14.69	21.68
Temporary	5	33	38	3.50	23.08	26.57
All	16	81	97	11.19	56.64	67.83
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	12	6	18	8.39	4.20	12.59
10,000–14,999	3	7	10	2.10	4.90	6.99
15,000–19,999	1	25	26	0.70	17.48	18.18
20,000–24,999	0	23	23	0.00	16.08	16.08
25,000–29,999	0	8	8	0.00	5.59	5.59
30,000–39,999	0	9	9	0.00	6.29	6.29
40,000 and more	0	3	3	0.00	2.10	2.10
All	16	81	97	11.19	56.64	67.83
Age						
Lower than 18	1	0	1	0.70	0.00	0.70

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
18 – 34	6	50	56	4.20	34.97	39.16
35 – 51	5	23	28	3.50	16.08	19.58
52 – 68	4	7	11	2.80	4.90	7.69
69 and above	0	1	1	0.00	0.70	0.70
All	16	81	97	11.19	56.64	67.83
Marital status						
Never married	3	25	28	2.10	17.48	19.58
Married	13	45	58	9.09	31.47	40.56
Divorced	0	10	10	0.00	6.99	6.99
Living together			0	0.00	0.00	0.00
Widowed	0	1	1	0.00	0.70	0.70
All	16	81	97	11.19	56.64	67.83
Education level						
No formal education	7	21	28	4.90	14.69	19.58
Non-formal education	2	0	2	1.40	0.00	1.40
Monastic studies	0	1	1	0.00	0.70	0.70
Primary education	1	12	13	0.70	8.39	9.09
Lower secondary education	1	9	10	0.70	6.29	6.99
Middle secondary education	2	7	9	1.40	4.90	6.29
Higher secondary education	1	15	16	0.70	10.49	11.19
Certificate/Diploma	0	9	9	0.00	6.29	6.29
Bachelor's degree	2	7	9	1.40	4.90	6.29
Master's degree and above			0	0.00	0.00	0.00
All	16	81	97	11.19	56.64	67.83

Table 38: Workplace health and safety regulation aspects in road construction sites (n = 143)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	8	40	48	5.59	27.97	33.57
6 – 11	5	7	12	3.50	4.90	8.39
12 – 17	3	2	5	2.10	1.40	3.50
18 – 23	2	3	5	1.40	2.10	3.50
24 – 29	0	2	2	0.00	1.40	1.40
30 and above	0	2	2	0.00	1.40	1.40
All	18	56	74	12.59	39.16	51.75

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Employment type						
Contract	0	15	15	0.00	10.49	10.49
Deputation			0	0.00	0.00	0.00
Full-time	15	18	33	10.49	12.59	23.08
Temporary	3	23	26	2.10	16.08	18.18
All	18	56	74	12.59	39.16	51.75
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	14	6	20	9.79	4.20	13.99
10,000–14,999	3	6	9	2.10	4.20	6.29
15,000–19,999	1	15	16	0.70	10.49	11.19
20,000–24,999	0	17	17	0.00	11.89	11.89
25,000–29,999	0	2	2	0.00	1.40	1.40
30,000–39,999	0	9	9	0.00	6.29	6.29
40,000 and more	0	1	1	0.00	0.70	0.70
All	18	56	74	12.59	39.16	51.75
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	9	34	43	6.29	23.78	30.07
35 – 51	7	17	24	4.90	11.89	16.78
52 – 68	2	3	5	1.40	2.10	3.50
69 and above	0	2	2	0.00	1.40	1.40
All	18	56	74	12.59	39.16	51.75
Marital status						
Never married	3	17	20	2.10	11.89	13.99
Married	13	35	48	9.09	24.48	33.57
Divorced	2	3	5	1.40	2.10	3.50
Living together			0	0.00	0.00	0.00
Widowed	0	1	1	0.00	0.70	0.70
All	18	56	74	12.59	39.16	51.75
Education level						
No formal education	9	13	22	6.29	9.09	15.38
Non-formal education	2	0	2	1.40	0.00	1.40

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Monastic studies	1	0	1	0.70	0.00	0.70
Primary education	0	9	9	0.00	6.29	6.29
Lower secondary education	0	8	8	0.00	5.59	5.59
Middle secondary education	2	5	7	1.40	3.50	4.90
Higher secondary education	1	7	8	0.70	4.90	5.59
Certificate/Diploma	0	7	7	0.00	4.90	4.90
Bachelor's degree	3	7	10	2.10	4.90	6.99
Master's degree and above			0	0.00	0.00	0.00
All	18	56	74	12.59	39.16	51.75

Table 39: Workplace policies and procedures in road construction sites (n = 143)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	12	86	98	8.39	60.14	68.53
6 – 11	4	8	12	2.80	5.59	8.39
12 – 17	3	4	7	2.10	2.80	4.90
18 – 23	3	4	7	2.10	2.80	4.90
24 – 29	0	2	2	0.00	1.40	1.40
30 and above	0	2	2	0.00	1.40	1.40
All	22	106	128	15.38	74.13	89.51
Employment type						
Contract	1	31	32	0.70	21.68	22.38
Deputation			0	0.00	0.00	0.00
Full-time	15	33	48	10.49	23.08	33.57
Temporary	6	42	48	4.20	29.37	33.57
All	22	106	128	15.38	74.13	89.51
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	17	9	26	11.89	6.29	18.18
10,000–14,999	4	11	15	2.80	7.69	10.49
15,000–19,999	1	29	30	0.70	20.28	20.98
20,000–24,999	0	34	34	0.00	23.78	23.78
25,000–29,999	0	8	8	0.00	5.59	5.59
30,000–39,999	0	12	12	0.00	8.39	8.39
40,000 and more	0	3	3	0.00	2.10	2.10

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
All	22	106	128	15.38	74.13	89.51
Age						
Lower than 18	1	0	1	0.70	0.00	0.70
18 – 34	9	61	70	6.29	42.66	48.95
35 – 51	8	35	43	5.59	24.48	30.07
52 – 68	4	8	12	2.80	5.59	8.39
69 and above	0	2	2	0.00	1.40	1.40
All	22	106	128	15.38	74.13	89.51
Marital status						
Never married	4	31	35	2.80	21.68	24.48
Married	17	65	82	11.89	45.45	57.34
Divorced	1	9	10	0.70	6.29	6.99
Living together			0	0.00	0.00	0.00
Widowed	0	1	1	0.00	0.70	0.70
All	22	106	128	15.38	74.13	89.51
Education level						
No formal education	11	26	37	7.69	18.18	25.87
Non-formal education	3	0	3	2.10	0.00	2.10
Monastic studies	0	1	1	0.00	0.70	0.70
Primary education	0	21	21	0.00	14.69	14.69
Lower secondary education	1	13	14	0.70	9.09	9.79
Middle secondary education	3	8	11	2.10	5.59	7.69
Higher secondary education	1	19	20	0.70	13.29	13.99
Certificate/Diploma	0	10	10	0.00	6.99	6.99
Bachelor's degree	3	8	11	2.10	5.59	7.69
Master's degree and above			0	0.00	0.00	0.00
All	22	106	128	15.38	74.13	89.51

Table 40: Occupational health and safety awareness in road construction sites (n = 143)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	10	54	64	6.99	37.76	44.76
6 – 11	5	5	10	3.50	3.50	6.99
12 – 17	3	3	6	2.10	2.10	4.20

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
18 – 23	3	3	6	2.10	2.10	4.20
24 – 29	0	2	2	0.00	1.40	1.40
30 and above	0	1	1	0.00	0.70	0.70
All	21	68	89	14.69	47.55	62.24
Employment type						
Contract	1	16	17	0.70	11.19	11.89
Deputation			0	0.00	0.00	0.00
Full-time	17	24	41	11.89	16.78	28.67
Temporary	3	28	31	2.10	19.58	21.68
All	21	68	89	14.69	47.55	62.24
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	16	9	25	11.19	6.29	17.48
10,000–14,999	4	6	10	2.80	4.20	6.99
15,000–19,999	1	14	15	0.70	9.79	10.49
20,000–24,999	0	20	20	0.00	13.99	13.99
25,000–29,999	0	7	7	0.00	4.90	4.90
30,000–39,999	0	9	9	0.00	6.29	6.29
40,000 and more	0	3	3	0.00	2.10	2.10
All	21	68	89	14.69	47.55	62.24
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	10	35	45	6.99	24.48	31.47
35 – 51	9	24	33	6.29	16.78	23.08
52 – 68	2	8	10	1.40	5.59	6.99
69 and above	0	1	1	0.00	0.70	0.70
All	21	68	89	14.69	47.55	62.24
Marital status						
Never married	3	17	20	2.10	11.89	13.99
Married	16	42	58	11.19	29.37	40.56
Divorced	2	8	10	1.40	5.59	6.99
Living together			0	0.00	0.00	0.00
Widowed	0	1	1	0.00	0.70	0.70
All	21	68	89	14.69	47.55	62.24

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Education level						
No formal education	10	21	31	6.99	14.69	21.68
Non-formal education	3	0	3	2.10	0.00	2.10
Monastic studies	1	1	2	0.70	0.70	1.40
Primary education	0	12	12	0.00	8.39	8.39
Lower secondary education	1	6	7	0.70	4.20	4.90
Middle secondary education	2	7	9	1.40	4.90	6.29
Higher secondary education	1	12	13	0.70	8.39	9.09
Certificate/Diploma	0	4	4	0.00	2.80	2.80
Bachelor's degree	3	5	8	2.10	3.50	5.59
Master's degree and above			0	0.00	0.00	0.00
All	21	68	89	14.69	47.55	62.24

Table 41: Occupational health and safety programs in road construction sites (n = 143)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	13	96	109	9.09	67.13	76.22
6 – 11	6	8	14	4.20	5.59	9.79
12 – 17	3	4	7	2.10	2.80	4.90
18 – 23	3	5	8	2.10	3.50	5.59
24 – 29	0	2	2	0.00	1.40	1.40
30 and above	0	2	2	0.00	1.40	1.40
All	25	117	142	17.48	81.82	99.30
Employment type						
Contract	1	34	35	0.70	23.78	24.48
Deputation			0	0.00	0.00	0.00
Full-time	18	36	54	12.59	25.17	37.76
Temporary	6	47	53	4.20	32.87	37.06
All	25	117	142	17.48	81.82	99.30
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	20	10	30	13.99	6.99	20.98
10,000–14,999	4	11	15	2.80	7.69	10.49
15,000–19,999	1	29	30	0.70	20.28	20.98

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
20,000–24,999	0	41	41	0.00	28.67	28.67
25,000–29,999	0	10	10	0.00	6.99	6.99
30,000–39,999	0	13	13	0.00	9.09	9.09
40,000 and more	0	3	3	0.00	2.10	2.10
All	25	117	142	17.48	81.82	99.30
Age						
Lower than 18	1	0	1	0.70	0.00	0.70
18 – 34	10	66	76	6.99	46.15	53.15
35 – 51	10	40	50	6.99	27.97	34.97
52 – 68	4	9	13	2.80	6.29	9.09
69 and above	0	2	2	0.00	1.40	1.40
All	25	117	142	17.48	81.82	99.30
Marital status						
Never married	4	33	37	2.80	23.08	25.87
Married	19	72	91	13.29	50.35	63.64
Divorced	2	11	13	1.40	7.69	9.09
Living together			0	0.00	0.00	0.00
Widowed	0	1	1	0.00	0.70	0.70
All	25	117	142	17.48	81.82	99.30
Education level						
No formal education	12	32	44	8.39	22.38	30.77
Non-formal education	3	0	3	2.10	0.00	2.10
Monastic studies	1	1	2	0.70	0.70	1.40
Primary education	1	23	24	0.70	16.08	16.78
Lower secondary education	1	14	15	0.70	9.79	10.49
Middle secondary education	3	9	12	2.10	6.29	8.39
Higher secondary education	1	20	21	0.70	13.99	14.69
Certificate/Diploma	0	10	10	0.00	6.99	6.99
Bachelor's degree	3	8	11	2.10	5.59	7.69
Master's degree and above			0	0.00	0.00	0.00
All	25	117	142	17.48	81.82	99.30

Table 42: Exposure to workplace hazards in bridge construction site (n = 41)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	7	13	20	17.07	31.71	48.78
6 – 11	0	8	8	0.00	19.51	19.51
12 – 17	0	0	0	0.00	0.00	0.00
18 – 23	0	0	0	0.00	0.00	0.00
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	7	21	28	17.07	51.22	68.29
Employment type						
Contract	1	7	8	2.44	17.07	19.51
Deputation			0	0.00	0.00	0.00
Full-time	0	7	7	0.00	17.07	17.07
Temporary	6	7	13	14.63	17.07	31.71
All	7	21	28	17.07	51.22	68.29
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	3	2	5	7.32	4.88	12.20
10,000–14,999	3	4	7	7.32	9.76	17.07
15,000–19,999	1	8	9	2.44	19.51	21.95
20,000–24,999	0	4	4	0.00	9.76	9.76
25,000–29,999	0	0	0	0.00	0.00	0.00
30,000–39,999	0	1	1	0.00	2.44	2.44
40,000 and more	0	2	2	0.00	4.88	4.88
All	7	21	28	17.07	51.22	68.29
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	6	14	20	14.63	34.15	48.78
35 – 51	1	6	7	2.44	14.63	17.07
52 – 68	0	0	0	0.00	0.00	0.00
69 and above	0	1	1	0.00	2.44	2.44
All	7	21	28	17.07	51.22	68.29
Marital status						
Never married	3	6	9	7.32	14.63	21.95

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Married	3	15	18	7.32	36.59	43.90
Divorced	1	0	1	2.44	0.00	2.44
Living together	0	0	0	0.00	0.00	0.00
Widowed			0	0.00	0.00	0.00
All	7	21	28	17.07	51.22	68.29
Education level						
No formal education	2	5	7	4.88	12.20	17.07
Non-formal education			0	0.00	0.00	0.00
Monastic studies			0	0.00	0.00	0.00
Primary education	0	5	5	0.00	12.20	12.20
Lower secondary education	1	2	3	2.44	4.88	7.32
Middle secondary education	0	3	3	0.00	7.32	7.32
Higher secondary education	1	2	3	2.44	4.88	7.32
Certificate/Diploma	3	4	7	7.32	9.76	17.07
Bachelor's degree			0	0.00	0.00	0.00
Master's degree and above			0	0.00	0.00	0.00
All	7	21	28	17.07	51.22	68.29

Table 43: Workplace health and safety regulation aspects in bridge construction site (n = 41)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	5	7	12	12.20	17.07	29.27
6 – 11	1	7	8	2.44	17.07	19.51
12 – 17	0	0	0	0.00	0.00	0.00
18 – 23	0	0	0	0.00	0.00	0.00
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	6	14	20	14.63	34.15	48.78
Employment type						
Contract	1.00	6	7	2.44	14.63	17.07
Deputation			0	0.00	0.00	0.00
Full-time	1	4	5	2.44	9.76	12.20
Temporary	4	4	8	9.76	9.76	19.51
All	6	14	20	14.63	34.15	48.78

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	2	0	2	4.88	0.00	4.88
10,000–14,999	2	3	5	4.88	7.32	12.20
15,000–19,999	2	9	11	4.88	21.95	26.83
20,000–24,999	0	0	0	0.00	0.00	0.00
25,000–29,999	0	0	0	0.00	0.00	0.00
30,000–39,999	0	1	1	0.00	2.44	2.44
40,000 and more	0	1	1	0.00	2.44	2.44
All	6	14	20	14.63	34.15	48.78
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	5	7	12	12.20	17.07	29.27
35 – 51	1	5	6	2.44	12.20	14.63
52 – 68	0	1	1	0.00	2.44	2.44
69 and above	0	1	1	0.00	2.44	2.44
All	6	14	20	14.63	34.15	48.78
Marital status						
Never married	3	2	5	7.32	4.88	12.20
Married	2	12	14	4.88	29.27	34.15
Divorced	1	0	1	2.44	0.00	2.44
Living together	0	0	0	0.00	0.00	0.00
Widowed			0	0.00	0.00	0.00
All	6	14	20	14.63	34.15	48.78
Education level						
No formal education	1	3	4	2.44	7.32	9.76
Non-formal education			0	0.00	0.00	0.00
Monastic studies			0	0.00	0.00	0.00
Primary education	0	2	2	0.00	4.88	4.88
Lower secondary education	1	4	5	2.44	9.76	12.20
Middle secondary education	2	2	4	4.88	4.88	9.76
Higher secondary education	1	1	2	2.44	2.44	4.88
Certificate/Diploma	1	2	3	2.44	4.88	7.32
Bachelor's degree			0	0.00	0.00	0.00
Master's degree and above			0	0.00	0.00	0.00

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
All	6	14	20	14.63	34.15	48.78

Table 44: Workplace policies and procedures in bridge construction site (n = 41)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	8	22	30	19.51	53.66	73.17
6 – 11	1	8	9	2.44	19.51	21.95
12 – 17	0	0	0	0.00	0.00	0.00
18 – 23	0	0	0	0.00	0.00	0.00
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	9	30	39	21.95	73.17	95.12
Employment type						
Contract	1	11	12	2.44	26.83	29.27
Deputation			0	0.00	0.00	0.00
Full-time	1	8	9	2.44	19.51	21.95
Temporary	7	11	18	17.07	26.83	43.90
All	9	30	39	21.95	73.17	95.12
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	4	2	6	9.76	4.88	14.63
10,000–14,999	3	7	10	7.32	17.07	24.39
15,000–19,999	2	14	16	4.88	34.15	39.02
20,000–24,999	0	4	4	0.00	9.76	9.76
25,000–29,999	0	0	0	0.00	0.00	0.00
30,000–39,999	0	1	1	0.00	2.44	2.44
40,000 and more	0	2	2	0.00	4.88	4.88
All	9	30	39	21.95	73.17	95.12
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	8	19	27	19.51	46.34	65.85
35 – 51	1	9	10	2.44	21.95	24.39
52 – 68	0	1	1	0.00	2.44	2.44
69 and above	0	1	1	0.00	2.44	2.44

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
All	9	30	39	21.95	73.17	95.12
Marital status						
Never married	5	8	13	12.20	19.51	31.71
Married	3	20	23	7.32	48.78	56.10
Divorced	1	1	2	2.44	2.44	4.88
Living together	0	1	1	0.00	2.44	2.44
Widowed			0	0.00	0.00	0.00
All	9	30	39	21.95	73.17	95.12
Education level						
No formal education	2	6	8	4.88	14.63	19.51
Non-formal education			0	0.00	0.00	0.00
Monastic studies			0	0.00	0.00	0.00
Primary education	0	4	4	0.00	9.76	9.76
Lower secondary education	1	6	7	2.44	14.63	17.07
Middle secondary education	2	6	8	4.88	14.63	19.51
Higher secondary education	1	4	5	2.44	9.76	12.20
Certificate/Diploma	3	4	7	7.32	9.76	17.07
Bachelor's degree			0	0.00	0.00	0.00
Master's degree and above			0	0.00	0.00	0.00
All	9	30	39	21.95	73.17	95.12

Table 45: Occupational health and safety awareness in bridge construction site (n = 41)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	5	15	20	12.20	36.59	48.78
6 – 11	1	3	4	2.44	7.32	9.76
12 – 17	0	0	0	0.00	0.00	0.00
18 – 23	0	0	0	0.00	0.00	0.00
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	6	18	24	14.63	43.90	58.54
Employment type						
Contract	1	3	4	2.44	7.32	9.76
Deputation			0	0.00	0.00	0.00

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Full-time	1	6	7	2.44	14.63	17.07
Temporary	4	9	13	9.76	21.95	31.71
All	6	18	24	14.63	43.90	58.54
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	2	2	4	4.88	4.88	9.76
10,000–14,999	2	3	5	4.88	7.32	12.20
15,000–19,999	2	8	10	4.88	19.51	24.39
20,000–24,999	0	3	3	0.00	7.32	7.32
25,000–29,999	0	0	0	0.00	0.00	0.00
30,000–39,999	0	1	1	0.00	2.44	2.44
40,000 and more	0	1	1	0.00	2.44	2.44
All	6	18	24	14.63	43.90	58.54
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	5	12	17	12.20	29.27	41.46
35 – 51	1	4	5	2.44	9.76	12.20
52 – 68	0	1	1	0.00	2.44	2.44
69 and above	0	1	1	0.00	2.44	2.44
All	6	18	24	14.63	43.90	58.54
Marital status						
Never married	3	6	9	7.32	14.63	21.95
Married	2	10	12	4.88	24.39	29.27
Divorced	1	1	2	2.44	2.44	4.88
Living together	0	1	1	0.00	2.44	2.44
Widowed			0	0.00	0.00	0.00
All	6	18	24	14.63	43.90	58.54
Education level						
No formal education	1	2	3	2.44	4.88	7.32
Non-formal education			0	0.00	0.00	0.00
Monastic studies			0	0.00	0.00	0.00
Primary education	0	3	3	0.00	7.32	7.32
Lower secondary education	1	4	5	2.44	9.76	12.20
Middle secondary education	2	4	6	4.88	9.76	14.63

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Higher secondary education	1	2	3	2.44	4.88	7.32
Certificate/Diploma	1	3	4	2.44	7.32	9.76
Bachelor's degree			0	0.00	0.00	0.00
Master's degree and above			0	0.00	0.00	0.00
All	6	18	24	14.63	43.90	58.54

Table 46: Occupational health and safety programs in bridge construction site (n = 41)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	8	24	32	19.51	58.54	78.05
6 – 11	1	8	9	2.44	19.51	21.95
12 – 17	0	0	0	0.00	0.00	0.00
18 – 23	0	0	0	0.00	0.00	0.00
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	0	0	0	0.00	0.00	0.00
All	9	32	41	21.95	78.05	100.00
Employment type						
Contract	1	11	12	2.44	26.83	29.27
Deputation			0	0.00	0.00	0.00
Full-time	1	9	10	2.44	21.95	24.39
Temporary	7	12	19	17.07	29.27	46.34
All	9	32	41	21.95	78.05	100.00
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	4	2	6	9.76	4.88	14.63
10,000–14,999	3	7	10	7.32	17.07	24.39
15,000–19,999	2	14	16	4.88	34.15	39.02
20,000–24,999	0	6	6	0.00	14.63	14.63
25,000–29,999	0	0	0	0.00	0.00	0.00
30,000–39,999	0	1	1	0.00	2.44	2.44
40,000 and more	0	2	2	0.00	4.88	4.88
All	9	32	41	21.95	78.05	100.00
Age						
Lower than 18	0	0	0	0.00	0.00	0.00

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
18 – 34	8	21	29	19.51	51.22	70.73
35 – 51	1	9	10	2.44	21.95	24.39
52 – 68	0	1	1	0.00	2.44	2.44
69 and above	0	1	1	0.00	2.44	2.44
All	9	32	41	21.95	78.05	100.00
Marital status						
Never married	5	10	15	12.20	24.39	36.59
Married	3	20	23	7.32	48.78	56.10
Divorced	1	1	2	2.44	2.44	4.88
Living together	0	1	1	0.00	2.44	2.44
Widowed			0	0.00	0.00	0.00
All	9	32	41	21.95	78.05	100.00
Education level						
No formal education	2	6	8	4.88	14.63	19.51
Non-formal education			0	0.00	0.00	0.00
Monastic studies			0	0.00	0.00	0.00
Primary education	0	6	6	0.00	14.63	14.63
Lower secondary education	1	6	7	2.44	14.63	17.07
Middle secondary education	2	6	8	4.88	14.63	19.51
Higher secondary education	1	4	5	2.44	9.76	12.20
Certificate/Diploma	3	4	7	7.32	9.76	17.07
Bachelor's degree			0	0.00	0.00	0.00
Master's degree and above			0	0.00	0.00	0.00
All	9	32	41	21.95	78.05	100.00

Table 47: Exposure to health and safety hazards (n = 1310)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	110	382	492	8.40	29.16	37.56
6 – 11	112	252	364	8.55	19.24	27.79
12 – 17	23	46	69	1.76	3.51	5.27
18 – 23	1	4	5	0.08	0.31	0.38
24 – 29	0	2	2	0.00	0.15	0.15
30 and above	0	1	1	0.00	0.08	0.08
All	246	687	933	18.78	52.44	71.22

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Employment type						
Contract	188	431	619	14.35	32.90	47.25
Deputation	7	51	58	0.53	3.89	4.43
Full-time	20	72	92	1.53	5.50	7.02
Temporary	31	133	164	2.37	10.15	12.52
All	246	687	933	18.78	52.44	71.22
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	17	13	30	1.30	0.99	2.29
10,000–14,999	54	62	116	4.12	4.73	8.85
15,000–19,999	18	116	134	1.37	8.85	10.23
20,000–24,999	22	75	97	1.68	5.73	7.40
25,000–29,999	36	63	99	2.75	4.81	7.56
30,000–39,999	41	123	164	3.13	9.39	12.52
40,000 and more	58	235	293	4.43	17.94	22.37
All	246	687	933	18.78	52.44	71.22
Age						
Lower than 18	1	0	1	0.08	0.00	0.08
18 – 34	133	344	477	10.15	26.26	36.41
35 – 51	105	317	422	8.02	24.20	32.21
52 – 68	7	24	31	0.53	1.83	2.37
69 and above	0	2	2	0.00	0.15	0.15
All	246	687	933	18.78	52.44	71.22
Marital status						
Never married	35	146	181	2.67	11.15	13.82
Married	174	494	668	13.28	37.71	50.99
Divorced	27	34	61	2.06	2.60	4.66
Living together	2	8	10	0.15	0.61	0.76
Widowed	8	5	13	0.61	0.38	0.99
All	246	687	933	18.78	52.44	71.22
Education level						
No formal education	38	62	100	2.90	4.73	7.63
Non-formal education	8	3	11	0.61	0.23	0.84

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Monastic studies	0	8	8	0.00	0.61	0.61
Primary education	14	72	86	1.07	5.50	6.56
Lower secondary education	18	78	96	1.37	5.95	7.33
Middle secondary education	60	111	171	4.58	8.47	13.05
Higher secondary education	41	107	148	3.13	8.17	11.30
Certificate/Diploma	41	153	194	3.13	11.68	14.81
Bachelor's degree	23	81	104	1.76	6.18	7.94
Master's degree and above	3	12	15	0.23	0.92	1.15
All	246	687	933	18.78	52.44	71.22

Table 48: Workplace health and safety regulation aspects (n = 1310)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	126	268	394	9.62	20.46	30.08
6 – 11	196	306	502	14.96	23.36	38.32
12 – 17	60	72	132	4.58	5.50	10.08
18 – 23	2	4	6	0.15	0.31	0.46
24 – 29	0	2	2	0.00	0.15	0.15
30 and above	0	2	2	0.00	0.15	0.15
All	384	654	1038	29.31	49.92	79.24
Employment type						
Contract	318	483	801	24.27	36.87	61.15
Deputation	12	48	60	0.92	3.66	4.58
Full-time	25	54	79	1.91	4.12	6.03
Temporary	29	69	98	2.21	5.27	7.48
All	384	654	1038	29.31	49.92	79.24
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	18	9	27	1.37	0.69	2.06
10,000–14,999	59	35	94	4.50	2.67	7.18
15,000–19,999	25	70	95	1.91	5.34	7.25
20,000–24,999	36	57	93	2.75	4.35	7.10
25,000–29,999	60	68	128	4.58	5.19	9.77
30,000–39,999	92	135	227	7.02	10.31	17.33
40,000 and more	94	280	374	7.18	21.37	28.55

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
All	384	654	1038	29.31	49.92	79.24
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	191	265	456	14.58	20.23	34.81
35 – 51	188	356	544	14.35	27.18	41.53
52 – 68	5	30	35	0.38	2.29	2.67
69 and above	0	3	3	0.00	0.23	0.23
All	384	654	1038	29.31	49.92	79.24
Marital status						
Never married	51	94	145	3.89	7.18	11.07
Married	278	523	801	21.22	39.92	61.15
Divorced	41	26	67	3.13	1.98	5.11
Living together	5	4	9	0.38	0.31	0.69
Widowed	9	7	16	0.69	0.53	1.22
All	384	654	1038	29.31	49.92	79.24
Education level						
No formal education	43	41	84	3.28	3.13	6.41
Non-formal education	8	3	11	0.61	0.23	0.84
Monastic studies	1	4	5	0.08	0.31	0.38
Primary education	18	56	74	1.37	4.27	5.65
Lower secondary education	32	81	113	2.44	6.18	8.63
Middle secondary education	112	95	207	8.55	7.25	15.80
Higher secondary education	72	95	167	5.50	7.25	12.75
Certificate/Diploma	50	165	215	3.82	12.60	16.41
Bachelor's degree	44	101	145	3.36	7.71	11.07
Master's degree and above	4	13	17	0.31	0.99	1.30
All	384	654	1038	29.31	49.92	79.24

Table 49: Workplace policies and procedures (n = 1310)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	145	459	604	11.07	35.04	46.11
6 – 11	199	336	535	15.19	25.65	40.84
12 – 17	61	76	137	4.66	5.80	10.46

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
18 – 23	3	5	8	0.23	0.38	0.61
24 – 29	0	2	2	0.00	0.15	0.15
30 and above	0	2	2	0.00	0.15	0.15
All	408	880	1288	31.15	67.18	98.32
Employment type						
Contract	328	582	910	25.04	44.43	69.47
Deputation	13	59	72	0.99	4.50	5.50
Full-time	26	88	114	1.98	6.72	8.70
Temporary	41	151	192	3.13	11.53	14.66
All	408	880	1288	31.15	67.18	98.32
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	23	16	39	1.76	1.22	2.98
10,000–14,999	69	74	143	5.27	5.65	10.92
15,000–19,999	27	132	159	2.06	10.08	12.14
20,000–24,999	38	99	137	2.90	7.56	10.46
25,000–29,999	60	87	147	4.58	6.64	11.22
30,000–39,999	93	161	254	7.10	12.29	19.39
40,000 and more	98	311	409	7.48	23.74	31.22
All	408	880	1288	31.15	67.18	98.32
Age						
Lower than 18	1	0	1	0.08	0.00	0.08
18 – 34	206	405	611	15.73	30.92	46.64
35 – 51	194	434	628	14.81	33.13	47.94
52 – 68	7	38	45	0.53	2.90	3.44
69 and above	0	3	3	0.00	0.23	0.23
All	408	880	1288	31.15	67.18	98.32
Marital status						
Never married	58	166	224	4.43	12.67	17.10
Married	294	658	952	22.44	50.23	72.67
Divorced	42	40	82	3.21	3.05	6.26
Living together	5	9	14	0.38	0.69	1.07
Widowed	9	7	16	0.69	0.53	1.22
All	408	880	1288	31.15	67.18	98.32

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Education level						
No formal education	49	73	122	3.74	5.57	9.31
Non-formal education	9	3	12	0.69	0.23	0.92
Monastic studies	0	9	9	0.00	0.69	0.69
Primary education	19	88	107	1.45	6.72	8.17
Lower secondary education	34	111	145	2.60	8.47	11.07
Middle secondary education	119	139	258	9.08	10.61	19.69
Higher secondary education	74	138	212	5.65	10.53	16.18
Certificate/Diploma	55	191	246	4.20	14.58	18.78
Bachelor's degree	44	114	158	3.36	8.70	12.06
Master's degree and above	5	14	19	0.38	1.07	1.45
All	408	880	1288	31.15	67.18	98.32

Table 50: Occupational health and safety awareness (n = 1310)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	136	351	487	10.38	26.79	37.18
6 – 11	188	285	473	14.35	21.76	36.11
12 – 17	55	64	119	4.20	4.89	9.08
18 – 23	3	3	6	0.23	0.23	0.46
24 – 29	0	2	2	0.00	0.15	0.15
30 and above	0	1	1	0.00	0.08	0.08
All	382	706	1088	29.16	53.89	83.05
Employment type						
Contract	308	467	775	23.51	35.65	59.16
Deputation	13	56	69	0.99	4.27	5.27
Full-time	28	74	102	2.14	5.65	7.79
Temporary	33	109	142	2.52	8.32	10.84
All	382	706	1088	29.16	53.89	83.05
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	20	15	35	1.53	1.15	2.67
10,000–14,999	65	47	112	4.96	3.59	8.55
15,000–19,999	25	92	117	1.91	7.02	8.93

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
20,000–24,999	33	63	96	2.52	4.81	7.33
25,000–29,999	55	75	130	4.20	5.73	9.92
30,000–39,999	87	137	224	6.64	10.46	17.10
40,000 and more	97	277	374	7.40	21.15	28.55
All	382	706	1088	29.16	53.89	83.05
Age						
Lower than 18	0	0	0	0.00	0.00	0.00
18 – 34	194	307	501	14.81	23.44	38.24
35 – 51	183	363	546	13.97	27.71	41.68
52 – 68	5	34	39	0.38	2.60	2.98
69 and above	0	2	2	0.00	0.15	0.15
All	382	706	1088	29.16	53.89	83.05
Marital status						
Never married	54	128	182	4.12	9.77	13.89
Married	275	532	807	20.99	40.61	61.60
Divorced	40	32	72	3.05	2.44	5.50
Living together	5	7	12	0.38	0.53	0.92
Widowed	8	7	15	0.61	0.53	1.15
All	382	706	1088	29.16	53.89	83.05
Education level						
No formal education	45	56	101	3.44	4.27	7.71
Non-formal education	9	3	12	0.69	0.23	0.92
Monastic studies	1	7	8	0.08	0.53	0.61
Primary education	17	62	79	1.30	4.73	6.03
Lower secondary education	27	80	107	2.06	6.11	8.17
Middle secondary education	111	112	223	8.47	8.55	17.02
Higher secondary education	72	107	179	5.50	8.17	13.66
Certificate/Diploma	53	164	217	4.05	12.52	16.56
Bachelor's degree	42	101	143	3.21	7.71	10.92
Master's degree and above	5	14	19	0.38	1.07	1.45
All	382	706	1088	29.16	53.89	83.05

Table 51: Participation in occupational health and safety programs (n = 1310)

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Number of years working in the company						
Lower than 6	147	473	620	11.22	36.11	47.33
6 – 11	202	334	536	15.42	25.50	40.92
12 – 17	61	76	137	4.66	5.80	10.46
18 – 23	3	6	9	0.23	0.46	0.69
24 – 29	0	2	2	0.00	0.15	0.15
30 and above	0	2	2	0.00	0.15	0.15
All	413	893	1306	31.53	68.17	99.69
Employment type						
Contract	330	584	914	25.19	44.58	69.77
Deputation	13	59	72	0.99	4.50	5.50
Full-time	29	93	122	2.21	7.10	9.31
Temporary	41	157	198	3.13	11.98	15.11
All	413	893	1306	31.53	68.17	99.69
Monthly salary						
Less than 5,000	0	0	0	0.00	0.00	0.00
5,000–9,999	26	17	43	1.98	1.30	3.28
10,000–14,999	70	75	145	5.34	5.73	11.07
15,000–19,999	27	132	159	2.06	10.08	12.14
20,000–24,999	38	108	146	2.90	8.24	11.15
25,000–29,999	61	89	150	4.66	6.79	11.45
30,000–39,999	93	162	255	7.10	12.37	19.47
40,000 and more	98	310	408	7.48	23.66	31.15
All	413	893	1306	31.53	68.17	99.69
Age						
Lower than 18	1	0	1	0.08	0.00	0.08
18 – 34	208	412	620	15.88	31.45	47.33
35 – 51	197	439	636	15.04	33.51	48.55
52 – 68	7	39	46	0.53	2.98	3.51
69 and above	0	3	3	0.00	0.23	0.23
All	413	893	1306	31.53	68.17	99.69
Marital status						
Never married	59	169	228	4.50	12.90	17.40

Demographic Attributes	n			%		
	Women	Men	Total	Women	Men	Total
Married	297	667	964	22.67	50.92	73.59
Divorced	43	41	84	3.28	3.13	6.41
Living together	5	9	14	0.38	0.69	1.07
Widowed	9	7	16	0.69	0.53	1.22
All	413	893	1306	31.53	68.17	99.69
Education level						
No formal education	50	79	129	3.82	6.03	9.85
Non-formal education	10	3	13	0.76	0.23	0.99
Monastic studies	1	9	10	0.08	0.69	0.76
Primary education	20	92	112	1.53	7.02	8.55
Lower secondary education	34	111	145	2.60	8.47	11.07
Middle secondary education	120	141	261	9.16	10.76	19.92
Higher secondary education	74	139	213	5.65	10.61	16.26
Certificate/Diploma	55	191	246	4.20	14.58	18.78
Bachelor's degree	44	114	158	3.36	8.70	12.06
Master's degree and above	5	14	19	0.38	1.07	1.45
All	413	893	1306	31.53	68.17	99.69

1.4. Violence Against Project Site Nearby Women and Girls

Table 52: Violence against women and girls residing nearby sample sites (n = 248)

Demographic Attributes	n			%		
	Emotional violence	Physical violence	Sexual violence	Emotional violence	Physical violence	Sexual violence
Number of years living in the vicinity of construction site						
Lower than 6	5	1	5	2.02	0.40	2.02
6 – 11	3	1	2	1.21	0.40	0.81
12 – 17	1	0	0	0.40	0.00	0.00
18 – 23	0	0	1	0.00	0.00	0.40
24 – 29	0	0	0	0.00	0.00	0.00
30 and above	1	0	0	0.40	0.00	0.00
All	10	2	8	4.03	0.81	3.23
Age						
Lower than 18	2	0	0	0.81	0.00	0.00
18 – 34	7	2	7	2.82	0.81	2.82
35 – 51	1	0	1	0.40	0.00	0.40

Demographic Attributes	n			%		
	Emotional violence	Physical violence	Sexual violence	Emotional violence	Physical violence	Sexual violence
52 – 68	0	0	0	0.00	0.00	0.00
69 and above	0	0	0	0.00	0.00	0.00
All	10	2	8	4.03	0.81	3.23
Marital status						
Never married	2	0	1	0.81	0.00	0.40
Married	7	1	6	2.82	0.40	2.42
Divorced	1	1	1	0.40	0.40	0.40
Living together	10	2	8	4.03	0.81	3.23
Widowed						
All						
Education level						
No formal education	2	0	1	0.81	0.00	0.40
Non-formal education						
Monastic studies						
Primary education						
Lower secondary education	3	0	2	1.21	0.00	0.81
Middle secondary education	3	2	2	1.21	0.81	0.81
Higher secondary education	1	0	3	0.40	0.00	1.21
Certificate/Diploma						
Bachelor's degree	1	0	0	0.40	0.00	0.00
Master's degree and above						
All	10	2	8	4.03	0.81	3.23
Occupation						
Babysitter						
Beautician						
Civil servant						
Corporate employee	0	0	1	0.00	0.00	0.40
Desuup						
Electrician						
Farmer	1	0	2	0.40	0.00	0.81
Gardener						
Hotelier						

Demographic Attributes	n			%		
	Emotional violence	Physical violence	Sexual violence	Emotional violence	Physical violence	Sexual violence
Job seeker						
Lecturer						
Private company employee						
Shopkeeper	6	1	4	2.42	0.40	1.61
Student	1	0	0	0.40	0.00	0.00
Tailor						
Teacher						
Unemployed	2	1	1	0.81	0.40	0.40
Wage labourer						
All	10	2	8	4.03	0.81	3.23

ANNEX 2: QUANTITATIVE QUESTIONNAIRES

1.1 Managers and Employees

Managers and Employees Questionnaire

Consent

Hello, my name is _____. I am working on a research project, “Gender assessment in hydropower, road and bridge construction sites” for the National Commission for Women and Children (NCWC) with support from the Japan International Cooperation Agency (JICA). The purpose of this assessment is to create a better understanding of the nature and extent of gender specific issues, constraints, challenges faced at the target hydropower, road, and construction sites.

You have been chosen by chance to participate in the study. I want to assure you that all of your answers will be kept strictly confidential. I will not keep a record of your name or address. You have the right to stop the interview at any time, or to skip any questions that you don't want to answer. There are no right or wrong answers.

Your participation is completely voluntary, but your experiences could be very helpful to advance gender equality and address challenges faced by different gender groups especially girls and women in BHUTAN.

Do you have any questions?

(The interview takes approximately ___ minutes to complete.) Do you agree to be interviewed?

NOTE WHETHER RESPONDENT AGREES TO INTERVIEW OR NOT

Does not agree to be interviewed

Agrees to be interviewed

Is now a good time to talk? It's very important that we talk in private. Is this a good place to hold the interview, or is there somewhere else that you would like to go?

COVID-19 Screening Questions

1. I would like to declare that we are in complete adherence to all public health advisories about COVID-19 as laid down by the National COVID-19 Task Force and by the World Health Organization. As per our policy, I am required to wear face mask. May I please ask you to cover your face and nose too? Thank you. Can you give me your consent to continue the interview?	Yes	No
2. May I ask, if you or someone in your home is being treated for COVID-19; you or someone in your house has been exposed to someone who has tested positive for COVID-19; you or someone in your house has a fever and/or experiencing other symptoms?	Yes	No
3. I would like to ask if you are having cough, fever, muscle, or body aches, etc.	Yes	No

4. (Not to ask respondent) Interview to ensure that he/she is wearing face mask during the interview. Also, confirm that you have sanitized your hands and tablet before and after the interview.	Yes	No
5. Respondent wearing mask	Yes	No
6. Social distancing followed	Yes	No
7. Interview is done outside home	Yes	No
8. Temperature taken	Yes	No

I. General Information

i. Information of the company/organization

Name of the Organization: _____ (PHPA-I / PHPA-II / Kholongchhu Hydro Energy Limited / Tangsibji Hydro Energy Limited)

Organization Type: _____ (Hydropower / Road / Bridge)

ii. Demographic Characteristics

i. Why did you join this trade?

a. _____

ii. How long have you been working in this company?

a. _____ (no. of years)

iii. Nationality:

a. Bhutanese

i. If Bhutanese, are you from this place (same Dzongkhag) or moved here from other Dzongkhags in the last 5 years?

1. Same district

2. Moved here from other districts

b. Non-Bhutanese

iv. Type of employment

a. Contract

b. Deputation

c. Full-time/Regular

d. Temporary

e. Others: _____

v. Position: _____

vi. Type of work do you do: _____

- vii. Average daily/monthly wage: _____ (in BTN Nu.)
- viii. Department: _____
- ix. Age (in completed years): _____
- x. Gender:
 - a. Male
 - b. Female
 - c. Others: _____
- xi. Marital Status:
 - a. Never married
 - b. Married
 - c. Divorced
 - d. Living together
 - e. Widowed
- xii. Highest level of education successfully completed:
 - a. No formal education
 - b. Non-formal education (NFE)
 - c. Monastic studies
 - d. Primary education (classes PP-6)
 - e. Lower secondary education (classes 7-8)
 - f. Middle secondary education (classes 9-10)
 - g. Higher secondary education (classes 11-12)
 - h. Certificate/Diploma
 - i. Bachelor's degree
 - j. Master's degree and above
- xiii. Disability¹ (have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities)

Now I am going to ask you some questions about your ability to do different activities, and how you have been feeling:
 - a. Do you wear glasses or contact lenses?

¹ Washington Group Short Set (WGSS)

- i. Yes [>> c]
 - ii. No
- b. Do you have difficulty seeing?
- i. No difficulty
 - ii. Some difficulty
 - iii. A lot of difficulty
 - iv. Cannot see at all
- c. Do you have difficulty seeing even if wearing glasses or contact lenses?
- i. No difficulty
 - ii. Some difficulty
 - iii. A lot of difficulty
 - iv. Cannot see at all
- d. Do you use hearing aid?
- i. Yes [>> f]
 - ii. No
- e. Do you have difficulty hearing?
- i. No difficulty
 - ii. Some difficulty
 - iii. A lot of difficulty
 - iv. Cannot see at all
- f. Do you have difficulty hearing even if using hearing aid?
- i. No difficulty
 - ii. Some difficulty
 - iii. A lot of difficulty
 - iv. Cannot hear at all
- g. Do you have difficulty walking or climbing steps?
- i. No difficulty
 - ii. Some difficulty
 - iii. A lot of difficulty
 - iv. Cannot walk or climb at all

- h. Do you have difficulty remembering or concentrating?
 - i. No difficulty
 - ii. Some difficulty
 - iii. A lot of difficulty
 - iv. Cannot remember/concentrate at all
- i. Do you have difficulty (with self-care such as) washing all over or dressing?
 - i. No difficulty
 - ii. Some difficulty
 - iii. A lot of difficulty
 - iv. Cannot wash/self-care at all
- j. Using your usual (customary) language, do you have difficulty communicating, for example understanding or being understood?
 - i. No difficulty
 - ii. Some difficulty
 - iii. A lot of difficulty
 - iv. Cannot communicate at all
- k. Do you have to communicate through assistive device/sign language?
 - i. Sign language
 - ii. Computer-assisted communication
 - iii. Communication boards
 - iv. No
 - v. Others _____
- l. Gender of your supervisor:
 - i. Male
 - ii. Female
 - iii. Others (specify): _____

II. Assessment Areas

i. Workplace Gender-based Violence and Associated Factors (workplace incivility, bullying, sexual harassment)

a. Workplace Incivility (WIS): uncivil behaviours using a language easily understood by them. Workplace incivility refers to behaviours that do not indicate gentleness and kindness, courtesy, and good manners in working relationships. incivility differs from other mistreatment behaviours such as bullying and aggression in that incivility is done with no intention to harm others and is based on an ambiguous intention.

i. Have you ever been exposed to uncivil behaviours by your supervisor(s) / co-worker(s) / others at the place (in this company) in the past three years?

a. Yes

b. No

a. If yes:

i. How often have you experienced such behaviours in the last three years?

Uncivil Behaviour	Almost every day	At least once a week	At least once every 2 weeks	At least once every 3 weeks	At least once a month	Very rarely
i. Put you down or was condescending to you in some way including the use of demeaning, rude or derogatory remarks about you.						
ii. Paid little attention to a statement you made or showed little interest in your opinion						
iii. Addressed you in unprofessional terms, either publicly or privately						
iv. Ignored or excluded you from professional camaraderie						
v. Doubted your judgment in a matter over which you have responsibility						
vi. Made unwanted attempts to draw you into a discussion of personal matters						

i. How did you respond to the incident?

a. _____

ii. Did you report the incident to a concerned individual or an authority?

a. Yes

b. No

i. If “yes”, who did you report it to?

1. _____

ii. If “no”, why did you not report it?

1. _____

iii. If you have reported it, how did they respond?

1. Opened a case
2. Sent me away
3. Referred me to the police
4. None (no action)
5. Others: _____

iv. Was the person who did this to you reprimanded?

1. Yes
2. No

v. Did you receive counselling with regard to the incident that you experienced?

1. Yes
2. No
3. Counselling service not available

b. Workplace Bullying (NAQ-R):

These statements describe your interactions with your supervisor(s) / co-worker(s) / others at the workplace in the last three years (in this company). For each statement, please rate the frequency with which you experience the following interactions.	Daily	Weekly	Monthly	Occasionally	Never
i. Someone withholding information which affects your performance					
ii. Being humiliated or ridiculed in connection with your work including practical jokes being played on you at work.					
iii. Being ordered to do work below your level of competence.					

These statements describe your interactions with your supervisor(s) / co-worker(s) / others at the workplace in the last three years (in this company). For each statement, please rate the frequency with which you experience the following interactions.	Daily	Weekly	Monthly	Occasionally	Never
iv. Having key areas of responsibility removed or replaced with more trivial or unpleasant tasks					
v. Spreading of gossip and rumours about you, including allegations against you.					
vi. Being ignored or excluded					
vii. Having insulted or offensive remarks made about your person, your attitudes, or your private life					
viii. Being shouted at or being the target of spontaneous anger					
ix. Intimidating behaviours such as finger-pointing, invasion of personal space, shoving, blocking your way					
x. Hints or signals from others that you should quit your job					
xi. Repeated reminders and persistent criticism of your errors or mistakes					
xii. Being ignored or facing a hostile reaction when you approach					
xiii. Having your opinions ignored					
xiv. Being given tasks with unreasonable deadlines					
xv. Excessive monitoring of your work					
xvi. Pressure not to claim something to which by right you are entitled (e.g., sick leave, holiday)					
xvii. Being the subject of excessive teasing and sarcasm					
xviii. Being exposed to an unmanageable workload					
xix. Threats of violence or physical abuse					

- i. Did you report the incident to a concerned individual or an authority?
 - a. Yes
 - b. No
 - c. I don't know where to report to

- i. If “yes”, who did you report it to? _____
- ii. If “no”, why did you not report it? _____
- iii. If you have reported it, how did they respond?
 - 1. Opened a case
 - 2. Sent me away
 - 3. Referred me to the police
 - 4. None (no action)
 - 5. Others: _____
- iv. Was the person who did this to you reprimanded?
 - 1. Yes
 - 2. No
- v. Did you receive counselling with regard to the incident that you experienced?
 - 1. Yes
 - 2. No
 - 3. Counselling service not available

c. Workplace Sexual Harassment (SEQ-W): Sexual harassment as “unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature” that are either a condition of employment (quid pro quo harassment) or that create an intimidating or hostile work environment.

These statements describe your experiences with your supervisor(s) / co-worker(s) / others at the workplace in the last three years. For each statement, please rate the frequency with which you experience the following:	Most of the time	Often	Sometimes	Once or twice	Never
i. Habitually told suggestive stories or offensive jokes?					
ii. Made unwanted attempts to draw you into a discussion of personal or sexual matters (e.g., attempted to discuss or comment on your sex life)?					
iii. Made crude and offensive sexual remarks, either publicly or privately?					
iv. Treated you differently because you are a woman or man (e.g., mistreated, slighted, or ignored.)					
v. Given you unwanted sexual attention?					

These statements describe your experiences with your supervisor(s) / co-worker(s) / others at the workplace in the last three years. For each statement, please rate the frequency with which you experience the following:	Most of the time	Often	Sometimes	Once or twice	Never
vi. Displayed, used, or distributed sexist or suggestive materials (e.g., pictures, stories, or pornography)					
vii. Frequently made sexist remarks (e.g., suggesting that women are too emotional to assume leadership roles)?					
viii. Attempted to establish a romantic sexual relationship with you by asking you out for dates, drinks, dinner, etc., despite your efforts to discourage him?					
x. Made you feel like you were being subtly bribed with some sort of reward (faster promotion) or special treatment to engage in sexual behaviour?					
xi. Made you feel subtly threatened with some sort of retaliation for not being sexually cooperative (e.g., the mention of an upcoming examination, evaluation, review, etc.,)					
xii. Touched you (e.g., laid a hand on your bare arm, put an arm around your shoulders) in a way that made you feel uncomfortable?					
xiv. Made unwanted attempts to have sex with you that resulted in you pleading, crying, or physically struggling?					
xv. Made it necessary for you to respond positively to sexual or social invitations in order to be well-treated on the job?					
xvi. Made you feel afraid you would be treated poorly if you did not cooperate sexually?					
xvii. Treated you badly for refusing to have sex?					

i. Did you report the incident to a concerned individual or an authority?

a. Yes

b. No

i. If “yes”, who did you report it to? _____

ii. If “no”,

1. why did you not report it? _____

2. Did you tell anyone? How did you respond? _____

iii. If you have reported it, how did they respond?

1. Opened a case
 2. Sent me away
 3. Referred me to the police
 4. None (no action)
 5. Others: _____
- iv. Was the person who did this to you reprimanded?
1. Yes
 2. No
- v. Did you receive counselling with regard to the incident that you experienced?
1. Yes
 2. No

ii. Workplace Health and Safety

a. Workplace hazards

This section asks about the kinds of health and safety hazards you might be exposed to in your job. For each item below, please put an X under the heading that best describes how often you do the stated task or are exposed to the stated condition.

In your job, how often do you ...?	Every day	Every week	Every month	Every 3 months	Every 6 months	Never
1. Manually lift, carry, or push items heavier than 25 kg (for female) and 50 kg (for male) at least 10 times during the day.						
2. Do repetitive movements with your hands or wrists (packing, sorting, assembling, cleaning, pulling, pushing, typing) for at least 3 hours during the day.						
3. Perform work tasks, or use work methods, that you are not familiar with.						
4. Interact with hazardous substances such as chemicals, flammable liquids, and gases.						
5. Work in a bent, twisted, or awkward work posture.						
6. Work at a height that is 2 metres or more above the ground or floor.						
7. Work in noise levels that are so high that you have to raise your voice when talking to people less than one metre away.						

In your job, how often do you ...?	Every day	Every week	Every month	Every 3 months	Every 6 months	Never
8. Stand for more than 2 hours in a row.						
9. Suitable breathing apparatus is provided to a worker while working in compressed air environment for his/her use at excavation or tunnelling work.						
10. Reliable and effective means of communication such as telephone or walkie-talkie are provided and are maintained in working order for arranging better and effective communication at an excavation or tunnelling work.						
11. Ensure at a construction site that the standard gender-neutral audio or video signals are used in excavation or tunnelling work and are conspicuously located or displayed near entrance to the workplace and in such other locations as may be necessary to bring such signals to notice of all workers employed in such excavation or tunnelling work.						

b. Workplace health and safety for pregnant and breastfeeding women

This section specifically covers aspects of workplace health and safety regulations that your organization has put in place to address the needs of pregnant and breastfeeding women.

Please put an X under the heading that best describes how much you agree or disagree with the statement.

At my workplace...	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/NA
1. There are provisions to adjust or modify the physical workplace to reduce/remove risks to pregnant and breastfeeding women.					
2. There are provisions to temporarily adjust working hours to suit the needs of pregnant and breastfeeding women.					
3. There are provisions to temporarily assign alternative and suitable work to suit the needs of pregnant and breastfeeding women.					

c. Workplace policies and procedures

This section asks about the kinds of policies and systems in place to make the workplace safe. For each item below, please put an X under the heading that best describes how much you agree or disagree with the statement.

At my workplace ...	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / NA
1. There are regulations, policies, and guidelines to prevent and address sexual harassment and gender-based discrimination.					
2. There is an HR committee to facilitate reporting and resolution of sexual harassment and gender-based discrimination incidences.					
3. Everyone receives the necessary workplace health and safety training when starting a job, changing jobs, or using new techniques.					
4. There is regular communication between employees and management about safety issues.					
5. Systems are in place to identify, prevent and deal with hazards at work.					
6. Workplace health and safety is at least as important as production and quality.					
7. There is an active and effective health and safety committee and/or worker health and safety representative.					
8. Incidents and accidents are investigated quickly in order to improve workplace health and safety.					
9. Communication about workplace health and safety procedures is done in a way that I can understand.					

d. Occupational health and safety awareness

This section explores your awareness of occupational health and safety (e.g., hazards, the rights and responsibilities of both employees and employers). For each item below, please put an X under the heading that best describes how much you agree or disagree with the statement.

At my workplace ...	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / NA
1. I am clear about my rights and responsibilities in relation to workplace health and safety.					
2. I am clear about the health and safety needs of female employees and employees with disabilities.					

At my workplace ...	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / NA
3. I am clear about my employers 'rights and responsibilities in relation to workplace health and safety.					
4. I take necessary precautions in my job particularly for female employees and those who are pregnant					
5. In case of any untoward incident that arise involving health and safety, I know where to report it to.					
6. I know how to assist and respond to any incident involving health and safety in my workplace.					
7. I understand the risks involved with my job and I take necessary precautions for safety.					

e. Participation in occupational health and safety, and workplace sexual harassment & gender discrimination

This section explores your ability to ask questions about, and participate in, health and safety at work. Your ability to participate in making a safer workplace for yourself depends on both your actions and abilities and your employer's actions and practices. For each item below, please put an X under the heading that best describes how much you agree or disagree with the statement.

At my workplace...	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/ NA
1. I feel free to voice concerns or make suggestions about workplace safety for women including aspects of sexual harassment and gender discrimination.					
2. If I notice incidence of sexual and/or gender discrimination, I would point it out to management.					
3. I know I can stop work if I think there are risks of sexual harassment or gender discrimination, and that the management will not give me a hard time.					
4. If my work environment becomes unsafe as a result of sexual harassment and/or gender discrimination, I would not say anything, and hope that the situation eventually improves (reverse score).					

iii. Work Environment

- a. Would you receive compensation against?
 - i. Death due to work accident or occupational disease?
 - 1. Yes
 - 2. No
 - 3. Don't know
 - ii. Total permanent disablement?
 - 1. Yes
 - 2. No
 - 3. Don't know
 - iii. Temporary partial disablement?
 - 1. Yes
 - 2. No
 - 3. Don't know
- b. How many hours do you work in a typical day?
 - i. _____ (hours)
 - ii. Don't know
- c. Do you get the following leaves? (Select all that you get)
 - i. Paid sick leave
 - ii. Paid annual leave
 - iii. Paid maternity leave
 - iv. Paid paternity leave
- d. How many public holidays do you get in a year?
 - i. _____
- e. Does a pregnant employee need to work between the hours of 10 o'clock at night and 8 o'clock in the following morning [140 days before she is due to give birth and 56 days after she has given birth to the child; or at any other time if the employee produces a medical certificate showing that such work would endanger the child or the mother.]
 - i. Yes
 - ii. No

- iii. Don't know
- f. Do employees get to work in the same or a materially similar position to the position held by the employees before going for maternity leave?
 - i. Yes
 - ii. No
 - iii. Don't know
- g. Do nursing mothers get to interrupt her work every 4 hours for one hour (paid) for a period of one month immediately after the expiry of her maternity leave to nurse her child?
 - i. Yes
 - ii. No
 - iii. Don't know
- h. In your workplace, which statement do you believe? (Choose only one)
 - i. Women get fewer opportunities than men
 - ii. Women get the same opportunities as men
 - iii. Women get more opportunities than men
 - iv. I don't know
- i. In your opinion, what barriers and difficulties do women face in your line of work? (Leave it optional)
 - i. Discrimination against job vacancies in connection with recruitment, dismissal, transfer, training, and demotion
 - ii. be lack of working environment for those with children/baby
 - iii. Harassment
 - iv. Male dominance
 - v. Lack of gender-friendly facilities
 - vi. Others: _____
- j. Have you been discriminated in terms of your wages/pay (equal pay for equal work) and/or working conditions?
 - i. Yes
 - ii. No
 - iii. I don't know

k. Does your organization provide the following on-job facilities and entitlements for women workers?

Facility/Entitlement	Yes	No
Day care centres (creche)		
Separate toilets with required amenities (ex- sanitary bins)		
Separate resting areas		
Paid medical leave		
Paid medical escort leave (in case of an illness in the family)		

l. Does your organization provide gender-friendly and/or gender-safe technology to women employees?

i. Yes

If yes, give some examples (.....)

ii. No

iii. I don't know

m. What are the favourable changes in terms of gender equality (employees of all gender having access to the same rewards, opportunities, and resources at a company, etc.) you would like to have in your work environment?

i. _____

ii. _____

iii. _____

n. What are the reasons in your view for women's lower participation in the construction industry? (Leave it optional)

i. Lack of skills

ii. Low education level

iii. Discrimination against women

iv. Others: _____

o. How can women's participation be increased in the hydropower and other construction industry? (Choose one or all that apply)

i. Training

ii. Education (upgradation of qualification)

iii. Providing equal opportunities in all spheres of work

iv. Improving work environment

v. Providing special allowance for women

vi. Mechanization (gender friendly technologies with appropriate training and skills building)

vii. Others: _____

iv. Participation in Decision Making

To what extent are women involved in decision-making about the following areas:	Very much	Enough to fulfil the representation criterion with no definite role	Moderately	Somewhat	Not at all
Employees' welfare					
Organization development					
Human resource issues					
Workplace safety and working environment					

1.2 Women and Girls Living Nearby

Questionnaire for Girls and Women Living Nearby Project Sites

I. General Information

i. INFORMATION OF THE COMPANY / ORGANIZATION

Name of the place where you live: _____

I live nearby: _____ (PHPA-I / PHPA-II / Kholongchhu Hydro Energy Limited / Tangsibji Hydro Energy Limited)

ii. Demographic Characteristics

i. Gender:

a. Male

b. Female

c. Others: _____

ii. How old are you? _____ (completed years)

iii. How long have you been living in this community? _____ (number of years)

iv. Nationality:

a. Bhutanese

i. If Bhutanese, are you from this place (same Dzongkhag) or moved here from other Dzongkhags in the last 5 years?

1. Same district

2. Moved here from other districts

- b. Non-Bhutanese
- v. Marital Status:
 - a. Never married
 - b. Married
 - c. Divorced
 - d. Living together
 - e. Widowed
- vi. Highest level of education successfully completed:
 - a. No formal education
 - b. Non-formal education (NFE)
 - c. Monastic studies
 - d. Primary education (classes PP-6)
 - e. Lower secondary education (classes 7-8)
 - f. Middle secondary education (classes 9-10)
 - g. Higher secondary education (classes 11-12)
 - h. Certificate/Diploma
 - i. Bachelor’s degree
 - j. Master’s degree and above
- vii. What is your main daily occupation? _____

iii. Assessment Areas

a. Emotional Violence /Abuse (Harassment)

Has anyone at this project site ever:	Yes	No	Has this happened in the past 3 years?		Would you say that this has happened once, a few times or many times?		
			Yes	No	One	Few	Many
a. Made offensive gestures, jokes, pranks, including display or sharing of pornographic materials and explicit messages?							
b. Made unwelcome sexually suggestive requests including sexual favours in return for gifts?							
c. Called you into their work sites/office and made you feel uncomfortable and humiliated?							
d. Verbally intimidated you using sexually demeaning language?							

b. Physical Violence

Has anyone at this project site ever:	Yes	No	Has this happened in the past 3 years?		Would you say that this has happened once, a few times or many times?		
			Yes	No	One	Few	Many
a. Slapped you or thrown something at you that could hurt you?							
b. Pushed you or shoved you or pulled your hair?							
c. Hit you with his or her fist or with something else that could hurt you?							
d. Kicked you, dragged you or beaten you up?							
e. Choked or burnt you on purpose?							
f. Threatened with or used a gun, knife, or other weapon against you?							

c. Sexual Violence

Has anyone at this project site ever:	Yes	No	Has this happened in the past 3 years?		Would you say that this has happened once, a few times or many times?		
			Yes	No	One	Few	Many
a. Made intimidating physical advances like loitering around in your premises/area or stalking you							
b. Made physical sexual advances including unwelcome gestures like hugging, pinching, groping, etc?							
c. Forced you to have sexual intercourse in return for false promise of marriage, gifts, and other material favours?							
d. Had sexual intercourse you did not want to because you were afraid of what he might do if you refused?							
e. Forced you to do anything else sexual that you did not want or that you found degrading or humiliating?							

d. Injuries

- i. Have you ever been injured as a result of these acts by the project people?
 - a. Yes
 - b. No
 - c. Don't know
 - d. Refused

- ii. If yes, how many times were you injured?
 - a. Once
 - b. Several times
 - c. Many times
- iii. What type of injuries did you have?
 - a. Cuts, punctures, bites
 - b. Scratch, abrasion, bruises
 - c. Sprains, dislocations
 - d. Burns
 - e. Penetrating injury, deep cuts, gashes
 - f. Broken eardrum, eye injuries
 - g. Fractures, broken bones
 - h. Broken teeth
 - i. Internal injuries
 - j. Others (specify): _____

e. Impact and Coping

- a. How did these acts affect your physical or mental health? Would you say that it has had?
 - i. No effect,
 - ii. A little effect or
 - iii. A large effect
- b. Did anyone ever try to help you?
 - i. No one
 - ii. Friends
 - iii. Parents
 - iv. Relatives
 - v. Neighbours
 - vi. Police
 - vii. Health workers
 - viii. Religious personnel

- ix. Counsellor
 - x. Renew
 - xi. Others (specify): _____
- c. Did you go to any of the following for help?
- i. Yes
 - ii. No
- d. If yes, who did you go to?
- i. Police
 - ii. Hospital or health centre
 - iii. Social services
 - iv. Legal advice
 - v. Court
 - vi. Shelter
 - vii. Local leader
 - viii. Others (specify): _____
- e. What action/response did they take? (Choose all that apply)
- i. Opened a case
 - ii. Were indifferent
 - iii. Treated me for my injuries
 - iv. Told me to keep it quiet
 - v. Offered mediation/settlement
 - vi. Offered/provided counselling
- f. If no to question c, what were the reasons for not seeking help?
- i. Don't remember
 - ii. Fear of threats/consequences
 - iii. More violence
 - iv. Embarrassed/ashamed/afraid wouldn't be believed or would be blamed
 - v. Pressurized/convinced by family members or local authorities
 - vi. Others (specify): _____

f. Preventive Measures and Advocacy

- a. Are there any programs to raise awareness amongst the residents in your community on possible risks of violence and abuse by employees of these project?
 - i. Yes
 - ii. No
- b. If yes, who organized this/these awareness/advocacy programs?
 - i. The projects
 - ii. Local government
 - iii. Dzongkhag administration
 - iv. Others (specify): _____

1.3 Managers

Managers Questionnaire

I. Assessment Areas

i. Recruitment and Retention

- i. Does the company have recruitment targets for the promotion of gender equity in all levels and in every area?

- a. Yes
- b. No

Comments & evidence: _____

- ii. Do women constitute at least 30% of all new hires in any given hiring cycle?

- a. Yes
- b. No

Comments & evidence: _____

- iii. Does the company carry out, or has it carried out when required, recruitment and selection processes aimed specifically for women, to balance their presence among the staff?

- a. Yes
- b. No

Comments & evidence: _____

- iv. In advertisements for recruiting, does the company take special care in using

inclusive language and appealing to both men and women?

- a. Yes
- b. No

Comments & evidence: _____

v. In the company, are all people hired through a formal and documented process of staff selection?

- a. Yes
- b. No

vi. Comments & evidence: _____

vii. Does the company have senior position jobs reserved only for women?

- a. Yes
- b. No

Comments & evidence: _____

viii. Does company policy specifically prohibit discrimination during recruitment and selection processes based on marital status, age, pregnancy (or the possibility of pregnancy), and ethnicity?

- a. Yes
- b. No

Comments & evidence: _____

Recruitment, Selection and New Hires

i. Total no. of candidates applied for jobs in the last one year?

- a. Male: _____
- b. Female: _____

Comments & evidence: _____

ii. Total no. of the applicants effectively hired?

- a. Male: _____
- b. Female: _____

Comments & evidence: _____

Turnover for Terminations and Resignation

i. Total no. of employees (current):

a. Male: _____

b. Female: _____

ii. Total no. of employees terminated in the last one year?

a. Male: _____

b. Female: _____

Comments & evidence: _____

iii. Total no. of employees resigned in the last one year?

a. Male: _____

b. Female: _____

Comments & evidence: _____

ii. Equal Pay and Wages

i. Do the salary and compensation policies of the company explicitly ensure that men and women receive equal pay for equal work?

a. Yes

b. No

Comments & evidence: _____

ii. Does the company have a transparent information and communication system to communicate the compensation policy to all staff?

a. Yes

b. No

Comments & evidence: _____

iii. Does the company have a salary and compensation policy to ensure the implementation of the equal pay for equal work principle?

a. Yes

b. No

Comments & evidence: _____

iv. Do the criteria for assigning salary / wages apply a method for calculating incentives / benefits without gender bias, which is reported and known to all staff?

a. Yes

b. No

Comments & evidence: _____

Salary

i. Average gross salary in the last one year (in BTN Nu.):

i. Executive Director / CEO or equivalent

a. Male: _____ (figure)

b. Male: _____ (word)

c. Female: _____ (figure)

d. Female: _____ (word)

ii. Comments & evidence: _____

iii. Executive / Senior-level officials and managers

a. Male: _____

b. Female: _____

Comments & evidence: _____

iv. Mid-level officials and managers

a. Male: _____

b. Female: _____

Comments & evidence: _____

v. Technical positions

a. Male: _____

b. Female: _____

Comments & evidence: _____

vi. Administrative positions

a. Male: _____

b. Female: _____

Comments & evidence: _____

vii. Support positions

a. Male: _____

b. Female: _____

Comments & evidence: _____

viii. Operational positions

a. Male: _____

b. Female: _____

Comments & evidence: _____

iii. Promotion

i. Does the company usually make objective and fair assessments of employee performance?

a. Yes

b. No

Comments & evidence: _____

ii. Does the company have mechanisms to ensure that staff promotion is in line with performance evaluations, without gender bias?

a. Yes

b. No

iii. Comments & evidence: _____

iv. Is the policy for internal promotion in the company designed to ensure women participate equally with men in decision-making and management at all levels and areas of the company?

a. Yes

b. No

Comments & evidence: _____

v. Does the company have concrete objectives for promotion and horizontal mobility that aim for gender equity in all levels in every area or department?

a. Yes

b. No

Comments & evidence: _____

vi. Do promotion processes include measures to ensure that both men and women have access to promotions and professional development opportunities?

a. Yes

b. No

Comments & evidence: _____

vii. When carrying out a promotion process, is there a mechanism in place to ensure equal representation of both sexes among the candidates being considered?

- a. Yes
- b. No

Comments & evidence: _____

viii. Does the company have career paths that allow for professional development of its staff?

- a. Yes
- b. No

Comments & evidence: _____

Internal Promotions

i. No. of employees nominated or considered for a promotion:

- a. Male: _____
- b. Female: _____

Comments & evidence: _____

ii. No. of employees effectively promoted:

- a. Male: _____
- b. Female: _____

Comments & evidence: _____

iv. Training

i. Does the company have a training plan that is consistent with needs identified by the staff?

- a. Yes
- b. No

Comments & evidence: _____

ii. Does the company have specific training objectives on gender equity in all levels and in every area?

- a. Yes
- b. No

Comments & evidence: _____

iii. Does the company have mechanisms to ensure that both men and women have equal access to training (number of hours of training, type of training and resources allocated)?

a. Yes

b. No

Comments & evidence: _____

iv. Does the company provide women and men equal access to training that prepares them for non-traditional positions or jobs that break gender stereotypes and/or underrepresent their gender?

a. Yes

b. No

Comments & evidence: _____

v. Do on-site company training sessions ensure that their duration, frequency, and schedule do not interfere with family responsibilities of the employees, as to not prevent their participation?

a. Yes

b. No

Comments & evidence: _____

vi. Does the company offer annual gender trainings conducted by specialized professionals in the field to staff at all organizational levels (as a priority to senior management, managers, human resources, unions/workers, committees/commissions/boards of the company)?

a. Yes

b. No

Comments & evidence: _____

Education / Training

i. No. of employees:

a. Male: _____

b. Female: _____

Comments & evidence: _____

ii. No. of employees effectively trained:

a. Male: _____

b. Female: _____

Comments & evidence: _____

iii. No. of employees trained on gender:

a. Male: _____

b. Female: _____

Comments & evidence: _____

v. **Internal and External Communication**

i. Does the company in its internal and external communication and brand positioning, take into account the use of inclusive language (non-stereotyped images, making both men and women visible, and non-sexist language)?

a. Yes

b. No

Comments & evidence: _____

ii. In your opinion, are the internal communication mechanisms used with the intent that the information is accessible to 100% of the workforce?

a. Yes

b. No

Comments & evidence: _____

Has the company communicated its commitment to gender equality to all the staff?

c. Yes

d. No

Comments & evidence: _____

iii. Does the company/organization use inclusive language (non-stereotyped images, making both men and women visible in a balanced way, and non-sexist language), in its external communication and advertising?

a. Yes

b. No

Comments & evidence: _____

iv. Has the company/organization communicated its commitment to gender equality to external audiences?

a. Yes

b. No

Comments & evidence: _____

vi. **Work-life Balance**

i. Does this company/organization offer alternatives for women not to quit their jobs due to childbirth and/or to care for her family?

- a. Yes
- b. No

Comments & evidence: _____

ii. Do you have paid maternity leave policy in place?

- a. Yes
- b. No

Comments & evidence: _____

iii. Do you have paid paternity leave policy in place?

- a. Yes
- b. No

Comments & evidence: _____

iv. Do you have policies for permitted leave for the care of dependants in place?

- a. Yes
- b. No

Comments & evidence: _____

v. In your company, are workers consulted about family and personal needs that could be made more compatible with work?

- a. Yes
- b. No

Comments & evidence: _____

vi. Does your company promote co-parenting or, in other words, promote the care of children by both men and women?

- a. Yes
- b. No

Comments & evidence: _____

vii. Does your company provide support for care services of children and others (for example: childcare facilities in the company, financial subsidies for kindergartens, care grants for other dependents, support in the summer for children, etc.)?

a. Yes

b. No

Comments & evidence: _____

viii. Is there a system for establishing a reduced work week, flexible working hours or telecommuting for staff? (For example: reduced workday, reduced work week, flexible work schedule, workday that coincides with school day, part-time work, telecommuting, etc.).

a. Yes

b. No

Comments & evidence: _____

ix. Does your company encourage work-life balance among its employees?

a. Yes

b. No

Comments & evidence: _____

x. Does the staff have the possibility to request permission for absences within working hours to deal with family, school, or other situations of an extraordinary nature?

a. Yes

b. No

Comments & evidence: _____

Working Parents

i. No. of working parents:

c. Male: _____

d. Female: _____

Comments & evidence: _____

ii. No. of single parents:

c. Male: _____

d. Female: _____

Comments & evidence: _____

vii. Prevention and treatment of Sexual Harassment and Gender-based Harassment

i. Is the staff of the company informed about the explicit prohibition of activities that can constitute harassment in the workplace?

a. Yes

b. No

Comments & evidence: _____

ii. Is a specific institutional policy in place governing the prevention, sanction, and elimination of sexual harassment?

a. Yes

b. No

Comments & evidence: _____

iii. Does the company undertake annual training and updates on gender and sexual harassment for those responsible for the prevention, detection, and response to harassment cases?

a. Yes

b. No

Comments & evidence: _____

iv. Is there a person, committee, or commission responsible for establishing measures to prevent, detect and act on harassment cases?

a. Yes

b. No

Comments & evidence: _____

v. Is your company monitoring and following up on incidents and harassment cases?

a. Yes

b. No

Comments & evidence: _____

vi. Does the company hold workshops and lectures to raise awareness of sexual and workplace harassment among employees?

a. Yes

b. No

Comments & evidence: _____

vii. Does the company have documented procedures for detecting and addressing sexual and workplace harassment?

a. Yes

b. No

Comments & evidence: _____

viii. Does the company keep track of complaints about workplace harassment and apply penalties if the allegations are proven to be true?

a. Yes

b. No

Comments & evidence: _____

ix. Does the company conduct annual awareness-raising to prevent harassment, sexist attitudes, and discriminatory treatment in the company?

a. Yes

b. No

Comments & evidence: _____

x. In short and based on your previous answers, do you think that everyone is aware of the existence of the mechanism and / or protocol for prevention and action in cases of sexual harassment and considers it easily accessible?

a. Yes

b. No

Comments & evidence: _____

Preventing and addressing sexual harassment / Gender-based Discrimination

a. Sexual Harassment	Complaints Received		Addressed and resolved		Comments & Evidence
	Men	Women	Men	Women	
Situations in which the received complaint occurred					
During the recruitment and selection process					
During the promotion of job mobility process					
During the exercise of labour responsibilities within the company					
During the exercise of labour responsibilities within the value chain					
In another situation or process					
b) Relative Hierarchical position of the survivor and the perpetrator					
Survivor subordinate of perpetrator					

Survivor superior of perpetrator					
Survivor and perpetrator were peeps					
Another hierarchical relation					
c. Gender-based discrimination					
During the recruitment and selection process					
During the promotion of job mobility process					
During the exercise of labour responsibilities within the company					
During the exercise of labour responsibilities within the value chain					
In another situation or process					
d) Relative Hierarchical position of the survivor and the perpetrator					
Survivor subordinate of perpetrator					
Survivor superior of perpetrator					
Survivor and perpetrator were peeps					
Another hierarchical relation					

viii. Supply Chains (asking to managers only)

- i. Does your company ensure gender equality within processes for initiating relationships with suppliers or contractors and regularly reviewing these for ‘fit’ with the organisation’s gender strategy?
 - a. Yes
 - b. No

Comments & evidence: _____

- ii. Has your organization mandated and communicated any organisation-wide procurement / supply chain policies and practices in relation to gender equality?
 - a. Yes
 - b. No

Comments & evidence: _____

- iii. Does your company’s procurement department take proactive steps to initiate or increase the relationships with women owned businesses in the value chain or when contracting vendors?
 - a. Yes
 - b. No

Comments & evidence: _____

iv. Does your company have a supplier code of conduct in place that protects women's rights?

a. Yes

b. No

Comments & evidence: _____

v. Does your company have gender-sensitive provisions in the supplier code of conduct?

a. Yes

b. No

Comments & evidence: _____

ix. Inclusion

i. Does your company have an inclusivity and diversity strategy?

a. Yes

b. No

Comments & evidence: _____

ii. Does your company policies cater to multiple faiths and cultural practises?

a. Yes

b. No

Comments & evidence: _____

iii. Does your company have policies in place that promotes clear consistent and fair recruitment and promotion policies for all?

a. Yes

b. No

Comments & evidence: _____

iv. Is there an Employee Resource Group/Business Resource Group/Inclusion council?

a. Yes

b. No

Comments & evidence: _____

v. Does the KPI of senior management include an inclusivity goal to promote

inclusive behaviour?

- a. Yes
- b. No

Comments & evidence: _____

vi. Does your company have mechanisms in place for staff feedback?

- a. Yes
- b. No

Comments & evidence: _____

vii. Does your company have professional development opportunities that cater to the needs of all employees?

- a. Yes
- b. No

Comments & evidence: _____

x. **LGBTI**

i. Do you have an effective corporate diversity and inclusion policy that states specific desired outcomes and establishes a framework for determining whether those outcomes have been met?

- a. Yes
- b. No

Comments & evidence: _____

xi. **Crisis Management and Employee Protection**

i. Do you have a cross functional gender inclusive crisis management team?

- a. Yes
- b. No

Comments & evidence: _____

ii. Do you have a crisis management plan in place?

- a. Yes
- b. No

Comments & evidence: _____

iii. Are there crisis communication channels for employees including confidential channels?

a. Yes

b. No

Comments & evidence: _____

iv. Are there measures in place to promote diversity and inclusion in the workplace in the short term and long term as part of the crisis management plan?

a. Yes

b. No

Comments & evidence: _____

v. Are there policies in place to support remote working for all staff with adequate measures to provide staff with the flexibility required during crisis times?

a. Yes

b. No

ANNEX 3: QUANTITATIVE QUESTIONNAIRES

3.1 Focus Group Discussion (FGD)

3.1.1 Managers

Managers

I. General Information

i. Information of the company/organization

Name of the Organization: _____ (PHPA-I / PHPA-II / Kholongchhu Hydro Energy Limited / Tangsibji Hydro Energy Limited)

Organization Type: _____ (Hydropower / Road / Bridge)

II. Assessment Areas

i. Recruitment and Retention

i. Does the company have recruitment targets for the promotion of gender equity in all levels and in every area?

a. Yes

b. No

a. If yes; what kind of recruitment policies or targets do you have to promote gender equality at all levels in your organization?

Comments & evidence: _____

ii. What kind of policy does your company have to address discrimination during recruitment based on marital status, gender, age, pregnancy or possibility of pregnancy, or ethnicity?

Comments & evidence: _____

iii. Is everyone aware of these policies? What is being done by the management to create awareness about the policies?

Comments & evidence: _____

iv. Provide examples, if any, where the company take special care in using inclusive language that appeal to both men and women while posting advertisements for recruitment.

Comments & evidence: _____

ii. Turnover for Terminations and Resignation

i. In the last one year, if employees were terminated, what were the reasons?

Comments & evidence: _____

ii. In the last one year, if employees resigned, what were the reasons?

Comments & evidence: _____

iii. Equal Pay and Wages

i. What compensation policies or system are in place at your company to explicitly ensure that men and women receive equal pay for equal work?

Comments & evidence: _____

ii. How does the company communicate this compensation policy or system transparently and clearly to all the staff?

Comments & evidence: _____

iii. How are the incentives and benefits calculated and handed over to the employees without any form of gender bias?

Comments & evidence: _____

iv. Salary

i. Provide examples of gender pay gap that exists in various levels of operation in your company.

Comments & evidence: _____

ii. Do you feel this gender pay gap that exists in your organization is justified? Provide reasons.

Comments & evidence: _____

iii. In your opinion what can be done to fix or narrow this gender pay gap in your organization?

Comments & evidence: _____

iv. Do you feel that gender pay gap will affect the reputation of the company and influence job seekers who apply?

Comments & evidence: _____

v. Promotion

i. How is the promotion process carried out in your organization?

Comments & evidence: _____

ii. What steps/measures are taken as part of the promotion process so that both sexes are equally represented for promotion?

Comments & evidence: _____

iii. What is the composition of your organization's internal staff promotion or HR committee? Does it include women members? If so, what is the proportion?

Comments & evidence: _____

- iv. List some of the professional development programs that the company have for your employees.

Comments & evidence: _____

- v. How is the selection process for such professional development programs made?

Comments & evidence: _____

- vi. What are the measures put in place to ensure that both men and women employees get such opportunities equally?

Comments & evidence: _____

vi. Training

- i. Did the organization carry out any specific training on gender for your employees? What will be your future plans?

Comments & evidence: _____

- ii. What are the mechanisms that the company has put in place to ensure that men, women and LGBTIQ+ have equal access to training (number of hours of training, type of training and resources allocated)?

Comments & evidence: _____

- iii. In what areas are male and female employees trained?

Comments & evidence: _____

- iv. Are there any specific areas where only male employees are given opportunity for professional development?

If yes, what are the reasons? Do you feel this should change?

Comments & evidence: _____

- v. How does the company ensure that the duration, frequency, and schedule of on-site training sessions do not interfere with family responsibilities of the employees, in particular, women, so as to not prevent them for their participating?

Comments & evidence: _____

vii. Internal and External Communication

- i. How do the company carry out its external and internal communications on relevant issues? Does the company have a standard operating procedure or a policy for internal and external communications including management of its public relations?

Comments & evidence: _____

- ii. How does the company review, screen out or adjust all its public relations or communication materials to ensure the use of gender-sensitive language and to avoid gender stereotypes?

Comments & evidence: _____

- iii. To date, can you recollect incidences where the company received complaints about its public relations materials or publications or external as well as internal communication medium being gender-insensitive?

Comments & evidence: _____

viii. Work-life Balance

- i. What kind of alternatives are provided to female employee to support them during childbirth or as feeding mother so as to encourage them not to quit their jobs?

Comments & evidence: _____

- ii. How many months of paternity and maternity leave is provided by the company?

Comments & evidence: _____

- iii. Do employees get additional leave or leave without pay to support their childcare?

Comments & evidence: _____

- iv. Does the organization have staff feedback system or platforms like regular meetings to discuss and consider staff welfare? Provide examples.

Comments & evidence: _____

- v. What kind of additional support does the organization provide to ensure that employees have proper work-life balance?

Comments & evidence: _____

ix. Prevention and treatment of Sexual Harassment and Gender-based Harassment

- i. Is your organization's sexual harassment policy in line with the LEA or does it comprehensively cover all aspects of harassment? How are the employees made aware of the policy? Do you have system of compulsory orientation on the policy or regular training?

Comments & evidence: _____

- ii. Who are the representatives of the committee, how are they selected?

If no committee, are there plans to constitute such committee?

Comments & evidence: _____

- iii. What kind of monitoring mechanism do you have to follow and monitor on the incident of harassment? How do you ensure that employees including managers and supervisors adhere to the harassment policy?

Comments & evidence: _____

- iv. How is the reporting procedure for sexual harassment and gender-based discrimination? Is there any protocol? As well as linkage with relevant agencies like RBP, MoLHR, NCWC and RENEW when you come across

reports of such harassment?

Comments & evidence: _____

x. Supply Chains

- i. What are the criteria based on which you recruit the suppliers? Do you check their record in terms of gender-based discrimination or their policy on promoting gender equality?

Comments & evidence: _____

xi. Crisis Management and Employee Protection

- i. Does your agency offer any support to enable female employees in particular to work from home during emergencies?

Comments & evidence: _____

- ii. What kind of crisis management support do you have for your employees? Do you offer any support to your employees in difficult situation?

Comments & evidence: _____

1.1.2 Employees

Employees

i. General Information

i. Information of the company/organization

Name of the Organization: _____ (PHPA-I / PHPA-II / Kholongchhu Hydro Energy Limited / Tangsibji Hydro Energy Limited)

Organization Type: _____ (Hydropower / Road / Bridge)

ii. Assessment Areas

Guiding/leading questions:

- i. Is the workplace/project site conducive to work?
Prompts: Any risks? Risks for women? Safety? Exploitation?
- ii. What barriers and difficulties do women face in the hydropower/construction industry?
Prompts: Discrimination, harassment, male dominance, lack of facilities, training
- iii. What sort of sexual harassment do women usually face in hydropower/construction related projects?
Prompts: Physical, sexual, emotional, etc.
By whom? Senior workers, co-workers, junior workers
How do they respond to such harassment?
- iv. Do women and men workers get equal wages for the same type of tasks?
- v. Do you think there are biases between men and women in terms of employment in hydropower

or construction sector?

- vi. Are you aware of any policies to deal with sexual harassment in your work area?
- vii. What is the biggest challenge for women working and living around hydropower sites?
- viii. What are your feelings about LGBTIQ as workmates if any?
- ix. Do you know anyone who was not given paid maternity and medical leave by the management?
- x. Do you think the COVID-19 impacted the life of the people here in any way?
- xi. Has the COVID-19 pandemic and related lockdowns affected your income?
- xii. What are the challenges women faced vis-à-vis men during the COVID-19 and related lockdowns and restrictions?

Prompts: Reduced income/wages, domestic issues, violence, mental anxiety, lack of support from the employer, unpaid leave...

- xiii. Does the project provide conducive on-job facilities for women workers?

Prompts: Day-care centres, separate toilets, resting areas, paid maternity, medical and medical escort leave.

- xiv. How should the project minimise gender disparities?
- xv. How should the project support the community? Women and girls?
- xvi. Did you make any complaints about sexual harassment or gender disparities in your organisation? Why? Why not? And if so, what were the outcomes?
- xvii. Has your organisation ever intervened in any case of sexual harassment? If so, what kind of cases? Physical, sexual, ...
- xviii. Is there any mechanism or support system to address sexual harassment and gender-based discrimination?
- xix. What would you recommend (specific or generic strategies) to prevent gender disparities and sexual harassment in your organisation and at societal levels?
- xx. Do you think women have to face religious/social/cultural barriers when joining or working in hydropower/construction projects?

Prompts: Yes, no, if yes, what are the types of these barriers: family restrictions, communal resistance, religious issues. Anything else to add?

- i. Yes
- ii. No

1. If no, the reasons behind that:

- a. Lack of training
- b. Lack of skills
- c. Less working hours
- d. Lack of experience

e. Others: _____

Comments & evidence: _____

- xxi. Do you think women's work is given equal importance compared to their male counterparts in different construction occupations?
 - a. If no, please explain with examples.
- xxii. Are there recommendations on how to provide a better safe working place?
- xxiii. Is there anything other than the already discussed questions you would like to talk about?
- xxiv. Do you want to add to what is already spoken about?

3.1.3 Project Site Residents

Project Site Residents

i. General Information

i. INFORMATION OF THE RESIDENCE

Name of the place/village: _____

ii. Assessment Areas

Guiding/leading questions:

- i. How long you all have been living in the vicinity of these hydropower/bridge/road construction sites?
- ii. What changes have you observed after the hydropower sites have been installed in your area?

Probe: What are the positive/negative social impacts you have observed? (Benefits and risks)

Are the benefits and risks same for male and female residents (are there any difference)? Or what are the positive and adverse social impacts on the following groups?

 - a. Female residents
 - b. Male residents
 - c. Young girls

Prompts (positive): food assistance, health services, livelihoods support, Education assistance, protection services, transportation services.

Prompts (negative): violence and harassment including sexual, verbal physical, psychological.
- iii. Does the project provide an opportunity to the local community?

Prompts: employment, business, rent
- iv. Do you believe that local men tend to benefit more than local women and girls from the project?

Prompts: Opportunity for part-time work, labour, carrier, helper

- v. Any incidence of project employees engaging in sexual harassment of women and girls in the locality?

Prompts: stories of sexual harassment in the news/BBS

Prompts: file a complaint? Why? Why not?

- vi. How did it impact your way of living? (Pollutions, crimes, businesses etc.)

- vii. Did the safety of women and children been impacted in any way?

Prompts: How safe are girls and women during the project construction? What kinds of things might put girls and women at risk?

- viii. Are there awareness campaigns on safety issues conducted in your area?

- ix. Do you have health facilities? (Physical and mental)

- x. What are the challenges of living nearby construction sites for women vis-à-vis men?

- xi. What do you recommend to improve the welfare of women and young girls living around here?

Prompt: going to and from school, in the fields, going to town, visiting another area.

- xii. Do you know of women or children in this community who have been raped or forced to have sex?

Prompt: Yes / no, if yes, how many cases have you heard about?

- xiii. Have you heard about other types of violence being perpetrated against women or girls in this community?

Prompt: Yes / no, if yes, what are the other types of violence?

- xiv. Have you heard of girls or women who have been forced to stay with the employee/staff members of the projects? Yes / No

Prompts: What do you know about them, their needs, and their problems?

- xv. Who is benefiting the most from the project?

Prompt: Community leaders, men, women, youths, girls

- xvi. What are the traditional ways to respond to problems of sexual harassment and gender discrimination in your community? Do they work? Why? Why not?

- xvii. What problems do young girls face in this community? (Ask for specific examples.)

- xviii. What type of unwanted sexual behaviours have you observed around here?

- xix. Do you and your neighbours have any say in the project from inception to operation?

- xx. Did the community become more unsafe after the start of the project?

- xxi. What roles does the community play in the project?

Prompts: Community leaders? Men? Women? Youths?

- xxii. Is there anything other than the already discussed questions you would like to talk about?

- xxiii. Do you want to add to what is already spoken about?
- xxiv. Do you think time spent on unpaid care and domestic work for women and girls living here increased after the start of the project?
Prompt - due to men going for work at project sites?

3.2 Key-Informant Interview (KII)

Ministry of Labour and Human Resources (MoLHR)

Guiding/leading questions:

- i. Could you please narrate/update the implementation status of Labour and Employment Act of Bhutan, and Regulation on Occupational Health and Safety in Construction Industry with respect to gender disparity?
- ii. Prohibitions: During your monitoring exercise in construction industry:
 - a. Have you come across any forced / compulsory or child labour? If so, their gender and please tell more?
 - b. Were there any incidence of employees or jobseekers being discriminated against in connection with recruitment, dismissal, transfer, training, and demotion because of his or her gender?
 - c. In your experience or observation, what types of challenges women face while seeking employment in hydropower/construction sites?
 - d. Have you ever come across any occurrence of jobseekers or employees sexually harassed, including but not limited to?
 - i. Making an unwelcome sexual advance or an unwelcome request for sexual favours to the other person; or
 - ii. Engaging in any other unwelcome conduct of a sexual nature in relation to the other person.
 - iii. Subjecting a person to any act of physical intimacy
 - iv. Making any oral or written remark or statement with sexual connotations to a person or about a person in his or her presence; or
 - v. Making any gesture, action, or comment of a sexual nature in a person's presence
 - e. If no, why? Is it because of the established preventive measures in place or?
 - f. If yes, who are the survivors by gender? How did the ministry respond? What actions were taken?
- iii. Notices: Have you served any notices (improvement or prohibition) to any construction industry, including PHPA, Kholongchhu, Tangsibji, Department of Roads, and the Construction Development Corporation limited (CDCL)? If yes, kindly narrate the event from gender perspectives...
- iv. Hours of work and leave: how often do you monitor work hours and leave compliance in construction industry? Kindly share your observations and findings with respect to gender.
- v. Wages: Are all employees irrespective of their gender paid equal for the same work? By gender, which group normally does overtime and/or night work? Why and are they all paid equal for the same type of work?

- vi. Occupational health and safety: from your monitoring observations, how have employees been provided with a working environment that is gender-friendly, safe and without risks to health in construction industry?
 - a. Does construction industry identify hazards at workplace, assesses each identified hazard and eliminate or reduce the health and safety risks of each hazard by gender?
 - b. Has the construction industry incorporated occupation health and safety planning and management in the design and planning stages of a project? If so, do they have it by gender?
 - c. Have they instituted and maintained effective communication and cooperation with a health and safety representative (if any)? If so, do they have it by gender?

Construction Development Corporation Limited (CDCL)

Druk Green Power Corporation Limited (DGPC)

Ministry of Economic Affairs (MoEA)

Ministry of Works and Human Settlement (MoWHS)

Guiding/leading questions:

- i. Does your organization have a construction industry policy? Or is your organization a key stakeholder of National Construction Industry Policy? If no, why? If yes, how did you contribute to its formulation?
- ii. To what extent does your organization and/or companies under it implement National Construction Industry Policy or your/their own construction industry policy?
- iii. Does the policy take into account both men and women while framing or revising it? If no, why?
- iv. Does it have a provision to providing safe working environment from GBV and sexual harassment?
- v. What provisions are there for women to maintain work-life balance such as feeding break, maternity leave, or job protection?
- vi. Does it also consider the welfare of the people living nearby construction sites while making plans for construction? (Employment, pollution etc.)
- vii. How do you or what are the established procedures to implement such policies?
- viii. If gender disparities in construction industry is not covered in such policies, then does your organization have a separate gender equality policy for construction industry? If so, please tell us more.
- ix. How to come up with such policies? Who are your stakeholders? How to ensure its compliance on the ground?
- x. As an organization overseeing or involved in construction, what can your organization do to improve gender equality in construction industry?
- xi. How does such policies if you have one intent to gender mainstream in construction industry?

RENEW (Respect, Educate, Nurture and Empower Women)

Guiding/leading questions:

- i. What services does your organization provide with respect to gender issues in construction industry?
- ii. What are mechanisms and procedures put in place to detect, and report the prevalence of gender-based violence (GBV) in and around construction industry?
- iii. How do you empower the survivors of GBV to be financially sustainable and emotionally independent individuals? And how do you ensure that perpetrators are held accountable?
- iv. Have you had any cases of GBV from and around major construction sites like PHPA I & II, Kholongchhu hydropower, Tangsibji hydropower, Department of Road construction site, and the Construction Development Corporation limited (CDCL) construction sites? If so, how did you deal with it? What happened to both the survivors and the perpetrators? If no, what do you think could be the reasons for not reporting or detecting it?
- v. Is your appointment of gender focal points in major construction sites proving to be beneficial? How has it benefitted in detecting, reporting, and resolving GBV cases?
- vi. Have you provided any counselling services to any women and girls from and around major construction sites? If so, please tell us more.
- vii. How could the current GBV redressal mechanism in construction sites be strengthened and made more effective and efficient? Who could be your potential stakeholders to collaborate with?
- viii. Do you think the employees and the people residing nearby major construction sites are aware of your services? If no, how do you bridge this knowledge gap? Do they know how to avail your services after knowing that there are such services available?
- ix. Could you share some GBV statistics from major construction sites in terms of counselling provided, medical and legal aid offered, among others if you have one?

National Commission for Women and Children

Guiding/leading questions:

- i. What services does your organization provide with respect to gender issues in construction industry?
- ii. Are there any policies in place to safeguard and promote gender equality in construction industry? If so, how do you ensure that these policies are followed in construction industry.
- iii. What are mechanisms and procedures put in place to detect, and report the prevalence of gender-based violence (GBV) in and around construction industry?
- iv. How do you empower the survivors of GBV to be financially sustainable and emotionally independent individuals? And how do you ensure that perpetrators are held accountable?
- v. What challenges do you face in ensuring that construction sites are safe for women and girls and that there are no GBV?
 - a. Prohibitions: Have you received any case of forced / compulsory or child labour? If so, their gender and please tell more and how did you deal with it?
 - b. Were there any incidence of employees or jobseekers being discriminated against in connection with recruitment, dismissal, transfer, training, and demotion because of his or her gender?
 - c. Have you ever come across any occurrence of jobseekers or employees sexually harassed, including but not limited to?

- i. making an unwelcome sexual advance or an unwelcome request for sexual favours to the other person; or
 - ii. engaging in any other unwelcome conduct of a sexual nature in relation to the other person.
 - iii. subjecting a person to any act of physical intimacy
 - iv. making any oral or written remark or statement with sexual connotations to a person or about a person in his or her presence; or
 - v. making any gesture, action, or comment of a sexual nature in a person's presence
- d. If no, why? Is it because of the established preventive measures in place or?
- e. If yes, who are the survivors by gender? How did the ministry respond? What actions were taken?
- vi. Notices: have you served any notices (improvement or prohibition) to any construction industry, including PHPA, Kholongchhu, Tangsibji, Department of Roads, and the Construction Development Corporation limited (CDCL)? If yes, kindly narrate the event from gender perspectives...
- vii. Occupational health and safety: How have employees been provided with a working environment that is gender-friendly, safe and without risks to health in construction industry?
 - a. Does construction industry identify hazards at workplace, assesses each identified hazard and eliminate or reduce the health and safety risks of each hazard by gender?
 - b. Has the construction industry incorporated occupation health and safety planning and management in the design and planning stages of a project? If so, do they have it by gender?
 - c. Have they instituted and maintained effective communication and cooperation with a health and safety representative (if any)? If so, do they have it by gender?
- viii. Have you had any cases of GBV from and around major construction sites like PHPA I & II, Kholongchhu hydropower, Tangsibji hydropower, Department of Road construction site, and the Construction Development Corporation limited (CDCL) construction sites? If so, how did you deal with it? What happened to both the survivors and the perpetrators? If no, what do you think could be the reasons for not reporting or detecting it?
- ix. Is your appointment of gender focal points in major construction sites proving to be beneficial? How has it benefitted in detecting, reporting, and resolving GBV cases?
- x. Have you provided any counselling services to any women and girls from and around major construction sites? If so, please tell us more.
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- xii. Do you think the employees and the people residing nearby major construction sites are aware of your services? If no, how do you bridge this knowledge gap? Do they know how to avail your services after knowing that there are such services available?
- xiii. Could you share some GBV statistics from major construction sites in terms of counselling provided, medical and legal aid offered, among others if you have one?

