

Gender Integration in REDD+ and ERPD in Nepal

ASSESSMENT REPORT AND GENDER ACTION PLAN



**Prepared by Women Organizing for Change in Agriculture and
Natural Resource Management
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Assessment Team: Srijana Shrestha (REDD-IC), Rama Ale Magar (HIMAWANTI), Shreya Thakali (WOCAN), Dibya Devi Gurung (WOCAN) and Jeannette Gurung (WOCAN)

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Acronyms

ADB	Asian Development Bank
CFUG	Community Forest User Group
CSO	Civil Society Organization
DFID	Department for International Development - United Kingdom
DFO	District Forest Office/Officer
DNF	Dalit National Federation
ER	Emission Reduction
ERPD	Emission Reduction Program Document
FCPF	Forest Carbon Partnership Facility
FECOFUN	Federation of Community Forest Users in Nepal
FGD	Focus Group Discussion
GFP	Gender Focal Points
GoN	Government of Nepal
GESI	Gender Equality and Social Inclusion
HIMAWANTI	Himalayan Grassroots Women's Natural Resource Management Association
HRM/D	Human Resource Management/Development
MoFSC	Ministry of Forest and Soil Conservation
MSFP	Multi-Stakeholder Forestry Program
NEFIN	Nepal Federation of Indigenous Nationalities
NGO	Non-Governmental Organization
NPC	National Planning Commission
R-PP	Readiness-Preparation Proposal
REDD	Reducing Emissions from Deforestation and Forest Degradation
WOCAN	Women Organizing for Change in Agriculture and Natural Resource Management

Table of Contents

ACKNOWLEDGEMENTS	1
ACRONYMS	2
SECTION I BACKGROUND	5
Executive Summary	5
1.1 Background	6
1.2 Gender in Forestry in Nepal	7
SECTION II METHODOLOGY	10
2.1 Method and Approach	11
2.2 Field Work and Data Collection	11
SECTION III KEY FINDINGS AND GAPS IN GENDER INTEGRATION IN REDD+ AND FORESTRY.....	13
3.1 There is a high level of engagement of rural women in labor- intensive forest- related activities, but low level of their engagement in decision-making processes.....	13
3.2 Women’s workload within and outside the household is high and “time poverty” is a critical issue.	14
3.3 Women’s access is limited to resources that reinforce their unpaid traditional roles, with low access to resources that can improve their income, roles in decision-making and status in society.....	17
3.4 The existence of several layers of powerful and exclusive leadership mechanisms at district and local levels poses a threat to the effective implementation of REDD+ and the ERP.....	22
3.5 The lack of GESI implementation guidelines, systematic structures, resources, skills, and expertise at central, district and community levels has made the implementation of the GESI Strategy within forest-related programs challenging.	25
3.6 Existing organizational structures both at central and local levels have limited the space for allowing GESI-responsive decision-making processes or innovation. Progressive decision-makers and staff who want to bring change are dominated and influenced by those who less supportive of GESI policies and practices.....	28
3.7 There is a need for changes in organizational cultures and attitudes at central, district, and community levels to accept women as professionals and leaders.	29
SECTION IV RECOMMENDATIONS	31
ANNEX 1: PARTICIPANTS IN DISTRICT FGDS BY SEX AND CASTE/ETHNICITY	34

ANNEX 2: ENGAGEMENT IN FOREST-RELATED ACTIVITIES BY SEX AND CASTE/ETHNICITY (HOUSEHOLD AND COMMUNITY LEVELS).....	42
ANNEX 3: ACCESS AND CONTROL OVER RESOURCES BY SEX AND CASTE/ETHNICITY (HOUSEHOLD AND COMMUNITY LEVELS).....	44
ANNEX 4: GENDER FOCAL POINTS AT MOFSC AND DEPARTMENTS.....	47
SECTION V GENDER ACTION PLAN FOR INTEGRATION IN THE ERP.....	48

Tables

Table 1: Nepal Gender Statistics.....	9
Table 2: Labor Participation Rate and Employment to Population Ratio.....	9
Table 3: Status of Women in CFUGs.....	9
Table 4: Participants in the District Level FGDs by Sex.....	11
Table 5: Participants in Community Level FGDs by Sex.....	12
Table 6: Participants in Community Level FGD Participants by Caste/Ethnicity.....	12
Table 7: Types of forest-related leaders and power centers observed in the districts and communities.....	24
Table 8: Policy Provisions to Support Gender in Forest Sector.....	26

Figures

Figure 1: Levels of Engagement of 8 Social Groups in Forest-Related Activities.....	14
Figure 2: Degree of Access to Resources by Sex.....	20
Figure 3: Degree of Control Over Resources by Sex.....	21
Figure 4: Status of Women Foresters.....	28

Section I

Background

Executive Summary

From January through May, 2017, WOCAN was contracted by the Forest Carbon Partnership Facility of the World Bank to conduct a gender assessment at the district and community level within the Emissions Reduction Program area to provide baseline information on the various social, economic and political conditions that women face in the forest sector, and to identify opportunities and real benefits that could be possible through REDD+ interventions. In order to guide effective integration of gender within the forest sector, WOCAN included an assessment of the relevant forest agencies as well. The assessment is complemented by an Action Plan that identifies a roadmap of activities based on the findings of the assessment to help to make the REDD+ ER program and strategies more gender responsive and assure women can obtain real benefits. The assessment also contributes to SESA and ESMF implementation.

A review of Nepal's policies and practices for gender integration in forestry shows that despite policy mandates provided in Nepal's GESI (Gender Equality and Social Inclusion) strategy and vision, the forest sector has not achieved effective gender integration in programming, budgeting, and monitoring and evaluation, even after concerted effort by different agencies. However, good practices generated in Nepal's development of civil society and devolution in forest management provides a solid basis for developing a GESI-responsive ER Program.

The assessment team, comprised of WOCAN, HIMAWANTI and REDD Implementation Center staff, employed participatory methods, using Focus Group Discussions and interviews to obtain data from 585 members (384 women and 201 men) of Community Forestry and Collaborative Forestry User Groups in six Terai and one hill district of Nepal, and a multi-stakeholder meeting in Kathmandu.

Key findings show that:

- 1) There is a high level of engagement of rural women in labor-intensive forest-related activities on a daily basis, but low level of their engagement in decision-making processes. Forest management tasks are highly gendered, with women performing the majority of the unpaid tasks; men dominate almost all key forest management-related decision-making processes.
- 2) Women's workloads within and outside the household is high and "time poverty" is a critical issue. Their traditional roles as family care givers and food producers are unpaid and under-valued, and take up most of women's time and energy. Firewood remains a major source of energy for cooking.
- 3) Women's access to resources that reinforce their unpaid traditional roles is high, while it is low for resources that can improve their income, roles in decision-making and status in society. Socially, economically, and politically advantaged women benefit more than other women from forest activities; women from socially and economically marginalized groups such as *Dalits*, *Botes*, *Mahjhis*, and *Mushars* have very little access and influence over community decision-making processes and resources.

4) The existence of several layers of powerful and exclusive leadership mechanisms at district and local levels poses a threat to the effective implementation of REDD+ and the ERP.

5) A lack of GESI implementation guidelines, systematic structures, resources, skills, at central, district and community levels has made the implementation of the GESI Strategy within forest-related programs challenging. There is limited or no expertise, budgets or implementation guidelines within forest agencies. There is still a low percentage of female professional staff, and the GESI Focal Points do not have formal responsibilities or receive training or incentives.

6) Existing organizational structures both at central and local levels have limited the space for GESI-responsive decision-making processes or innovation. Progressive decision-makers and staff who want to bring change are dominated and influenced by those who are less supportive of GESI policies and practices.

7) There is a need for changes in organizational cultures and attitudes to accept women as professionals and leaders.

A Gender Action Plan provides indicators and activities within the six categories of activities of the ERP, based on these key findings, to achieve gender integration in Nepal's REDD+ and Emissions Reductions Program.

1.1 Background

The World Bank's Forest Carbon Partnership Facility (FCPF) is designed to assist developing countries in their efforts to reduce emissions from deforestation and, or forest degradation, conserve forest carbon stocks, and promote sustainable management of forests and enhancement of forest carbon stocks ("REDD+").

A socially inclusive approach in which vulnerable or traditionally excluded social groups such as women, indigenous peoples, Dalits and other forest dwellers are treated as partners in the planning, operation of funds and the deployment of climate finance has been a hallmark of the FCPF. This is seen through various tools developed, including the Readiness-Preparation Proposal (R-PP), which highlights the importance of incorporating gender considerations into REDD+ readiness. The R-PP encourages countries to identify gender-based risks or unequal benefits. However, there has been limited reporting on gender, and only a few countries have demonstrated intentions to practically address gender gaps in REDD+ interventions.

Gender integration in the FCPF context is essential to advancing the Fund's goals of social inclusion, and is also in line with the World Bank Group's 2016 Gender Strategy to address gender gaps through the Bank's work over the next six years. As a partner country of the FCPF, Nepal is committed to addressing social inclusion issues, including women's contribution to the forest sector and to REDD+. To address the gaps that currently exist in the country's REDD+ readiness process, a gender analysis was needed to highlight the priority issues and develop an action plan.

This report is an outcome of data collection and analysis to inform the REDD+ ERP (Emission Reduction Program) currently being designed in Nepal, and to ensure that gender considerations are incorporated in the ERP. The gender assessment in the ER program

area was carried out with a primary focus to provide information on the different social, economic and political conditions that women face in REDD+, and to identify opportunities and real benefits that are possible through REDD+ interventions. It is complemented by an Action Plan that identifies a roadmap of activities that will help to make REDD+ ER program and strategies more gender responsive.

1.2 Gender in Forestry in Nepal

A. Policies

The Government of Nepal provided a mandate for social inclusion in the 10th Five Year Plan that has three pillars related to Gender Equality and Social Inclusion (GESI). The Forest Sector Master Plan 2046 BS (1986/87) provided direction for significant achievements. In this context, Ministry of Forest and Soil Conservation (MoFSC) developed a vision for gender and social inclusion, to promote equitable access of the socially excluded to forest resources and benefits. The Ministry has identified the four change areas in order to attain the institutional vision, namely, 1) Gender and equity sensitive policy and strategy; 2) Equitable governance; 3) Gender and equity sensitive organizational development and programming; and 4) Equitable access to resources and benefits.

To operationalize this vision, MoFSC developed a GESI Strategy¹ for the Forestry Sector, which provides strategic directions for the implementation of gender and social inclusion issues. The objectives of the GESI Strategy for the Forestry Sector are to: identify strategies and priority action areas in the four change areas of the GESI vision; assist government, non-government, donor and private sector bodies working in the forestry sector to institutionalize social inclusion in their organization and in programming; and guide all organizations working in the forestry sector to be responsive and inclusion-sensitive.

However, as stated in the report of the DFID/Asian Development Bank, *Gender and Social Inclusion Assessment in Forestry*², GESI has not been effective in programming, budgeting, and monitoring and evaluation, despite policy mandates provided in the GESI strategy and vision, even with concerted efforts by various agencies.

In 2012, WOCAN and its partner HIMAWANTI (Himalayan Grassroots Women's Natural Resource Management Association) undertook a review of REDD+ policies, processes and pilots to assess the degree to which REDD+ strategies and implementation had addressed gender issues and women's representation in the processes at the national and local levels.³ This study examined the Readiness-Preparation Proposal (R-PP), REDD+ Interim Strategy and three REDD+ pilot projects, and conducted consultations at the national, sub-national and community levels. This assessment found that there was little emphasis on gender in the REDD+ processes, evidenced by the lack of studies on gender issues proposed in the REDD+ interim strategy and the minimal inclusion of women and women's groups and

¹MSFP, 2007 (2064). *Forest Sector Gender and Social Inclusion Strategy*

²Asian Development Bank, 2011. *GESI SPGSI Monograph 3 Forestry*

³*An Assessment of Gender and Women's Exclusion in REDD+ in Nepal*

http://www.wocan.org/sites/drupal.wocan.org/files/Gender%20and%20REDD%2B%20Nepal%20_Case%20Study_2014.pdf

representatives in REDD+ consultations and in key national level REDD+ mechanisms such as the REDD working group.

The study made several recommendations to successfully implement the REDD+ initiatives by addressing gender and women's issues and obtaining the meaningful participation of women. It highlights opportunities to capitalize on existing strengths in the REDD+ process into maintain forest resources; the implementation of affirmative action policies of Community Forestry, and the support of male champions.

As stated in the Nepal REDD- SESA Report ⁴, it cannot be assumed that women will benefit from REDD+ piloting. The study team pointed out the risk of women benefiting far less than men from these funds if the formulation of the principles, policies, and REDD+ strategy did not ensure mechanisms that support women's inclusion.

The Multi-Stakeholder Forestry Program's GESI Assessment Report (2014) points out there have been various initiatives by the MoFSC to institutionalize gender and social equity concerns in its policies, plans and programs, and implementation and monitoring mechanisms. While the overall objectives, functions, scope, directives, and working modalities of the Ministry are pro-poor and inclusive, specific policies lump women with poor and disadvantaged groups, and do not treat women as equal to men.⁵

B. Practices

In spite of the challenges still faced by the forest sector, there has been a range of good practices generated in other development sectors, that occur in three key areas of change: building the voice and influence of women and excluded groups; improving their access to assets and services; and changing the rules of the game to remove barriers to their inclusion. Among them are building an inclusive and strong civil society and the development of new partnerships between government and NGOs. This has begun to clarify and demarcate the roles of government staff as regulators, service providers and enablers, and roles of NGOs/community-based organizations as facilitators of poor, women and excluded people's voices, accountability mechanisms and governance structures.

The FCPF program in Nepal is building on a history of these good practices. The REDD+ Implementation Center has been collaborating closely with the CSOs/IPs REDD+ Alliance Network since the inception of the R-PP. The Alliance has been instrumental in supporting consultations, participation and outreach during the R-PP as readiness activities. Furthermore, they have played a key role in supporting the design of the ER program document.

Women have always been the invisible force as primary actors rather than as vulnerable groups in the development of rural areas of Nepal. Since 2001, the level of male outmigration has increased significantly, adding to the number of female-headed households in rural areas. This has implications for the REDD+ program, and for development as a whole in the country. Current statistics, several observations and analyses confirm that the situation of

⁴ REDD Forestry and Climate Change Cell, Ministry of Forests and Soil Conservation, Nepal, 2014. *Strategic Environmental and Social Assessment Report*.

⁵ Assessment of Implementation Status of Forestry Sector Gender Equality and Social Inclusion Strategy 2065, November 2014, Multi-Stakeholder Forestry Program

women has improved over the past 10 years (see Table 1).

Table 1: Nepal Gender Statistics

Year	2001		2011	
	Women	Men	Women	Men
Population	50.06	49.94	51.44	48.56
Literacy	34.9	62.7	57.4	75.1
Female Headed Households	14.87	85.13	25.75	74.25

Source: Various NLSS and CBS 2001 and 2011

A long history of development interventions and exposure has contributed to making rural women more aware, skilled, and organized. Today, they are more mobile and capable of earning income, owning enterprises and holding leadership positions within community interest groups and cooperatives. These improvements have been observed in all areas such as health, education, income, enterprise, land ownership, representation in community groups and politics, changing the status of Nepali women (particularly rural women).

Table 2: Labor Participation Rate and Employment to Population Ratio

Year	Labor Participation Rate			Employment to Population Ratio		
	1990	2000	2009	1990	2000	2009
Female	52.4	59.9	63.3	52.2	58.8	62.0
Male	84.6	81.4	80.3	82.5	79.7	78.6

Source: UNDP Asia-Pacific Human Development Report 2012

In Community Forestry, which is one of the most successful development initiatives in Nepal, women's participation as decision-makers in the Community Forest User Groups (CFUGs) executive committees has increased over three decades of its implementation, to reach an average of 25% women members (Table 3).

Table 3: Status of Women in CFUGs

Number of Districts	Numbers of CFUGs	Number of Committee Members	Number of Women	Number of Men
74	14,227	159,876	40,227 (25%)	119,149
	Number of Women CFUGs			
66	778 (5.5%)			

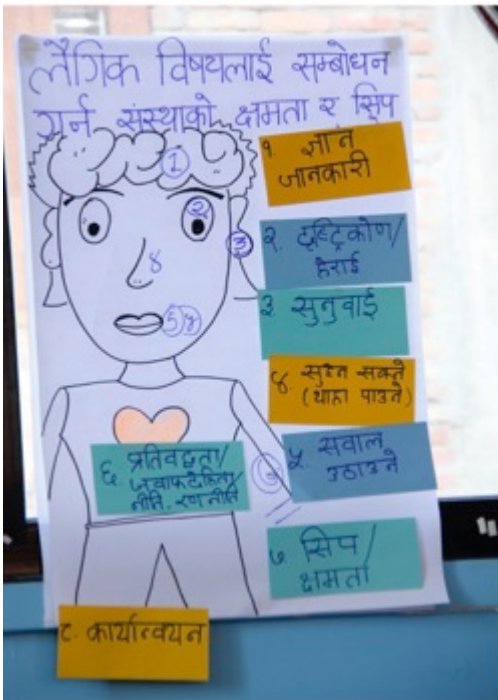
Source: Department of Forest, Government of Nepal (2012)

Despite improvements in the inclusion of women in the forest sector, evidenced by the percentage of women in CFUGs, an increase in the number of gender focal points in the forestry departments, and higher budgets allocated to gender, questions remain about the details behind these numbers. For example, to what degree are marginalized groups (by ethnicity or income) of women included and influencing decisions within the forest sector or the CFUGs? Also unknown is the role of women in decision-making related to benefit sharing in this sector.

Section II Methodology



Community Level Focus Group Discussions



District Level Focus Group Discussions

2.1 Method and Approach

Both quantitative and qualitative data and information from secondary and primary sources were used for the assessment. Participatory methods and approaches were used, including for the selection of the seven study districts.

Seven districts were identified in collaboration with the REDD Implementation Center and key stakeholders, based on the need to sample different forest modalities within different Terai communities. Although there are several community based forest management models in Nepal, the assessment focused on three models that are currently implemented in the ERPD districts, namely Community Forestry (CF), Collaborative Forestry and CF within Buffer Zone areas.

The assessment tools included desk reviews, consultations, both formal and informal interviews, observations, and Focus Group Discussions (FGDs) at the central, district, and community levels. Participatory methods of FGDs and interviews were employed in each of the communities visited. 585 participants (384 women and 201 men) took part in 27 FGDs at the community, district and national levels.

The assessment team was comprised of the Gender Focal Point from the REDD-IC, HIMAWANTI and its district partners, and WOCAN. Team members were oriented as to gender analysis concepts and methods, and coached by WOCAN throughout the assessment period.

2.2 Field Work and Data Collection

The field assessment covered three types of forest modalities, namely, i) Buffer-zone Forest; ii) Community Forest; and iii) Collaborative Forest.

At the district level the assessment conducted FGDs in six Terai districts of Nawalparasi, Bara, Bardiya, Kailali, Dang and Kapilvastu, and one hill district of Dolakha.

Table 4: Participants in the District Level FGDs by Sex

S.NO	District	Date	Female Participants	Male Participants
1	Nawalparasi	27 th January	11	9
2	Bara	11 th February	9	13
3	Bardiya	19 th February	15	8
4	Kailali	24 th February	13	13
5	Dang	5 th March	14	12
6	Dolakha	10 th March	4	13
7	Kathmandu	8 th February	36	-
	Total		102	68

See Annex 1 for the disaggregated data by gender and caste/ethnic group for district level FGD participants.

At the community level a total of 20 FGDs were conducted; five FGDs were with women only groups and 15 were of mixed groups. In addition, three FGDs were held with indigenous groups in Community Forestry: a Raji Community in Kailali, Muslim women in Bardiya, and a Mushar/Majhi community in Nawalparasi. One FGD was also conducted with a youth group in Padnaha of Bardiya district.

Table 5: Participants in Community Level FGDs by Sex

S.No	District	No. Of User Groups	No. Of Participants		Forest Modality
			Female	Male	
1	Nawalparasi	5 Groups	65	21	BZ, CF, Collaborative
2	Bara	3 Groups	43	22	BZ, CF, Collaborative
3	Bardiya	5 Groups	80	42	BZ, CF,
4	Kailali	3 Groups	46	13	BZ, CF,
5	Dang	1 Group	7	15	CF
6	Kapilvastu	1 Group	7	3	CF, Collaborative
7	Dolakha	2 Groups	34	17	CF
	Total	20 Groups	282	133	

Table 6: Participants in Community Level FGD Participants by Caste/Ethnicity

SN	District	Caste/Ethnic Group						
		B/C	Janajati (Hill and Terai)	Dalit	Madeshi	Muslim	Botey/Mushar	Raji
1.	Nawalparasi	44	15	18	2	-	8	-
2.	Bara	3	44	9	9	-	-	-
3.	Bardiya	15	51	12	-	41	-	-
4.	Kailali	6	30	3	-	-	-	24
5.	Dang	4	13	4	-	-	-	-
6.	Kapilvastu	3	-	-	7	-	-	-
7.	Dolakha	15	24	11	-	-	-	-
	Total	90	177	57	18	41	8	24

Section III

Key Findings and Gaps

in Gender Integration in REDD+ and Forestry

Based on the data and analyses from the various methods, the key findings can be summarized below:

3.1 There is a high level of engagement of rural women in labor-intensive forest-related activities, but low level of their engagement in decision-making processes.

- **Women's engagement in day-to-day management and knowledge of forest resources is very high**

The responsibility to collect fodder, firewood, leaf litter, graze goats, and cattle in the forest are traditionally women's responsibilities that consume their substantial time and energy. Men usually do not perform these tasks. Among women, the new brides from Muslim and Madeshi communities and women leaders from relatively affluent families are not engaged in performing these day-to-day forest management tasks. Timber extraction is traditionally men's work that is usually performed once or twice in a year; this does not compel men to visit or use the forest on a daily basis. Women spend far more time in the forest on a daily basis than men and hence they have better knowledge about the forest.

- **Forest management tasks are highly gendered, with women performing the majority of the unpaid tasks**

Women are mostly engaged in providing unpaid labor for weeding, cleaning the under growth, and transporting and planting saplings, whereas men are usually engaged in more technical and visible work which is often paid, such as making fire lines, fencing, silviculture, forest patrolling at night, etc. Most of the executive committee's management work - which entails interaction and negotiations with the government authorities and external partners, organizing and conducting meetings, developing agendas for the committee meetings, planning, monitoring - are mostly performed by men. This division of labor in forest management automatically puts women in subordinate positions and hence makes it difficult for them to influence forest related decisions that can directly benefit them (see Figure 1).

- **Men dominate almost all key forest management-related decision-making processes**

Despite women's major role in the day-to-day use and management of forests, they are not engaged in the major decision-making processes. All major decisions, such as deciding the time for plantation, weeding, and harvesting, making fire lines, planning, developing CFUG by-laws, determining and distributing budgets, etc., are mostly made by men. Even in women-only CFUGs, most decisions are influenced or made by their male advisors.

Figure 1: Levels of Engagement of 8 Social Groups in Forest-Related Activities ⁶



Source: Field data collected from 7 ERPD districts (March 2017). For detailed disaggregated data, see Annex 2.

3.2 *Women’s workload within and outside the household is high and “time poverty” is a critical issue.*

- **Women’s traditional roles as family care givers and food producers are unpaid and under-valued, and take up most of women’s time and energy**

The assessment in all the seven districts shows that unpaid household responsibilities and farm work takes up more than 80 percent of women’s time. The erratic rainfall patterns, frequent forest fires, and increased pests and weeds due to the effects of climate change seem to have exacerbated the situation, as managing the effects is women’s work. These has largely contributed in confining women within their homestead and forests and have restricted their mobility and empowerment processes. Women’s engagement in visible and self-empowering activities such as expanding their networks, knowledge and skills, income, or taking up leadership positions that can influence community decisions is minimal.

⁶ 8 social groups included Brahman/Chettri, Tharu, Botey, Rajhi, Dalit, Janjati (Hill), Madeshi, and Muslim



Case 1: “Even when I was invited to participate in a 3-day off-season vegetable farming training I had to decline as my family members didn’t relieve me from my household chores. My five goats and a cow are like a curse for me. Because of it, I can’t leave my home for a long time and miss all the opportunities to learn new skills and participate in community meetings. I don’t get time to attend any of the Community Forestry and VDC meetings and have no clue what goes on there. If I was making large income from these goats and cows I wouldn’t mind staying home, but it is only hard work with very little in return.” - A Woman Collaborative Forest User from Kapilvastu District.

- **Firewood remains a major source of energy for cooking**

Women spend substantial amount of time gathering and transporting fuelwood from the community forests or private lands, and also illegally from the national forests. In areas closer to market hubs, men are also engaged in collecting and selling fuelwood. Alternative sources of energy such as biogas, improved cook stoves (ICS), and Liquid Petroleum Gas (LPG) are being used to reduce or substitute firewood consumption. Technologies for these alternative energy sources are either provided by the government and development agencies at a subsidized rate or bought through private companies. The use of the alternative energy technologies, however, is mostly limited to affluent households; the poor and marginalized are still heavily dependent on fuelwood. The use of biogas and ICS are high where development agencies have offered subsidies and are very low in areas where there is no or limited presence of development agencies. For example, in a village in Kailali district where

UNDP and WWF have promoted biogas and ICS, families are found to be using these and connecting their toilets to a biogas digester. However, in villages of the same district without a strong presence of a development agency, very few families know of or have taken advantage of the government subsidy for biogas and ICS. They have not linked their toilets, and the ICS that were installed by some agencies are no longer used.



Case 2: "We were provided 3 days training and given 90 pieces of bricks to build this improved cook stove (ICS) by an organization. I used the ICS for few months but didn't like it. The smoke didn't go out as promised, needed more maintenance and winter came and we needed space heating. So, I sealed the holes of the stove and converted it into a shelf. I prefer using the metal tripod stove." - A woman Community Forestry User from Dhangagi, Kailali District.

- **Some silver linings**

Women across all caste and ethnic groups - including women leaders - are victims of their traditional reproductive and productive roles, and largely miss out of opportunities to lead and reap benefits from forest-related resources and activities. However, in cases where women leaders bring home resources in the form of cash, new networks, or information or knowledge for economic and political improvement, their husbands or family members value their engagement in community work and support them by taking on some household tasks.



Case 3: In Bardiya district, a Muslim woman is the chairperson of the CFUG and several other local user committees. She is also a member of a political party. Her husband and mother-in-law fully support her by taking care of the children and household work while she attends meetings. Her husband even accompanies her to meetings outside her community. She is well-respected by her family, and helps her community by mobilizing resources, bringing useful information and settling disputes by using her government and party networks.

3.3 *Women's access is limited to resources that reinforce their unpaid traditional roles, with low access to resources that can improve their income, roles in decision-making and status in society.*

- **Women have less access to forest and development-related inputs and resources as compared to men**

Women's traditional roles in households, farms, and forests are usually unpaid, and invisible. Their high engagement in these tasks leave them with limited time, skills and confidence to engage in activities that are considered more visible, prestigious, and paid. Women's participation is significantly lower than men in forest/REDD and agriculture-related technical training, committee planning and monitoring meetings, workshops, exposure visits, etc. For example, women are either not informed or have no time to participate in the few forest management-related technical trainings for making fire-lines, silvicultural practices and forest governance that are provided in the villages. These so-called highly technical trainings are

not even accessible to the men of marginalized groups of *Botes*, *Majhis*, and *Musahars*. These marginalized women and men also have very limited access to networks, information and technologies related to alternative energy technologies.

- **Socially, economically, and politically advantaged women benefit more than other women from forest activities**

Although there are very good inclusive policies and guidelines at the local level, only a handful of women who are socially, politically and economically advantaged obtain opportunities to participate. In more than 90% of the cases, this category of advantaged women gains repeated support, exposure and benefits provided by the government and other external interventions. Hence it is very important to analyze which group of women and men are receiving benefits. For example, in all seven districts, the same groups of socially, economically and politically advantaged women were members of key committees at district and village levels, gaining opportunities and benefits provided by development interventions through these committees and groups (see Case 3 below).

- **Women have very limited control over decision-making at both household and community levels**

Despite women's access to household, agricultural and forest-related resources, women still have very limited control over these resources. The gender assessment revealed that women across all caste and ethnic groups in the Terai region have virtually no control over the household assets and income, nor community level decisions and resources. In the majority of cases, the highest level of control women have over the household assets (where they do not need to ask their husbands' permission) is the selling of chickens and eggs. For larger assets, they have to take permission from their husbands or male family members. Goats are considered a large asset, so require women to seek men's permission to sell. The daily wage earning women from *Mushar* and *Bote* communities are better off than Janajati and Brahmin women from the Terai and hills, as they have more control over the money that they have earned.



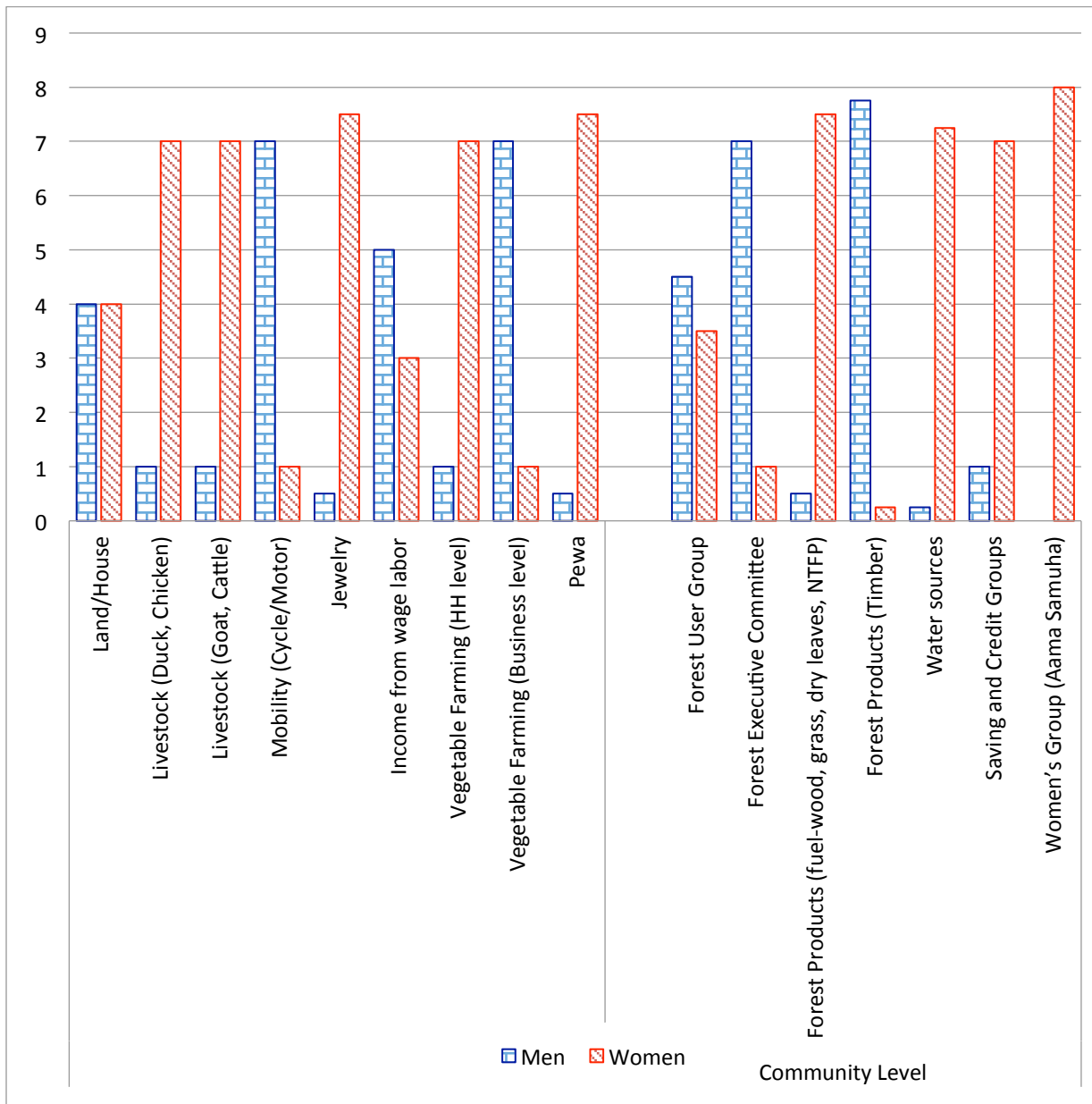
Case 3: In the district level FGD in Dolakha, despite starting the meeting at 7.30 am upon the request from the local women leaders, more than 50% women left after the first half of the meeting as they had to attend three other meetings the same day. They said they were executive members in at least 6 different committees in the district, for forest, agriculture, health, education, women/ethnic group federations, and political parties.

- **Women from socially and economically marginalized groups such as *Dalits*, *Botes*, *Majhis*, and *Mushars* have very little access and influence over the community decision-making processes**

In the majority of cases, neither women CFUG members who are not holding a formal leadership position nor women from socially and economically poor groups have influence on community forest and development-related decision-making processes. For example, in Nawalparasi, women from *Mushar* and *Majhi* communities are neither informed nor consulted in the annual planning and implementation of the CFUG and cooperative groups' activities. The chairperson and a few executive members usually decide for them. In 2015 and 2016, these communities did receive budgets for school wall construction and vegetable seeds; however, women from these communities said they preferred instead to have budgets and technical inputs for fish farming and the construction of additional fishponds. They also said that they are usually not encouraged to participate in forest management and tourism-related trainings, meetings and interaction programs. Except for the very few women executive members of the CFUG, who are influential and affiliated with political parties, the majority of other women from advantaged caste and ethnic groups have also not attended forest-related trainings and exposure visits. Except for a very few CFUG women executive

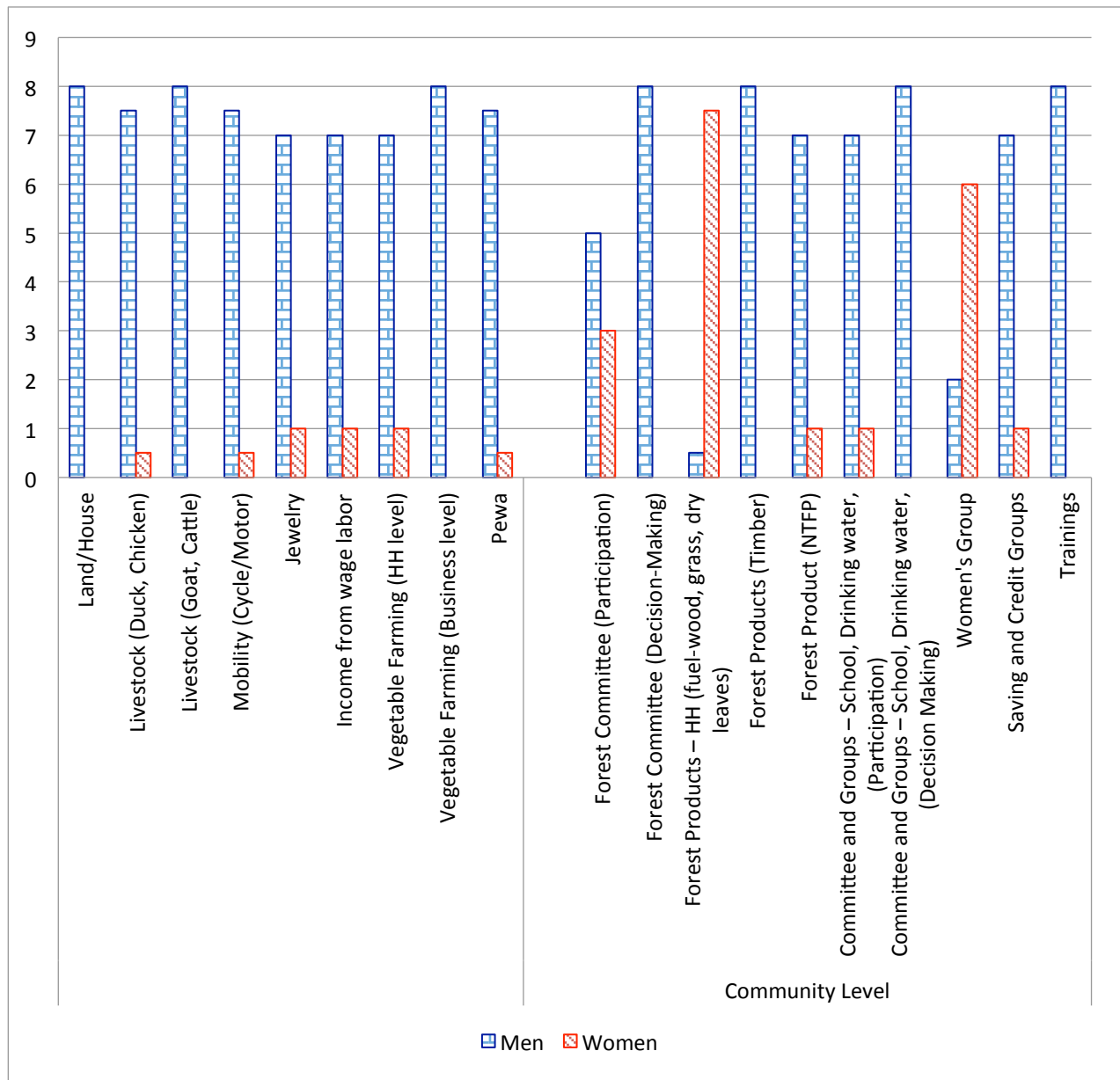
members, none of the interviewed women in the seven districts had heard of, nor were aware about, the consultation meetings held on REDD+ and the ERPD.

Figure 2: Degree of Access to Resources by Sex



Source: Field data collected from 7 ERPD districts; for detail disaggregated data, see Annex 3.

Figure 3: Degree of Control Over Resources by Sex



Source: Field data collected from 7 ERPD districts (Mach 2017); for detailed disaggregated data, see Annex 4.



Case 4: In a Buffer-Zone in Nawalparasi district, the women CFUG members of both mixed and women-only groups during the focus group meeting said that their chairperson (who was also present in the meeting) is very efficient and always makes decisions that are good for the community. However, separate and deeper discussions with the women and within members of Bote and Mushar communities revealed that both these groups do not have any say in the decision-making and are compelled to agree to all decisions made by the chairperson regarding the income of their CFUGs and cooperatives. Projects supported by external funds are channeled through the chairperson, allowing him to direct the whole project cycle ranging from identifying the beneficiaries, assessing their needs, planning, implementing, monitoring, and developing and delivering the benefits.

3.4 The existence of several layers of powerful and exclusive leadership mechanisms at district and local levels poses a threat to the effective implementation of REDD+ and the ERP.

In the past few decades, the government and non-governmental agencies in Nepal have created, strengthened and empowered several mechanisms (both organizations and individuals) in the districts and villages to execute development activities. This has created centers of powerful individuals and institutions equipped with new skills, knowledge, political and non-political networks, and financial resources⁷. These institutions and individuals may be considered as the main drivers and gatekeepers of development in the districts and in

⁷National Planning Commission, Nepal (2012). *Nepal Status Paper. United Nations Conference on Sustainable Development 2012 (Rio+20)*.

communities, and to a large extent, control the way development resources are channeled to the communities⁸. They have direct links with and control over the central level institutions as well as over the communities.

These mechanisms – organizations or federations, committees, cooperatives and user groups - are the main channels to reach the communities. Their leadership and governance mechanisms, skills, experiences, and affiliations with different political and non-political networks play crucial roles on determining who can engage or participate, access resources, be the voice of the local community and participate in decision making in majority of the development interventions, including those of forestry and REDD+ programs.

The existing key mechanisms are the different sectoral district level government and non-government agencies, service providers, federations, cooperatives and user committees. A deeper analysis at the district and community levels indicates that development interventions and supports have made these mechanisms increasingly exclusive and powerful. These different layers of power structures must be understood, and actions taken to ensure that these mechanisms do not become bottlenecks for reaching women, poor and the socially marginalized groups for REDD+ and ERP implementation to be effective.

The field assessments, past observations, and experiences reveal that following types of leadership and power centers with their specific characteristics prevail in the districts:



⁸Dahal R, Ganga, Chapagain, A. (2008) Ganga R. *Community Forestry in Nepal: Decentralized Forest Governance*. London: Earthscan-books.google.com;

Table 7: Types of forest-related leaders and power centers observed in the districts and communities

S.NO	Types of Leadership	Characteristics
1.	Educated men from socially, politically, and economically advantaged and privileged groups (See below Box 1).	<ul style="list-style-type: none"> • Most powerful - with strong political and non-political networks; usually heads or members of executive bodies of key organizations, federations, alliances and user groups. • Key players, informants, focal points in forest and other sectoral programs. • Key contact points, usually first interface for major and large organizations for advice or spokespersons (man), guidance, and implementation of programs. • Main influencers and decision-makers for most of the forest-related programs. Capture resources also.
<p>Box 1: Leadership by literate men from socially, politically, and economically advantaged groups: <i>In one of the districts, the CFUG federation chairperson took away the responsibility of organizing a gender workshop from the chairperson of a women’s federation. When she refused to give away this responsibility, she was threatened and the chairperson threatened to halt the workshop. Even requests from the District Forest Office did not help. According to this woman, these powerful male leaders capture resources in a majority of the cases, particularly involving remunerated activities. For this particular gender workshop, remuneration was provided for organizing the workshop.</i></p>		
2.	Educated men from socially marginalized but politically advantaged groups.	<ul style="list-style-type: none"> • Powerful within their communities, but do not have strong political and non-political networks, hence tend to be excluded from key decision-making processes and benefits. But in comparison to women leaders these men leaders from socially excluded groups tend to have more access to information and resources.
3.	Literate women from socially, economically, and politically advantaged groups (See below Box 2).	<ul style="list-style-type: none"> • Only a handful of women are repeatedly called upon as women’s representatives for most of the development interventions; these are usually the women members of federations, committees, groups etc. (e.g. same women are members of at least 5 to 6 executive committees, so participate in most trainings, exposure visits, etc.). • As such, they could be considered most responsible for advancing gender equality. However, they are usually reproducing male-like leadership traits, and excluding and resisting the growth of other women.

		<ul style="list-style-type: none"> • These women are, however, still excluded by men from major decision-making processes and opportunities, even when such opportunities are meant for them. • They are not as trusted and respected for their capacities as much as men.
<p>Box 2: Leadership by educated/literate women from economically and politically advantaged groups: <i>In a Muslim community in Bardia, a woman leader who is educated and affiliated with a political party seems to control her whole village. She is the chairperson of almost all the user committees of her village (CFUG, farmers group; health group; livestock) and seems to solely take all the decisions. When asked, the villagers said that they trust her and would not do anything without asking her in community-related matters. In a separate in-depth interview with other women members, it was revealed that she and her family have taken most of the benefits and incentives from development agencies without informing others.</i></p>		
4.	Literate women from socially marginalized and politically affiliated groups (See below Box 3).	<ul style="list-style-type: none"> • Very few marginalized women are recipients of development aid, are members in executive committees or are women representatives in development interventions. • They have limited networks, and are usually patronized by advantaged women and men.
<p>Box 3: Literate women from socially marginalized and politically affiliated groups: <i>A basic literate Tharu woman leader was included and showcased in Dhangadi as a chairperson in a newly formed women-only CFUG. She faced significant challenges to establish her leadership and the newly formed CFUG. For the CFUG establishment, she carried out tasks of tree planting, awareness building, restricting open grazing, and managing firewood and fodder collection. In doing so, she faced opposition and physical assault from her own Tharu community. Eventually, after the CFUG was established, she was discredited and her leadership was taken over by a literate and socially-advantaged woman member of the CFUG. All her hard work was made to disappear and instead she was framed as incompetent leader.</i></p>		

3.5 *The lack of GESI implementation guidelines, systematic structures, resources, skills, and expertise at central, district and community levels has made the implementation of the GESI Strategy within forest-related programs challenging.*

- **Gaps in policies and guidelines are not supported by proper action plans and budgets**

a) Legal and policy provisions to support gender in the ER Program

The Government of Nepal has enacted various legislations, policies and strategies to address gender and social inclusion. Out of them, the following legal and policy instruments are particularly important in supporting the implementation of the ER Program:

Table 8: Policy Provisions to Support Gender in Forest Sector

S.NO	Document	Provision
1	Forest Sector Strategy (2016-2025)	Gender Equality, Social Inclusion and Poverty Reduction – 7 th Strategic Pillar
2	Community Forestry Development Program 2071 (2014)	Has provision to have at least 50% women in CFUG and at least one of the two decision-making position holders be woman (chairperson or secretary). It also has provision that ensures that at least one woman should hold a signatory post.
3	Forest Policy 2071 (2014)	GESI to be mainstreamed in all Institutions, Planning and Program of Forestry Sector – 7 th Policy (Strengthening Governance of Forest Sector)
4	Collaborative Forest Management Directives 2068 (2011)	Includes promotion of GESI as one of its four objectives. Has provision to have at least one woman from CFMUG as a member of the CFMUG executive committee.
5	Forest Sector Gender and Social Inclusion Strategy (2008-2009)	GESI Strategy 2009 focuses on four areas – GESI sensitive policy and guidelines, good governance and GESI sensitive organizational development, GESI sensitive budget, program and monitoring and equitable access in resources, decision-making and benefits.
6	Revised CF Guidelines, 2009	Recognizes barriers faced by poor, women and other socially excluded groups, provides mandatory affirmative action provisions aimed at inclusive membership, decision-making and equitable access to benefits.
7	Leasehold Forestry and Livestock Development Program Guideline 2006	It outlines provisions for affirmative action to benefit poor and excluded groups, joint ownership of leased land, compulsory participation of woman and man from each household in trainings.
8	Nepal Biodiversity Strategy and Action Plan 2014-2020	Gives special emphasis to women's participation in biodiversity conservation. Provision for national biodiversity development fund for women centered local knowledge/ practices. Silent on gender differentiated roles/ responsibilities, and existing mechanisms to reduce conservation vulnerabilities.
9	Community Forestry Development Program Guidelines 2001	Provisions for compulsory participation of women and men in program appraisals, specifically to reduce women's workload; compulsory inclusion of woman and men's names in the household survey.
10	Conservative Area Management Guidelines 1997	Provisions for conservation officer to nominate women, disadvantaged group members and social workers.
11	Buffer Zone Management Guidelines 1996 (2056)	Provision for geographical representation, along with at least three women members in BZFUG management committee.
12	Forest Sector - HRD Strategy	The HRM/D strategy for the Ministry is gender-sensitive and promotional for women as it recommends affirmative action for recruitment, transfer and promotion, and gender-friendly office environments with provisions for maternity and paternity leave.

13	National REDD Strategy (draft-date)	Objectives and guiding principles mention gender- sensitive and socially-inclusive practices; equal participation, increasing access to gender-friendly alternative energy technologies for poor and marginalized groups. The strategy is weak by not mentioning how the social position of women and socially excluded groups can benefit from REDD.
14	Climate Change Strategy 2011	Is weak from GESI perspective, as it mentions ensuring participation of poor people in the implementation of climate change adaptation and climate change- related program but does not mention gender issues.
15	NAPA – National Adaptation Program of Action (date)	Has conducted GESI analysis, but the results are not well incorporated in the document and instead are parked as annex in the NAPA.

Source: Compiled from various sources - MPFS 1989, CF Guidelines 2009, NPC (2007; 2010), Synthesized Forestry Sector GESI Policy Brief (2014), Assessment of Implementation Status of Forestry Sector Gender Equality and Social Inclusion Strategy (2014)

Currently the MoFSC allocates 7% of its annual budget for GESI activities at the national level. There is no separate budget allocation for GESI activities at the district or community levels.

- **Limited or no skills, expertise, separate budget or implementation guidelines for GESI**

The MoFSC has a GESI strategy but no specific GESI guidelines for implementation and systematic mechanisms and resources for integrating GESI in the project or program cycle management or within the organization. For example:

- There is no system of conducting GESI analysis and collecting disaggregated data
- Neither the Ministry, nor its departments - including REDD-IC - have GESI experts or specialists at central, regional and district levels
- The Centre for Forest Training and Extension Center and its regional offices do not provide regular training on GESI to staff members. GESI specific training is virtually non-existent and where provided, mostly limited to GESI orientation or awareness
- None of the GFPs have received GESI analysis and integration training
- Skills and knowledge on GESI concepts, integration, and monitoring and evaluation are very poor among both government and NGO staff
- Women- particularly at the community level - have no or very poor knowledge and awareness about the forest-related rights, policies, strategies, bi-laws, regulations, etc.

- **GESI Focal Points receive no Terms of Reference, Training or Incentives**

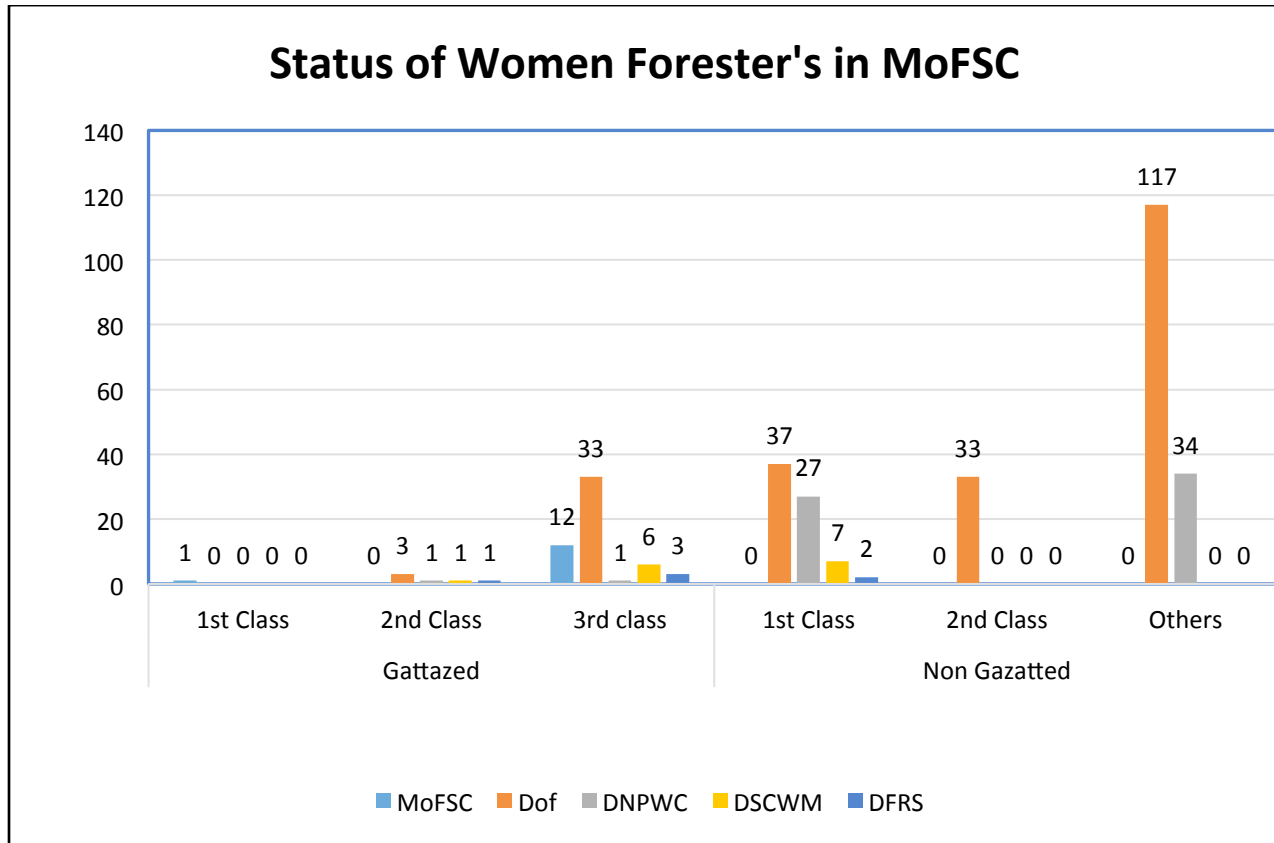
The Forest Ministry and its departments - including the REDD-IC - have designated GESI Focal Points at the central level. Except for very few, none of the districts and range posts have formally designated GESI focal points or staff. Except in the case of the REDD-IC, none of the GFPs have a formal Terms of Reference tied to their annual performance evaluations

with a specific budget. They do not have a team or a system to guide and support them to implement or integrate GESI (See Annex 3).

- **Low percentage of professional women staff**

At the central and district levels, there are very few women in decision-making positions. In the districts, the number of female professional and support (helpers, cleaners, guards, etc.) staff is minimal. Even at the CFUG level, there is but a handful of strong women leaders.

Figure 4: Status of Women Foresters



Source: Department of Forest, March 2017

3.6 Existing organizational structures both at central and local levels have limited the space for allowing GESI-responsive decision-making processes or innovation. Progressive decision-makers and staff who want to bring change are dominated and influenced by those who less supportive of GESI policies and practices.

- There is no practice of using GESI-responsive participatory and interactive methods for planning, implementation, and M&E in the institutions at the national and district levels.

- There are no formal and systematic mechanisms for coordination and support from the center to the districts and back to promote GESI.
- Timely communication, sharing of information and knowledge between senior and subordinate staff, center, and district, and between Gender Focal Points very poor. In most cases, as women are in subordinate positions and fewer in number, they seem to be deprived of opportunities.
- The current structures and mechanisms are not conducive for promoting GESI- sensitive organizational cultures due to high levels of influence from social and political networks and traditional mind-sets that view forestry as associated with male and technical characteristics. This has made it difficult for women, particularly from socially disadvantaged and politically neutral networks, to influence or participate in forest and REDD+ decision-making processes.
- At the community level, women who are strong and confident are usually not given key positions in the main committees, unless they have political affiliations. Under the quota system, women with less experience and confidence are deliberately chosen to fill the quota. This is best seen in committees that handle monetary benefits, such as the DDC and VDC infrastructure committees, and CFUGs of less degraded forests.
- During the field assessment, none of the women technical staff were found to be responsible for activities that required higher technical skills, nor had they received opportunities to participate in technical training and exposure visits. Due to the lack of formal and specific GESI-related structures, expertise, budget and accountability, there is limited space for innovative programs. There is a dire lack of a portal, or platform for sharing knowledge and awareness on gender issues faced by women staff at the central, district and community levels.

3.7 There is a need for changes in organizational cultures and attitudes at central, district, and community levels to accept women as professionals and leaders.

- As in the case of community women leaders, women staff at all levels in the forest sector still find it difficult to be accepted as professionals, and are not usually given challenging “technical and important” work. FGD meetings with women at the center and in all seven districts show that issues raised and inputs provided by female staff are often trivialized by the management.
- In the case of CFUGs, a majority of women members state they are not confident to take up full leadership of the CFUGs as they have not gained adequate experience or received opportunities to lead. Some say that they trust the leadership of men and do not want to lead.

- No formal and safe mechanisms are in place to raise gender-related issues, e.g. related to sexual harassment, deliberate exclusion in meetings, getting transparent and timely information, decision-making, and equal opportunities. Except in a few cases, there are no provisions for separate toilets for women or child care facilities. As the number of women professionals increases through positive discrimination policies, these issues become critical to address.
- The commitment of decision-makers and staff to promote GESI is low in the absence of skills, formal structures and specific budgets with incentives.
- Extension service providers demonstrate attitudes that are not cooperative towards socially and economically marginalized women in the communities, which affects women's participation.
- The language barriers of non-Nepali speaking social groups are not addressed. Women from Tharu, Madeshi, Muslim and other indigenous and minority communities who are not exposed to the commonly used Nepali language are extremely shy and do not have the confidence to participate in programs and events.

Section IV

Recommendations

1. Invest in interventions that reduce workloads for women and reduce fuelwood consumption. For example, design appropriate and alternative energy programs to encourage poor and marginalized women to access and adopt these. The study showed poor and marginalized women lack networks, information and resources to tap alternative energy subsidy programs - such as those of biogas - provided by the government and I/NGOs. Biogas digesters in Nepal have proven to save substantial amounts of women's time, while providing healthier conditions in the kitchen and added nutrients to vegetable gardens.
2. Improve the access of women to technical skills, such as those of silvicultural methods, and monitoring and measurement of carbon stock, that are normally understood as being activities limited to men.
3. Establish and support platforms for women's leadership to allow both men and women to learn about gender and the importance of women's engagement in forest and development-related decision-making and access to financial and technical resources to improve family livelihoods. These leadership platforms can build women's confidence to voice their priorities and play larger roles in the governance of Forest User Groups, to use their collective influence and networks to affect activity planning, implementation and benefit sharing.
4. Develop micro-enterprises and cooperatives of marginalized women to provide new opportunities for employment and entrepreneurship that are aligned with the Emissions Reduction Program. For example, off-season vegetable farming and goat rearing (using stall fed methods with fodder development programs), particularly along the road corridors, can be thriving enterprises in ERP districts.
5. Strengthen the knowledge and skills of government staff at central and district levels on GESI, for analysis and integration both in project cycles and within their organizations. This would be particularly effective for Gender Focal Points, planners, unit heads and implementing staff at the district level.
6. Encourage and strengthen the organizational capacities of forest-related federations, cooperatives, and user groups to become stronger, more inclusive organizations with a commitment to gender equality and social inclusion. Prioritize strengthening the organizational capacities of women-led FUGs.

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Annex 1: Participants in District FGDs by Sex and Caste/Ethnicity

1. Nawalparasi District, 27 January 2017

SN	Name	Organization	Gender		Caste				
			Male	Female	B/C	Janajati	Dalit	Madeshi	Other
1.	Vijay Raj Subedi	District Forest Office	✓		✓				
2.	Pramod Bhattarai	District Forest Office	✓		✓				
3.	Bhesh Bahadur Mahato	District Forest Office	✓			✓			
4.	Thakur Pd. Pandey	FECOFUN	✓		✓				
5.	SitaBhusal	FECOFUN		✓	✓				
6.	Bhagati Devkota	Jana Jagaran		✓	✓				
7.	Hari Kala Khanal	Jana Jagaran		✓	✓				
8.	Indira Wagle	Social Enterprise		✓	✓				
9.	Parbati Sunar	District Forest Office		✓			✓		
10.	SitaKhadka	Shiv Community Forest		✓	✓				
11.	Santa Bahadur Majhi	MMBKSS	✓				✓		
12.	Ganesh Bahadur Bose	MMBKSS	✓			✓			
13.	Urbara Luitel	Women and Children Office		✓	✓				
14.	Radhey Shyam Yadav	Political Party		✓				✓	
15.	Subash Yadav	Buddha Shanti Collaborative Forest	✓					✓	
16.	ParvataTewari	HIMAWANTI		✓				✓	
17.	Humanath Pandit	MBCCS	✓		✓				
18.	Nirmala Kandel	HIMAWANTI		✓	✓				

2. Bara District, 11 February 2017

SN	Name	Organization	Gender		Caste				
			Male	Female	B/C	Janajati	Dalit	Madeshi	Other
1.	Tuli Chandra	District Forest Office		✓	✓				
2.	Kabita Sigtan	District Forest Office		✓	✓				
3.	Ram Singh Waiba	District Forest Office	✓			✓			
4.	Sanjeev Subedi	District Forest Office	✓		✓				
5.	Peysal Kumar Gulmi		✓			✓			
6.	Kaushal Kishor Shah	Bara Forest Network	✓					✓	
7.	Sanjay Shah	Bara Forest Network	✓					✓	
8.	Bhairab Pd. Ghimire	District Forest Office	✓		✓				
9.	Vijay Yadav		✓			✓			
10.	Ganeshan Shah		✓					✓	
11.	Raj Prasad Chaudhary	ECOFUN	✓			✓			
12.	Birendra Kandel	Parsa Wildlife Reserve	✓		✓				
13.	Bhimadevi Sharma	Department of Women and Children		✓	✓				
14.	Parvati Karki	District Forest Office		✓	✓				
15.	Kalpana Jha	RRAFDC, Kalaiya		✓				✓	
16.	Saraswati Rana	Parsa Wildlife Reserve		✓		✓			
17.	Jaya Devi Paudel	Simra Women Environment Loan Cooperative		✓	✓				
18.	Lawkush Baitha	DFSCC	✓				✓		
19.	Sita Gurung			✓		✓			
20.	Sunita Adhikari	District Forest Office		✓	✓				
21.	Rajkumar Yadav	Halkoriya Collaborative Forest	✓			✓			
22.	Rajesh Kumar Shah	District Forest Office	✓					✓	

3. Bardiya District, 19 February 2017

SN	Name	Organization	Gender		Caste				
			Male	Female	B/C	Janajati	Dalit	Madeshi	Other Muslim
1.	Rishiram Upadhyay	WCO	✓		✓				
2.	Srijana Chaudhary	HIMAWANTI		✓		✓			
3.	Prabha Thapa	District Forest Office		✓		✓			
4.	Kamala Gyawali	FECOFUN		✓	✓				
5.	Bhawana Tharu	Women's Enterprise		✓		✓			
6.	Parvati B.K	Pripura		✓	✓				
7.	Laxmi K. C	Pripura		✓	✓				
8.	Deepak Rana Bhatt	Pripura	✓		✓				
9.	Padma Paudel	FECOFUN		✓	✓				
10.	Govinda Prasad		✓					✓	
11.	Gulista Bano	Muslim Women UthanSangh		✓					✓
12.	Hima Sunar	Dalit Women Association		✓			✓		
13.	Mahadkar Kha	FECOFUN	✓						✓
14.	Tanka Gurung	DFO	✓			✓			
15.	Sharma Chaudhary	FECOFUN	✓			✓			
16.	Prijma Tharu	Tharu Women Uthan Association		✓		✓			
17.	Shanta Gyawali	HIMAWANTI		✓	✓				
18.	Ranti Baral	DFO		✓	✓				
19.	Devi Sigdel	DFO		✓	✓				
20.	Rameshwor Rimal	Community Forest Association	✓		✓				
21.	Majhiullah Khan	COFSUN	✓						✓
22.	GuddiTharu	Kothiya		✓		✓			
23.	LalitaTharu	Kothiya		✓		✓			

4. Kailali District, 24 February 2017

SN	Name	Organization	Gender		Caste				
			Male	Female	B/C	Janajati	Dalit	Madeshi	Other
1.	Karumakar Joshi	DESCO	✓		✓				
2.	ChintamaniDhungel	NGO Federation	✓		✓				
3.	Khadak Bahadur BK	Dalit NGO Federation	✓				✓		
4.	Gauri Lama	Collaborative Forest		✓		✓			
5.	Tulasi	FECOFUN		✓	✓				
6.	SitaChaudhary	Chetna		✓		✓			
7.	Dandi Raj Subedi	FECOFUN	✓		✓				
8.	Ranita K.C		✓		✓				
9.	RatnaKadayat	HIMAWANTI		✓	✓				
10.	Shankar Thapa	FWRFD	✓		✓				
11.	JagadishBhatta	LWF	✓		✓				
12.	TejTarami	NEFIN	✓			✓			
13.	NankalaJaishi	NamunaMahilaBikash		✓	✓				
14.	BabitaNeupane			✓	✓				
15.	RekhaNath	Jan Kalyankari Community Forest		✓	✓				
16.	ParvatiBajgain	Drinking Water Federation		✓	✓				
17.	Netra Prasad Khanal	FEDWasun	✓		✓				
18.	IndraTharu	Tharu		✓		✓			
19.	PushpaRanjan KC	DFO	✓		✓				
20.	Dipu Kumar Kadayat	DFO		✓	✓				
21.	Sikendra Prasad Chaudhary	Forestry Training Centre	✓			✓			
22.	Chun KumariChaudhary	HIMAWANTI		✓		✓			
23.	Mina Shah	DNF		✓			✓		
24.	Radhika Singh Malla	HIMWANTI		✓	✓				
25.	KarnaRawal	COFSUN	✓		✓				
26.	BhairavKuwar	Forestry Training Centre	✓		✓				

5. Dang District, 5 March 2017

SN	Name	Organization	Gender		Caste				
			Male	Female	B/C	Janajati	Dalit	Madeshi	Other
1.	Laxman Singh Thapa	Private Forest Association	✓		✓				
2.	Suryakant Sigdel	DFO	✓		✓				
3.	Shobhakar Sapkota	FECOFUN	✓		✓				
4.	Til Bahadur Pun	Nepal Adivashi Federation	✓			✓			
5.	Shirman Neupane	Maanas Kalyan and Batabaran	✓		✓				
6.	Asharam Chaudhary	COFSUN	✓			✓			
7.	Robar Bahadur K.C	COFSUN	✓		✓				
8.	Sima D.C	HIMAWANTI		✓	✓				
9.	Bisna J.C	FECOFUN	✓		✓				
10.	Obha Pathak	HIMAWANTI		✓	✓				
11.	Radha Acharya	HIMAWANTI		✓	✓				
12.	Bimala Yogi	Nepal Women		✓					✓
13.	Krishna Rana	District		✓		✓			
14.	Purnakali Budathoki	Janajati Federation		✓		✓			
15.	Biswa Maya Chaudhary	Manakamana		✓		✓			
16.	Huma D.C	FECOFUN		✓	✓				
17.	Janaka K.C	FECOFUN		✓	✓				
18.	Kusum Gautam	FECOFUN		✓	✓				
19.	Bhagwati Budathoki	DFO		✓	✓				
20.	Hari Prasad Gautam	DFO	✓		✓				
21.	Gajshi Ram Chaudhary	Sector Forest Federation	✓			✓			
22.	Bhakta Bahadur Chaudhary		✓			✓			
23.	Devi Prasad Chaudhary		✓			✓			
24.	Bishnu Ram Acharya		✓		✓				
25.	Soni Chaudhary	Tharu Kalyan		✓		✓			
26.	Lal Mani Chaudhary	Tharu Kalyan	✓			✓			

6. Dolakha District, 10 March 2017

SN	Name	Organization	Gender		Caste/Ethnic				
			Male	Female	B/C	Janajati	Dalit	Madeshi	Other
1.	Suresh Dahatan	DESCO	✓		✓				
2.	Vishnu Prasad Bhandari	DFO	✓		✓				
3.	DamodarTimalsina	GraminBikash	✓		✓				
4.	Chandra Bahadur Thapa	DFO	✓		✓				
5.	PratibhaGhimire	HIMAWANTI		✓	✓				
6.	SabitaBiswakarma	FECOFUN		✓				✓	
7.	Ramila B.K	Dalit Women Federation		✓				✓	
8.	Usha Tamang	Radio (FM)		✓		✓			
9.	Gayatri Acharya	COFSUN		✓	✓				
10.	MenukaSubedi	MahilaUthan		✓	✓				
11.	SrijanaKarki	Awaj Nepal		✓	✓				
12.	Tara Tamang	CICD		✓		✓			
13.	DurgaSubedi	DFO		✓	✓				
14.	Binda Joshi	DFO		✓		✓			
15.	ParvatiKarki	DFO		✓	✓				
16.	Dolma Tamang	Ikayi		✓		✓			
17.	Kamala Basnet	FECOFUN		✓	✓				

7. Participants in Kathmandu FGD by Sex and Caste/Ethnicity, 8March 2017

S.No	Name	Organization	Gender		Caste				
			Male	Female	B/C	Janajati	Dalit	Madeshi	Other
1	DeepaOli	DOF		✓	✓				
2	ShahiShrestha	Forest Product Development Board		✓		✓			
3	Sabina Prajapati	DSCWM		✓		✓			
4	Yamuna Kadel	DSCWM		✓	✓				
5	Indira Mulpati	DSCWM		✓		✓			
6	Kanchan Lama	WOCAN		✓		✓			
7	SikshyaAdhikari	NTNC		✓	✓				
8	SabitriAryal	DFRS		✓	✓				
9	ShobhaPaudel	DFRS		✓	✓				
10	MadhuGhimire	MoFSC		✓	✓				
11	ShraddhaSigdel	MoFSC		✓	✓				
12	RenukaChitrakar	MoFSC		✓		✓			
13	Anjali Raj Panshi	MoFSC		✓		✓			
14	Sangita Lama	MoFSC		✓		✓			
15	SrijanaShrestha	MoFSC		✓		✓			
16	AnupaGhimire	MoFSC		✓	✓				
17	ShiwaniKhadgi	Department of Plant Resource		✓		✓			
18	Kalpana Sharma	Department of Plant Resource		✓	✓				
19	NishantaShrestha	Department of Plant		✓		✓			

		Resource							
20	JanukaPathak	Department of Plant Resource		✓	✓				
21	Shashikala	Department of Plant Resource		✓	✓				
22	SaraswatiSapkota	DNPWC		✓	✓				
23	BimalaBhusal	DNPWC		✓	✓				
24	Santa M Shrestha	DOF		✓		✓			
25	Raj KumariMalla	DOF		✓		✓			
26	SaraswatiAryal	DOF		✓	✓				
27	SrijanaShrestha	REDD IC		✓		✓			
28	Rama Ale Magar	HIMAWANTI		✓		✓			
29	SumanaDevkota	DSCWM		✓	✓				
30	JanakiPanta	Central Training		✓	✓				
31	Sushma Rama	DNPWC		✓		✓			
32	SabnamPathak	DOF		✓	✓				
33	BishnuKumariAdhikari	MoFSC		✓	✓				
34	Dibya Gurung	WOCAN		✓		✓			
35	Shreya Thakali	WOCAN		✓		✓			
36	Veronica Bye			✓					✓

Annex 2: Engagement in Forest-related Activities by Sex and Caste/Ethnicity (Household and Community Levels)

Activities	WOMEN								MEN							
	B/C	Tharu	Botey	Rajhi	Dalit	Janajati (Hill)	Madeshi	Muslim	B/C	Tharu	Botey	Rajhi	Dalit	Janajati (Hill)	Madeshi	Muslim
Household Work																
Cleaning Washing clothes, Child care	✓	✓	✓	✓	✓	✓	✓	✓	√	√	√	√	√	√	x	x
Cooking and kitchen work	✓	✓	✓	✓	✓	✓	✓	✓	x	x	x	√	√	√	x	x
Childcare (Studies, representing in school in committee)	√	√	√	√	√	√	x	√	✓	✓	✓	✓	✓	✓	✓	✓
Animal care fodder, grazing, cleaning	✓	=	✓	=	✓	✓	✓	✓	√	=	√	=	√	√	✓	✓
Outdoor Work																
Plowing	x	√	x	√	x	x	x	x	✓	✓	✓	✓	✓	✓	✓	✓
Planting, harvesting, weeding	✓	✓	✓	✓	✓	✓	✓	=	√	√	√	√	√	√	√	=
Storing Grains, crops	✓	✓	✓	✓	✓	✓	✓	✓	x	√	x	√	√	√	x	x
Manuring	✓	✓	✓	✓	✓	✓	✓	✓	√	√	√	√	√	√	√	✓
Pesticides fertilizer	x	√	x	√	√	√	x	x	✓	✓	✓	✓	✓	✓	✓	✓
Vegetable Farming	✓	✓	✓	✓	✓	✓	✓	✓	√	√	√	√	√	√	√	√

Forestry related work																	
Fuel-wood collection	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Fodder Collection	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Leaf Litter Collection	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Collecting NTFP	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Forest Patrolling (day)	✓	=	✓	✓	✓	✓	✓	x	✓	=	✓	✓	✓	✓	✓	✓	✓
Forest Patrolling (night)	x	=	x	x	x	x	x	x	✓	=	✓	✓	✓	✓	✓	✓	✓
Forest Cleaning	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
(Plantation)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Forest Fencing	=	=	✓	=	=	=	x	x	✓	=	✓	=	✓	✓	✓	✓	✓
Fire-line construction	=	=	=	=	=	=	x	x	=	=	=	=	=	=	✓	✓	✓
Timber felling	x	x	x	x	x	x	x	x	✓	✓	✓	✓	✓	✓	✓	✓	✓

Annex 3: Access and Control over Resources by Sex and Caste/Ethnicity (Household and Community Levels)

3.1 Access to Resources

Resources	Women								Men							
	B/C	Tharu	Botey	Rajhi	Dalit	Janajati (Hill)	Madeshi	Muslim	B/C	Tharu	Botey	Rajhi	Dalit	Janajati (Hill)	Madeshi	Muslim
Household																
Land/House	=	=	=	=	=	=	=	=	=	=	=	=	=	=	=	=
Livestock (Duck, Chicken)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Livestock (Goat, Cattle)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mobility (Cycle/Motor)	x	✓	x	x	✓	✓	x	✓	✓	✓	✓	✓	✓	✓	✓	✓
Jewelry	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Income from wage labor	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Vegetable Farming (HH level)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Vegetable Farming (Business level)							✓								✓	
Pewa	✓	✓	✓	✓	✓	✓	✓	✓	x	x	x	x	x	x	x	x
Community																
Forest User Group	=	=	=	=	=	=	=	=	=	=	=	=	=	=	=	=
Forest Committee	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Forest Products (fuel-wood, grass, dry leaves, NTFP)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Forest Products	✓	✓	✓	✓	✓	✓	x	x	✓	✓	✓	✓	✓	✓	✓	✓

(Timber)																	
Water sources	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
School (Government)	=	=	=	=	=	=	=	=	=	=	=	=	=	=	=	=	=
School (Boarding)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Saving and Credit Groups	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Women's Group (AamaSamuha)	✓	✓	✓	✓	✓	✓	✓	✓	x	x	x	x	x	x	x	x	x
Trainings	✓	✓	x	✓	x	✓	x	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

3.2 Control Over Resources

Resources	Women								Men								
	B/C	Tharu	Botey	Rajhi	Dalit	Janajati (Hill)	Madeshi	Muslim	B/C	Tharu	Botey	Rajhi	Dalit	Janajati (Hill)	Madeshi	Muslim	
Household																	
Land/House	x	x	x	x	x	x	x	x	✓	✓	✓	✓	✓	✓	✓	✓	✓
Livestock (Duck, Chicken)	✓	✓	x	x	x	✓	x	x	✓	✓	✓	✓	✓	✓	✓	✓	✓
Livestock (Goat, Cattle)	x	x	x	x	x	x	x	x	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mobility (Cycle/Motor)	✓	x	x	x	x	✓	x	x	✓	✓	✓	✓	✓	✓	✓	✓	✓
Jewelry	✓	✓	✓	x	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Income from wage labor		✓		✓				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Vegetable Farming (HH level)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Vegetable Farming (Business level)							x								✓		
Pewa	✓	✓	✓	x	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Community																	
Forest	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Committee (Participation)																	
Forest Committee (Decision Making)	x	x	x	x	x	x	x	x	✓	✓	✓	✓	✓	✓	✓	✓	✓
Forest Products – HH (fuel-wood, grass, dry leaves)	✓	✓	✓	✓	✓	✓	✓	✓	√	√	√	√	√	√	√	√	√
Forest Products (Timber)	x	x	x	x	x	x	x	x	✓	✓	✓	✓	✓	✓	✓	✓	✓
Forest Product (NTFP)	✓	✓	✓	✓	✓	✓	x	x	✓	✓	✓	✓	✓	✓	✓	✓	✓
Committee and Groups – School, Drinking water, (Participation)	✓	✓	✓	✓	✓	✓	✓	x	✓	✓	✓	✓	✓	✓	✓	✓	✓
Committee and Groups – School, Drinking water, (Decision Making)	x	x	x	x	x	x	x	x	✓	✓	✓	✓	✓	✓	✓	✓	✓
Women's Group	✓	✓	✓	✓	✓	✓	✓	✓	√	√	√	√	√	√	√	√	√
Saving and Credit Groups	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Trainings	x	x	x	x	x	x	x	x	✓	✓	✓	✓	✓	✓	✓	✓	✓

Annex 4: Gender Focal Points at MoFSC and Departments

SN	Name of GFPs	Designation	Organization	Division/Section
1.	Madhu Ghimire Acharya	Under Secretary	Ministry of Forests and Soil Conservation	Biodiversity and Environment Division, Environment section
2.	Santa Maya Shrestha	Under Secretary, Planning Officer	Department of Forests	Planning and Monitoring Division, Policy Formulation and Coordination of International Memorandum Section
3.	Indira Mulepati	Assistant Soil Conservation Officer	Department of Soil Conservation and Watershed Management.	Soil Conservation Section
4.	SabitriAryal	Research Officer	Department of Forest Research and Survey	Forest Research Division, Socio-Economic Section
5.	Rose Shrestha	Scientific Officer	Department of Plants Resources	Medicinal plant Development and Promotion section
6.	SaraswotiSapkota	Assistant Planning Officer	Department of National Parks and Wildlife Conservation	Planning and Management Division, Planning Section
7.	SrijanaShrestha	Assistant Forest Officer	REDD Implementation Center	Remote Sensing and GIS Section
8.	SmritiShrestha	Assistant Training Officer	Central Forestry Training and Extension Center	Planning Section

Section V
Gender Action Plan for Integration in the ERPD

ERPD – Key Activities	Gender Outcomes	Indicators	Evidence	Activities
<p>1. Improve the management practices under CBFM (Community Based Forest Management) models building on traditional & customary practices</p>	<p>1. Women, especially from marginalized groups, have increased voice in development of District Forest Management Plans and decision making processes of different community based FUG management</p> <p>2. Women, especially from marginalized groups, have adopted improved forest management practices</p> <p>3. Women, particularly from marginalized groups, have increased their access to monetary and non-monetary resources of different Community Based Management Systems</p>	<p>W+ Leadership and Income/assets indicators</p> <p>30 % increase in women’s inputs to decisions of the FUGs</p> <p>30 % increase in women’s role in financial oversight of different Community Based FUG activities</p> <p>30% increase in women’s technical knowledge and skills for forest management</p>	<p>Official docs and plans</p> <p>Minutes of meetings; signatures on Management Plans; check signing</p> <p>Training reports</p>	<p>Capacity building for women’s leadership for women and men executive committee members and women of marginalized groups</p> <p>Technical skills on forest management through training that is oriented towards women members</p> <p>Create and support platforms at central district and local levels for women leaders, together with/particularly from marginalized groups to interact, discuss issues/challenges, network and mobilize resources amongst themselves and with DFO/REDD+ and ERPD related agencies representatives</p>

<p>2. Transfer of National Forests to Community and Collaborative Forest Management FUGs</p>	<p>1. Women, particularly from marginalized groups, have increased voice in development of District Forest Management Plans and decision making processes of FUG management</p> <p>2. Women, particularly from marginalized groups, have adopted improved forest management practices</p> <p>3. Women have increased access to monetary and non-monetary resources of Community Forests</p>	<p>(W+ Leadership and Education/Knowledge indicators)</p> <p>30 % increase in women’s inputs to decisions of the FUGs</p> <p>30 % increase in women’s role in financial oversight of CFUG activities</p> <p>30% increase in women’s technical knowledge and skills for forest management</p> <p>30 % increase of women hired and/or receiving incentives provided by the DFO/NGOs/Federations</p>	<p>Official docs and plans</p> <p>Minutes of meetings; signatures on Management Plans; check signing</p> <p>Training reports</p>	<p>Outreach program to create awareness of CF, and become CFUG members (and access monetary and non-monetary benefits)</p> <p>Capacity building for women’s leadership for women and men executive committee members and women of marginalized groups</p> <p>Technical skills training that is oriented towards women members</p>
<p>3. Engage private sector forestry through improved access to finance and inputs</p>	<p>1. Women, particularly from marginalized groups, have accessed capital, skills and networks to become successful entrepreneurs</p>	<p>30 % increase of women hired and receiving incentives provided by private sector forest entities</p> <p>30% loans provided to women, particularly of marginalized groups</p>	<p>Evidence of income/assets and education/knowledge as per W+ methods</p>	<ul style="list-style-type: none"> Engage marginalized women in developing bioenergy supply chain using invasive species and available biomass Provide Business Literacy Classes (BLC) for 4 months for women entrepreneurs

		30% of participants of Business Literacy Classes are women, particularly of marginalized groups		
4. Expand alternative energy with biogas and cook stoves	1. Women particularly from marginalized groups, have saved time, improved their health and reduced fuelwood consumption through use of biogas and ICS	<p>1. 30% increase in number of women, particularly from marginalized groups, who have installed and are using biogas and ICS</p> <p>2. 30% increase in subsidies and incentives received by women from marginalized groups</p> <p>3. 30% of women using biogas and ICS have decreased their workloads for energy by at least one hour/day</p> <p>4. 30 % of women using biogas and ICS experience improved health and food security</p>	<p>Time: hours of time saved</p> <p>Evidence of health, food security per W+ methods</p>	<p>1. Develop and conduct outreach program with women's groups and AEPC and their partners to increase number of women- particularly those of marginalized groups - accessing incentives and using biogas/ICS.</p> <p>The program could:</p> <ul style="list-style-type: none"> - provide Information about the benefits and subsidies - collect demands from marginalized groups to link to suppliers, micro-credit institutions, at district level <p>2. Increase subsidies provided for upfront installation costs for marginalized women</p> <p>3. Provide training for women to become RET Service Providers and entrepreneurs hired by AEPCs private suppliers to construct and service (biogas plants, ICS, bio-briquettes, etc.)</p>

<p>5. Scale-up pro-poor Leasehold Forestry</p>	<p>1. Income and status of marginalized women has increased</p>	<p>1. 30% increase in numbers of marginalized women who have accessed leasehold forest land</p> <p>2. 30% increase in income/assets of 500 women leasehold holders in 2 pilot districts (using W+ method for Income/Assets) based on production and sales of:</p> <ul style="list-style-type: none"> - grasses and bio-briquettes - off season vegetables - goats (stall-fed) 	<p>Signed leasehold certificates</p> <p>Evidence of income/assets as per W+ method</p>	<p>1. Develop Value Chains in 2 districts (in road corridors) with well-developed human resources, structures and markets in Terai for off-season vegetables, goats (stall-fed) and bio-briquettes.</p>
<p>6. Support integrated land use planning</p>	<p>Food security of women, particularly of marginalized groups, and their families has improved.</p>		<p>Evidence of food security as per W+ method</p>	

Cross-cutting Additional Gender Activities

Cross-cutting Additional Activities	Gender Outcomes	Indicators	Proposed Gender Sub-Activities (Expanded and added to enrich the ERPD sub-activities)
7. Gender integration	Staff of REDD Implementation Center, District Forest Offices, NGOs, Federations of IPs, and other relevant agencies plan and implement GESI related activities, with full inclusion of women and marginalized groups	<ol style="list-style-type: none"> 1. Gender expertise demonstrated by 10% of staff (district and national levels) and 20% LRPs (Local Resource Persons) 2. Each agency has designated gender focal point with TOR and resources at national and district levels (at least in the 12 ERPD districts) 3. Budgets for GESI activities are sufficient and fully expended 4. Management/Operational Plans, Benefit Sharing Mechanisms, etc. have been developed with inclusion of women and marginalized groups. 	<ol style="list-style-type: none"> 1. Develop practical GESI operational guidelines and tools using participatory methods to integrate GESI in REDD+/ER program cycle and M and E system 2. Conduct Gender Integrated Planning for Staff to develop knowledge and skills, identify specific organizational opportunities, gaps and challenges and develop Action Plans 3. Train the trainers in Regional Training Centers on GESI Integration in REDD+/ER-Program at Central, Regional and District levels, providing regular coaching and mentoring