

**HARIYO BAN PROGRAM**

# **GENDER EQUALITY AND SOCIAL INCLUSION MAINSTREAMING STRATEGY**

**Promoting Transformational Leadership and Social Justice in  
Natural Resource Management and Climate Change**



**September 2013**





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## Foreword

As climate change advances, Nepal's development will be increasingly affected as changing weather patterns impact people's lives. Already, agricultural production and people's well-being are being affected by unpredictable rains, floods, droughts and increasing pests due to rising temperatures, and women, poor and marginalized people are particularly vulnerable. In addition, in rural households with small or no land-holdings, men are forced to migrate for employment, leaving women with the responsibility of taking care of the household along with collecting forest resources such as firewood, medicine and water. Many Dalits, marginalized Janajatis and Madhesis are highly dependent on natural resources for their livelihoods and wellbeing. However, these groups and women are often excluded from decision-making about their forests because of deeply rooted patriarchal social values.

Overharvesting due to lack of knowledge about sustainable practices, and access to decision-making about forests, results in forest degradation which in turn undermines people's livelihood and natural resources. Providing these groups with knowledge and resource management skills, and the confidence and leadership to participate in decision-making about their forests, is a major step in empowering these groups to claim their rights and to restore and manage their forests. Alternative energy and diversified livelihood options help improve their economic situation as well as conserve biodiversity.

Youth are pillars of development – the future fate of forests lies in their hands. Youth engagement is essential to develop cadres of young people who are aware and motivated about environmental issues, and who can play strong leadership roles in the future. This brings vibrancy, energy and innovation to development and conservation efforts.

The Hariyo Ban Program will continue to play an important role in promoting the involvement of these groups in sound forest management and climate change efforts. This Gender Equality and Social Inclusion (GESI) Strategy will be critical in guiding the Hariyo Ban consortium in this work. The strategy will also help contribute to the implementation of the Gender and Social Inclusion Strategy of the Ministry of Forests and Soil Conservation, the gender equality and social inclusion provisions of the Community Forestry Development Guideline, as well as support for the formulation of new GESI-related policies.

I am delighted that the Hariyo Ban consortium has developed this GESI strategy, and will work with my colleagues to make Hariyo Ban one of the most GESI sensitive programs in the forestry sector, bringing

lessons and best practices that showcase leadership of women and socially excluded groups in natural resource management.

Finally, I would like to thank Shikha Shrestha, Gender Equality and Social Inclusion Coordinator of the Hariyo Ban Program, for coordinating the GESI strategy development in a very participatory way. I am very grateful to team members in World Wildlife Fund (WWF) Nepal, Cooperative for Assistance and Relief Everywhere (CARE) Nepal, Federation of Community Forest Users Nepal (FECOFUN) and National Trust for Nature Conservation (NTNC) for their valuable contributions to the process, and to all those in other organizations for providing valuable inputs. We are very grateful to Kanchan Lama, consultant, for facilitating the strategy process, and to all other experts and activists for their valuable inputs.

***Judy Oglethorpe, Chief of Party, Hariyo Ban Program***

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I am indebted to the Core Task Force coordinated by the GESI Coordinator of Hariyo Ban Program under the guidance of COP and DCOP of Hariyo Ban Program. The task force comprised GESI experts and focal team members namely Ms Indu Pant, CARE Nepal; Tara Prasad Gnyawali, WWF Nepal; Poonam Pant, FECOFUN and Sikshya Adhikari, NTNC. In addition, GESI focal team member of CARE in CHAL Ms. Pabitra Jha, and Mr. Kuldip Poudel and Mr. Man Bahadur Bishowkarma from CARE TAL Team also provided their valuable inputs in this strategy development process. I want to thank you all for your esteemed support.

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***Shikha Shrestha, GESI Coordinator, Hariyo Ban Program***



## Acronyms and Abbreviations

ADB	Asian Development Bank
ANSAB	Asian Network for Sustainable Agriculture and Bio Resources
BPFA	Beijing Platform for Action
BZUC	Buffer Zone Users' Committee
CAMC	Conservation Area Management Committee
CAP	Community Adaptation Plan
CAPA	Community Adaptation Plan of Action
CARE	Cooperative for Assistance and Relief Everywhere
CBD	Convention on Biological Diversity
CBS	Central Bureau of Statistics
CFD	Community Forest Development
CEDAW	Convention on Elimination of All kinds of Discrimination Against Women
CFUG	Community Forest Users Group
CHAL	Chitwan –Annapurna Landscape
CIFOR	Center for International Forestry Research
CLAC	Community Learning and Action Center
CMAC	Community Management and Action Committee
DADO	District Agriculture Development Office/Officer
DANAR	Dalit Alliance for Natural Resources
DDC	District Development Committee
DFID	Department for International Development
DFO	District Forest Office/Officer
DNF	Dalit National Federation
FCTF	Forest Carbon Trust Fund
FECOFUN	Federation of Community Forest Users Nepal
GA	Gender Audit
GBV	Gender Based Violence
GESI	Gender Equality and Social Inclusion
GII	Gender Inequality Index
GoN	Government of Nepal
HDI	Human Development Index
HIMAWANTI	Himalayan Grassroots Women's Natural Resource Management Association Nepal
HWC	Human Wildlife Conflict
ICIMOD	International Center for Integrated Mountain Development
IPRs	Intellectual Property Rights
IGA	Income Generation Activity
ILO	International Labor Organization
IPR	Intellectual Property Rights
IUCN	International Union for Conservation of Nature
LAPA	Local Adaptation Programme for Action
LIP	Livelihood Improvement Plan



LRPs	Local Resource Persons
M&E	Monitoring and Evaluation
MDGs	Millennium Development Goals
MoFSC	Ministry of Forest and Soil Conservation
MoE	Ministry of Environment
MFSP	Multi stakeholder Forestry Program
NAPA	National Adaptation Programme of Action
NGO	Non-Governmental Organization
NEFIN	National Federation of Indigenous Nationalities
NIWF	National Indigenous Women's Federation
NPC	National Planning Commission
NRM	Natural Resource Management
NTFP	Non-Timber Forest Product
NTNC	National Trust for Nature Conservation
PES	Payment for Environmental Services
PRSP	Poverty Reduction Strategy Paper
PGA	Participatory Governance Appraisal
PHPA	Public Hearing and Public Audit
PPD	Program and Project Development Office
PRSP	Poverty Reduction Strategy Paper
PVSE	Poor Vulnerable and Socially Excluded
PWBR	Participatory Well Being Ranking
REDD	Reducing emission from deforestation and forest degradation
SEED	Social, Environmental and Economic Development Office
SESA	Strategic Environmental and Social Assessment
SES	Social and Environmental Safeguards
SIRF	Social Inclusion Research Fund
TAL	Terai Arc Landscape
THE	Team of helping hands for Healthy Environment - Nepal "THE-Nepal"
TOR	Terms of Reference
UCPA	Underlying Cause of Poverty Analysis
UNDP	United Nations Development Programme
UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples
UNFCCC	United Nations Framework Convention on Climate Change
UNFPA	United Nations Population Fund
UNSCR	United Nations Security Council Resolution
USAID	United States Agency for International Development
VDC	Village Development Committee
WEDO	Women's Environment and Development Organization
WLCN	Women Leading For Change in Natural Resources Management (W-LCN),
WOCAN	Women Organizing for Change in Agriculture & Natural Resource Management
WWF	World Wildlife Fund

## Executive Summary

The Hariyo Ban Program, a five-year program funded by USAID, aims to reduce adverse impacts of climate change and threats to biodiversity. It is implemented by a consortium of World Wildlife Fund (WWF), Cooperative for Assistance and Relief Everywhere (CARE), the Federation of Community Forestry Users in Nepal (FECOFUN) and the National Trust for Nature Conservation (NTNC), with WWF as the lead organization. This document outlines a gender equality and social inclusion (GESI) strategy for the Program. It has been developed because the Program recognizes that effective mainstreaming of gender equality and social inclusion is essential for sound biodiversity conservation, forest management and climate adaptation in Nepal. GESI is also a cross-cutting component for Hariyo Ban. The strategy will guide the Program and its consortium partners in mainstreaming GESI throughout its activities.

Several crucial barriers limit full participation in development activities by women, Dalits and marginalized Janajatis. These barriers include: poverty; landlessness; illiteracy; geographical remoteness; domination of Dalits by other caste groups; women's workloads; gender biased attitudes; unfavorable conditions for participation and learning; lack of access among women to productive resources; and lack of recognition of the forest based knowledge and skills of GESI target groups.

The development of the GESI strategy was as participatory and inclusive as possible. The methodology included: establishment of a task force; interaction with local resource persons, field team and key informants; production of an inception report; GESI assessments of the consortium partners; development of the draft strategy and sharing with Hariyo Ban Program team and others; and final strategy development with internal consultation on an operational plan.

The results of the GESI assessments of consortium partners showed that each organization is at a different stage of GESI mainstreaming. At the program level there was inconsistency among the organizations in following GESI responsive, inclusive approaches in program appraisal, design, implementation, monitoring and evaluation. In terms of organizational preparedness, building conceptual clarity and operational skills for GESI issues is a common concern for all partners. Generally, an absence of GESI-specific guidelines and checklists was identified as a limiting factor. All organizations have GESI sensitive human resource management and development systems, with differing levels of achievement. Hariyo Ban's GESI strategy has been built around these results and needs.

The goal of Hariyo Ban's GESI mainstreaming strategy is: ***to engage and empower women and marginalized people in equitable benefit sharing through meaningful participation in Hariyo Ban Program initiatives.***

The objectives of the GESI mainstreaming strategy include the following:

- i. Promote a favorable institutional and policy environment for mainstreaming gender equality and social inclusion in biodiversity conservation and climate change adaptation in Nepal.
- ii. Integrate GESI dimensions in all thematic and cross-cutting components of Hariyo Ban.
- iii. Enhance capacity of partners and stakeholders to enable women and socially excluded groups to claim their rights in NRM.
- iv. Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources.

In particular, Hariyo Ban will promote equitable and fair distribution of benefits at the beneficiary level. This will emphasize the importance of empowering socio-politically deprived groups through GESI interventions that focus on:

1. *Increasing access to participation and leadership:* To increase participation of women, Dalits, pro-poor, indigenous people and marginalized groups in decision making processes, as well as management of natural resources and biodiversity systems at the community level.
2. *Ensuring access to equitable benefit sharing:* To monitor, inform and enable distribution of equitable benefit sharing by the target communities through public hearing and public audits.
3. *Increasing accountability:* To create awareness and capacity among concerned stakeholders on the mainstreaming of GESI indicators in monitoring and evaluation systems, particularly with respect to policy formulation at all levels of relevant institutions.

The GESI strategy is aligned with international policies and conventions related to GESI, and with relevant national policies and plans. It is specifically designed to support the Ministry of Forests and Soil Conservation (MoFSC) Gender and Social Equity Vision and Gender and Social Inclusion Strategy, and the gender and pro-poor approaches in the Climate Change Policy, 2011. In addition, this strategy supports the GESI aspects of Nepal's Biodiversity Strategy 2002, MoFSC's REDD Readiness Preparedness Proposal 2010-2013, the Community Forestry Development Guideline 2065, and the Ministry of Environment (MoE) framework on promoting the involvement of women and indigenous populations under the United Nations Framework Convention on Climate Change (UNFCCC).

A framework is presented for the GESI strategy, outlining the approaches for each objective along with activities and indicators/targets. Specifically, the GESI strategy promotes the removal of the institutional and structural barriers to GESI, and increased participation and benefit sharing by Dalits, marginalized Janajatis and women, including youth, in managing forest based resources for improved livelihoods. The strategy takes into account the specific needs and interests of the target groups in the three thematic components of Hariyo Ban. It contributes to implementation of the Community Forestry Development Guideline 2065 to ensure that 50% of Community Forest User Group (CFUG) members are women, and that there is proportional representation of Dalits and socially excluded groups in executive committees of CFUGs. The strategy also strongly supports allocating at least 35% of forest revenues for livelihood promotion of poor, women, Dalits and socially excluded groups as identified in well-being rankings. The strategy emphasizes capacity building of the GESI target groups for their meaningful participation in decision making processes.

Capacity building of Hariyo Ban consortium staff and other partners on GESI approaches will be a priority of the Program moving forward. GESI specific interventions will be periodically monitored by

the Hariyo Ban Monitoring and Evaluation (M&E) team and the GESI Coordinator. This will involve assessing and analysing qualitative and quantitative GESI impacts for adaptive management purposes, and documenting and sharing evidence for policy reform. Also, to address limitations to the mainstreaming of GESI identified in the Hariyo Ban consortium partner assessments, a set of GESI guidelines and checklists is included as a tool for implementing the strategy.

The GESI strategy is not a static document but is an evolving tool to guide and support the consortium partners in a continuous learning process to improve GESI approaches. The results and best practices will be shared within the consortium, and with MoFSC, MOE and other partners to institutionalize lessons from GESI in community based forest management, biodiversity conservation and climate change adaptation interventions.

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# **HARIYO BAN PROGRAM**

## **GENDER EQUALITY AND SOCIAL INCLUSION MAINSTREAMING STRATEGY**

### **Promoting transformational leadership and social justice in natural resource management and climate change**

## **1. Introduction**

This document outlines a gender equality and social inclusion (GESI) strategy for the Hariyo Ban Program. Effective mainstreaming of gender equality and social inclusion is essential for sound biodiversity conservation, forest management and climate adaptation in Nepal, and GESI is an important cross-cutting component of Hariyo Ban. We recognized the importance of developing a specific GESI strategy to guide the Program and its consortium partners in mainstreaming GESI.

The main target audience for this GESI strategy includes the four Hariyo Ban consortium partners, who will be implementing the strategy. However, other secondary audiences include organizations and individuals working to empower excluded people and women in Nepal.

This strategy document provides a background of the Hariyo Ban Program and then outlines the current state of GESI in Nepal. This document reviews the existing GESI work and approaches of the Hariyo Ban consortium partners, the challenges for GESI in Hariyo Ban, and the rationale for the strategy. The document then states the strategy's objectives and lays out the approaches of Hariyo Ban, including provisions for assessing and monitoring progress.

The methodology for developing the GESI strategy was as participatory and inclusive as possible, and was guided by a consultant working in close collaboration with the Hariyo Ban GESI Specialist and a core taskforce. The key steps in developing the strategy included: establishment of the core task force; interaction with local resource persons and field team; production and discussion of an inception report; GESI assessment of consortium partners; key informant interviews; development the draft strategy and sharing it with the Hariyo Ban Program team; and final strategy development with internal consultation for the operational plan. The process is outlined in detail in Annex 1.

### **1.1. Background**

The Hariyo Ban Program is funded by USAID and implemented by a consortium of World Wildlife Fund (WWF), Cooperative for Assistance and Relief Everywhere (CARE), National Trust for Nature Conservation (NTNC), and the Federation of Community Forestry Users in Nepal (FECOFUN), with WWF as the lead organization. While WWF and CARE are international NGOs, NTNC and FECOFUN are national NGOs.



Hariyo Ban aims to reduce adverse impacts of climate change and threats to biodiversity in Nepal. The objectives include:

- Reduce threats to biodiversity in targeted landscapes;
- Build the structures, capacity and operations necessary for effective sustainable landscape management, with a focus on reducing emissions from deforestation and forest degradation (REDD+) readiness;
- Increase the ability of targeted human and ecological communities to adapt to the adverse impacts of climate change.

Hariyo Ban works on three core interwoven components – biodiversity conservation, sustainable landscapes and climate change adaptation – with livelihoods, gender and social inclusion (GESI) as important cross cutting themes. The Program is being implemented in two large landscapes in Nepal with high biodiversity value: Terai Arc Landscape (TAL) and Chitwan-Annapurna Landscape (CHAL). The Program activities are complemented by enabling policy support at the national level.

In the Hariyo Ban funding proposal, the consortium outlined its commitment to social inclusion and gender equity, and committed to assessing and addressing inequities based on gender and ethnicity in the three thematic components as well as through the governance and livelihoods work. The consortium also made commitments to take gender into account in staffing the partner organizations. This included gender balance and social inclusion in the internship program, and pursuing target gender and social inclusion activities in the small grants program.

## **2. Context**

### **2.1. Gender, Poverty and Social Inclusion status in Nepal**

Nepal ranks 157<sup>th</sup> out of 186 countries in the 2011 UN Human Development Index (HDI), with 25.4% of the population living below the \$1.25-a-day poverty line. According to a recent United Nations Development Programme (UNDP), Human Development Report 2011, publicly acknowledged by the National Planning Commission (NPC) of the Government of Nepal (GoN), the poverty rate fell by an average rate of 4.1% per year between 2006 and 2011. The poverty is measured in areas such as malnutrition, education and sanitation. The National Population and Housing Census, National Report, Central Bureau of Statistics, 2012 reported that the overall literacy rate (for population aged 5 years and above) has increased from 54.1% in 2001 to 65.9% in 2011. Similarly, Central Bureau of Statistics reports revealed that the female literacy rate is 57.4% compared to 75.1% for males in 2011, with an increase from 42.8% (female) and 65.5% (male) in 2001. With respect to health, the life expectancy for females has increased from 60.7 years in 2001 to 67.82 in 2011, and increased from 60.1 years to 65.26 years for males in the same period. However, despite progress made in health and literacy, there are some significant gaps in participation and benefit sharing among women, Dalits and Janajatis in development processes, including in the field of livelihood and employment related to natural resource management.

A majority of women and indigenous peoples, and most Dalit women and men, face serious discrimination in key areas. These areas include not being empowered to protect and exercise citizenship rights and land tenure rights; restricted rights over mobility; and inadequate participation in decision making. The consequences of this marginalization include human trafficking and child labor. These problems persist in spite of a national law, namely the Caste Based Discrimination and Untouchability Act 2011, which prohibits discrimination against people from low castes and people known as “untouchables”. As a result of this marginalization, women and excluded groups are much more vulnerable to and impacted by poverty (Nepal Census 2001, Nepal Human Development Report, 2004, World Bank Report 2005, DFID and World Bank, 2006).

In the UN Human Development Report, 2013, the Gender Inequality Index (GII) ranks Nepal 102<sup>nd</sup> out of 186 countries. Women in Nepal have limited access to physical assets, property and credit, and their economic insecurity negatively impacts their mobility and choices. Only 19.71% of landowners are women as reported in the National Population and Housing Census, National Report, Central Bureau of Statistics, 2012. Women are engaged mostly in informal sector work, often inside the house and on small landholdings. Women who have no family land often work on other people’s farms or seek other waged labor.

### **2.2. Gender, social inclusion and natural resource management in Nepal**

In Nepal, many rural people are dependent on forests for their livelihoods and wellbeing. That dependence varies greatly depending on gender, economic situation and social status. The successful management of natural resources and biodiversity, promotion of effective payments for ecosystem services, and promotion of sound climate adaptation require an understanding and integration of the

differing needs and interests of women and men, poor and non-poor, and excluded and non-excluded groups.

### **KEY GESI Concerns in NRM**

- Women and men have different knowledge and insights in terms of biodiversity and forest product uses, including cultural beliefs and traditional knowledge that influence forest and biodiversity conservation management practices.
- Rural women and men who are both managers as well as users of natural resources face diverse livelihood opportunities and challenges because of gender and social inequalities in access and control of assets like land, information, credit and technology, together with differing levels of participation in decision making.
- Women and men have different patterns of using forest products based on their social roles and differential impacts of environmental stresses like floods and droughts. In this context, a gender and social inclusion perspective should be adopted to promote conservation of species that have more value in the lives of women and men, youths, Dalits, marginalized Janajatis, Madhesis and the poor.
- Women and men, and different caste groups, do not enjoy the same level of benefit sharing from natural resources. Therefore, equitable benefit sharing mechanisms should be promoted, with a strong focus on effective participation of women and excluded groups in decision making following free, prior and informed consent.
- While traditional knowledge continues to play a key role in forest management, the integration of new technologies can take management to a new level. It is therefore important to combine traditional and scientific knowledge in developing sustainable biodiversity management practices, and promoting adaptation to climate change.
- Due to the deep rooted discriminatory socio-cultural and institutional practices that lead to marginalization and exclusion, it is essential to take an empowerment approach to promote full and meaningful participation of women and excluded groups in decision making for natural resource management.

### **2.3. National policies and international commitments related to gender and social inclusion**

The Hariyo Ban GESI strategy is aligned with the following national policies and international commitments.

#### **Poverty and GESI**

Nepal's Tenth Plan/Poverty Reduction Strategy Paper (PRSP) 2002-2007 (later followed by the Three Year Interim Plan, 2007-2010) emphasized the structural mainstreaming of excluded groups in all development programs, with special attention to women, lower caste/ethnic groups and remote

districts. This strategy identifies social exclusion as one of the three main aspects of poverty, and the main reason for deprivation of certain castes and ethnic groups, women, and people living in remote areas. It recognizes the lack of voice, political representation and empowerment as important dimensions of poverty that are linked to economic and human development. The strategy also acknowledges exclusion as one of the factors behind conflict, and includes a detailed caste, ethnicity and gender-disaggregated analysis showing Dalits at the bottom of almost all human development indicators. The PRSP mentions the need for affirmative action to level the playing field (Bennette, 2010).

### **Elimination of discrimination against women**

As a signatory to the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW-1979), Nepal has committed to taking the necessary measures to eliminate discrimination against women. The GoN has been implementing the Plan of Action on UN Security Council Resolutions 1325 and 1820, which support the increase of women's political participation in the peace process and development. The GoN's Local Self Governance Act 1999 provides guidelines for all national development plans to be consistent on GESI sensitive program and budget principles.

The Beijing Platform for Action (BPFA) is a commitment for signatory governments to advance the goals of equality, development and peace for all women around the world. It is the final outcome of the Fourth World Conference on Women held in Beijing, China in 1995. It obliges governments to critically intervene in 12 priority areas: women and poverty; women, education and training; women and health; violence against women; women and armed conflict; women and the economy; women in power and decision-making institutional mechanisms for the advancement of women; human rights of women; women and media; women and environment; and the girl-child. As a signatory, the GoN is committed to promoting justice in women's employment.

There is a national plan for integrating these international commitments from BPFA and CEDAW. However, the commitments have yet to be fully mainstreamed into the natural resource management sector.

### **Elimination of Discrimination against Dalits**

The Interim Constitution of Nepal, 2007, under the right to equality, clearly states that all citizens shall be equal before the law and that there shall be no discrimination against any citizen on the grounds of religion, color, sex, caste, tribe, origin, language or ideological conviction.

The Caste-based Discrimination and Untouchability (Offense and Punishment) Act 2011 acknowledges the principle that each person is equal in terms of rights and human dignity. There should be timely provisions to protect the rights of each person to live with equality, freedom and human dignity by creating an environment where no untouchability or discrimination prevails on the grounds of caste, ethnicity, descent, community or occupation in the name of custom, tradition, religion, culture, ritual or any other name, and to make punishable the acts of untouchability, exclusion, restriction, expulsion, contempt or any other discriminatory act against humanity, and to provide restitution (compensation) to the victim of such acts, to keep national unity intact.

Despite these provisions, Dalits are still highly marginalized in the natural resource management (NRM) sector as evidenced by their weak representation in NRM groups. There are emerging networks of Dalits that have started raising their concerns, but there is much more to do in strengthening their capacity to ensure their meaningful engagement.

### **Elimination of Discrimination against Indigenous Nationalities**

The International Labor Organization, Indigenous and Tribal Peoples Convention, 1989 (No. 169) known as ILO 169 recognizes the aspirations of these peoples to exercise control over their own institutions, ways of life and economic development and to maintain and develop their identities, languages and religions, within the framework of the states in which they live. It recognizes social, cultural, religious and spiritual values and practices. It emphasizes consulting them through appropriate procedures and in particular through their representative institutions. It recognizes their rights of ownership and possession of the lands which they traditionally occupy.

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) indicates that the state should provide effective mechanisms to prevent any actions that result in the removal of indigenous communities from their lands, territories or resources. It emphasizes that indigenous peoples have the right to participate in decision-making in matters which affect their rights, through representatives chosen by them in accordance with their own procedures, as well as to maintain and develop their own indigenous decision-making institutions.

There is a strong network of indigenous groups in Nepal with political influence. However, there is still more to be done in amplifying the voices of marginalized Janajatis and creating strong mechanisms that address their concerns in the NRM sector. There should also be initiatives to enhance trust between indigenous people and stakeholders engaged in the NRM sector.

### **Youth Engagement**

The National Youth Policy 2010 recognizes youth as an invaluable asset of the nation, as well as strong change agents. The long-term vision of this policy is to prepare capable, entrepreneurial, creative and competent youth, and establishing youth in leadership roles so that they can make meaningful contributions to the economic, social, political and cultural spheres of the nation. At the same time, basic rights of youths should be guaranteed, and sensitivity to their younger age should be taken into account through youth empowerment. The goal of the policy is to ensure meaningful engagement of capacitated youths in building a prosperous, modern and just Nepal, while integrating youths in the mainstream of national development through meaningful participation, capacity and leadership development. However, there should be more pro-active efforts in engaging these change agents in the NRM sector.

### **GESI and forest management**

The Gender and Social Equity Vision of the Ministry of Forests and Soil Conservation (MoFSC) identified four key change areas: equitable access to resources and benefits; equitable governance;

gender and equity sensitive organizational development and programming; and gender and equity sensitive policy and strategy. Based on the vision document, the Ministry also endorsed a Gender and Social Equity strategy in 2006. The strategy document has yet to incorporate a climate change agenda that will include the differential impacts and knowledge of women and socially excluded groups.

The Community Forestry Development Guideline 2065 (2008A.D.) provides key GESI-sensitive provisions, including 50% representation of women in forest users committees; representation of women in the post of either chairperson or secretary; and at least 35% allocation of forest revenues and income for livelihood promotion activities for poor women, Dalits and marginalized Janajatis based on the findings of well-being ranking. However, there is still more to be done to ensure effective implementation of these GESI responsive provisions.

### **GESI and biodiversity**

The United Nations Convention on Biological Diversity (CBD) is another important legally binding agreement focusing on sustainable conservation with a focus on fair and equitable sharing of genetic resource benefits. The convention emphasizes the relationship of sustainable conservation with the rights and knowledge of indigenous groups and local communities. Also, Agenda 21 (Rio Convention) recognized the need of empowering women and men for sustainable development. Nepal's Biodiversity Strategy 2002 indicated that low levels of public awareness and participation is one of the key threats to biodiversity. The strategy recognizes the importance of indigenous knowledge in the conservation of biodiversity, which should be applied to conservation to provide optimum benefits to local indigenous communities in a sustainable manner. The strategy commits Nepal to ensuring Intellectual Property Rights (IPRs) of farmers and local communities through appropriate strategies and legislation. The document accepts that the vital contribution of women to the management of biological resources and to economic production has generally been misunderstood, ignored, or under-estimated. Rural women in Nepal are often the most knowledgeable about the patterns and uses of local biodiversity. The biodiversity strategy commits to recognizing and strengthening the leadership role of women in biodiversity and natural resource management.

### **Climate change and GESI**

The United Nations Framework Convention on Climate Change (UNFCCC) was adopted in May 1992, and opened for signature at the UN Conference on Environment and Development in Rio de Janeiro, Brazil in June 1992. Nepal signed it on 12 June 1992 and became a Party to it in 1994. It indicates that industrialized countries have to report regularly on their climate change policies, including submission of annual inventories of their greenhouse gas emissions. It also indicates that developing countries should report on climate change mitigation and adaptation actions.

In Nepal's Climate Change Policy 2011, the section on capacity building, people's participation and empowerment is linked with GESI. Some key provisions in this section are:

- 8.4.2 Ensuring the participation of poor people, Dalits, marginalized indigenous communities, women, children and youth in the implementation of climate adaptation and climate change-related programmes;



- 8.4.5 Publishing and distributing targeted knowledge-related materials, such as data, information, and success stories related to climate change;
- 8.4.7 Increasing the participation of local institutions, expertise-based federations, NGOs and civil society in information dissemination and capacity building of common people by involving them in awareness raising, training and empowerment-related activities.

## **Reducing Emissions from Deforestation and Forest Degradation (REDD+) and GESI**

In Nepal's REDD Readiness Preparedness Proposal, 2010-2013, the Ministry of Forests and Soil Conservation recognized that REDD should respect and recognize the rights of indigenous people and traditional knowledge, skills, customs and customary legal systems. In addition, REDD should respect and recognize the concerns of women and Dalits, and the practice of collection and use of forest products for livelihoods should not be hampered. This proposal stated that there should be increased participation of women and socially excluded groups in decision making, and promoted an equitable benefit sharing mechanism. In addition, the Strategic Environmental and Social Assessment (SESA) is essential both for avoiding negative impacts and ensuring positive or additional REDD benefits, such as promoting livelihoods and rights of women, indigenous people and Dalits. The proposal highlighted the following approaches in the Consultation and Participation Plan: participatory and inclusive process, mainstreaming gender and equity concerns, multi-stakeholder collaboration, and right based approach.

### **2.3. Challenges of mainstreaming GESI in NRM**

The reviews and assessments of the achievements reveal that the GESI target groups, particularly women, have not attained equality in access to assets/resources, voice and representation in key national and local level institutions and processes that influence development decisions. A recently conducted "Gender and Social Inclusion Assessment"(ADB/DFID/WB) shows that the percentage of women in the forestry sector is very low, with only 6% in gazetted, 3.6% in non-gazetted and 7% in third class non-gazetted positions. Similarly, only 26% of key positions in Community Forestry User Groups (CFUGs) are occupied by women. This reflects a limited presence of women in leadership positions, despite their active roles in household economic activities, trade and the private sector. There is very limited data with respect to weak representation of Dalits and marginalized Janajatis. In this context, performance in recent years in addressing gender mainstreaming, women's empowerment and social inclusion issues in Nepal has been given poor ratings by most of the national reports, such as the Nepal Human Development Report (UNDP, 2013).

The absence of enabling institutional environments was cited as the biggest hurdle to grassroots GESI target groups, specifically women, Dalits and marginalized Janajatis, during a recent assessment conducted on REDD+ initiatives. There is very weak representation of women and Dalits in these committees. Though there is a strong presence of indigenous groups, these concerns have yet to be addressed systematically in REDD+ initiatives. These issues have negative implications for the livelihoods of women, Dalits and marginalized Janajatis, which are not considered while designing and implementing these development efforts.



Furthermore, the poor understanding and low capacities of the key actors and stakeholders in the forestry sector on GESI issues has also contributed to making integration ineffective. In a majority of cases, GESI integration is limited to rhetorical or ritualistic GESI training and some livelihoods activities, focusing on improving the conditions of women, Dalits and marginalized Janajatis and giving less priority to improving their socio-political status.

During an assessment conducted in the course of developing this GESI mainstreaming strategy, institutional stakeholders of Hariyo Ban (USAID, WWF, CARE, NTNC, FECOFUN, DANAR, NEFIN, and NFWIN) shared their experiences about the challenges faced by GESI target groups at the program level. These experiences are described in detail below.

### **Inadequate participation of women, Dalits and deprived Janajatis**

Often development activities (such as meetings or trainings) are organized at unsuitable times and locations for women. These activities may be held during cooking hours or in areas far from the homestead, making them inaccessible to women. Most of the technical trainings are organized for literate participants. However, lack of literacy and numeracy skills exclude women and Dalits from participating in various technically oriented trainings, particularly in theoretical learning. In some cases, despite having national development mandates, usually Dalits fall behind due to insensitive attitudes of implementing staff. The indigenous women groups feel they are being ignored due to language barriers, as some of them cannot communicate their ideas and experiences in Nepali, and only feel safe communicating in their own dialect. Dalits and indigenous women need sensitive approaches in extension services. When extension workers or community motivators are hired from outside the community and from a different caste group, they can seldom generate a sense of ownership within the community. They are less effective in understanding the socio-cultural issues affecting participation of indigenous peoples and Dalits in development activities. Also, the process of preparing the National Adaptation Programme of Action (NAPA) application has not been proactive enough in including the opinions of women and socially excluded groups. This contrasts with the Local Adaptation Programme for Action (LAPA) conducted at the district level, which by mandate is required to ensure "full and meaningful participation" of women and socially excluded groups.

### **Lack of recognition as key stakeholders**

Janajatis (indigenous nationality members) constantly claim that there is a tendency on the part of program designers to overlook their culturally relevant knowledge and skills in managing natural resources for their livelihoods. Janajatis, Dalits and poor women are mainly dependent on forest resources for their livelihoods. Despite referring to this in project documents, they are not usually recognized as the major stakeholders by many development programs working on improving forest conditions and livelihoods of forest dependent communities. Thus, Janajatis, Dalits and specifically single women are often unaware of upcoming development activities, which are usually shared by project staff with key people at the District Development Committee (DDC) and Village Development Committee (VDC) level. These key persons mostly belong to high caste groups and are men who seldom count women, Dalits and Janajatis as important members for inclusion in preliminary consultations.

### **Inadequate technical skills**

The generic training methodologies that demand literacy fail to meet the needs of the illiterate individuals, specifically poor women and Dalits. In the absence of a training course or a pre-training

course for illiterate people, many indigenous women and Dalits (also other pro-poor women and men) are unable to participate. Moreover, women are often less exposed to and lack the basic skills in technical subjects, providing the opportunity only for men to advance their skills. The emerging process of criteria/indicators setting for Social and Environmental Safeguards (SES) policies in the context of climate change policy have been proposed to enhance inclusive benefit sharing. However, this has not yet been shared extensively among the women and socially excluded groups, even if this can be a great opportunity for including their opinions. Without having specially designed training with supportive policy provisions that ensure participation of women and Dalits in technical skills training, the project objectives of building capacity of women and Dalits may not be fulfilled.

### **Inadequate representation in decision making positions**

Socio-cultural systems considering women only as "housewives", with a gender biased approach, often overlook the importance of women's participation in development activities. FECOFUN is the leading organization covering all community forest users groups across 75 districts, and is expected to play a vital role in the Hariyo Ban Program to uplift the status of women, Dalits and Janajatis. However, as the FECOFUN executives experienced, despite having an organizational policy to ensure quota-based representation and participation by Janajatis, Dalits and women in CFUGs, most of the executive positions are dominated by representatives from other caste groups and men. This has marginalized women and Dalits from decision making processes. Even if women, Dalits and Janajatis have some space for raising their voices in activity based groups, such as savings and credit groups and CFUGs, they often remain silent and passive in important decision making processes. This is particularly true with regard to benefit sharing and managing forest revenues, as they have limited awareness and capacity to claim their rights and ensure they are treated equitably. Without specially targeted activities focusing on leadership capacity enhancement interventions for these groups, they do not feel confident enough to voice their concerns.

### **Effects of out-migration**

With an increasing trend of male out-migration from rural areas for employment, women are left alone to manage their family's livelihood in addition to household activities. This raises critical challenges to ensuring their meaningful participation in Hariyo Ban initiatives. Also, the women are restricted in their decision making roles because of their excessive household workload, restricted mobility and a dependency on ownership of productive resources.

In addition, Hariyo Ban recognizes the challenges posed by climate change and climate variability, which will intensify GESI issues. Climate change induced disasters are increasing at an alarming pace, and women and marginalized people tend to be most vulnerable. As ICIMOD records, "Women are disproportionately affected by climate-change related disasters such as floods, droughts, and landslides because of lack of access to information, mobility, decision-making power, access to resources, and capacity development, as well as socially constructed norms and barriers. Increased temperatures, erratic rainfall, and increased instances of drought, forest fires, and landslides have affected the composition, production, and availability of natural resources; as a result, women responsible for securing water, fuel wood, fodder, forage, and herbs for household and agricultural use are forced to cover greater distances and expend more time. This loss of time further limits women's participation in income generation, education, community leadership, and critically important social institutions". Hence, climate change tends to widen existing inequalities both globally and locally. It is therefore very

important that social impacts are identified in vulnerability assessments and addressed while designing climate change mitigation and adaptation plans.

## **2.4 GESI among the Hariyo Ban consortium partners**

Over the course of developing the Hariyo Ban GESI strategy, a rapid GESI assessment was performed with each of the consortium partners to shape the strategy. The assessments were made at two levels:

- Program cycle operational level (appraisal, design, implementation, and monitoring and evaluation stages)
- Organizational preparedness in terms of strengths and gaps in political commitment (policy), technical expertise, accountability and organizational culture.

Detailed reports of the individual assessments were provided to each partner. The results show that each organization is at a different stage and has its own organizational experiences in working on GESI mainstreaming.

**Operational level:** The results of the assessments are presented in Table 1. At the program operational level, there was a gap in consistency among the organizations in following GESI responsive, inclusive approaches in program appraisal, design, implementation, monitoring and evaluation. During program appraisal, although wellbeing rankings for poverty analysis are consistently conducted by each organization, GESI analytical tools have not yet been internalized and systematically adopted by all partners. Program design is generally guided by the organizations' specific mandates, giving priority to technical objectives while GESI, as a cross cutting topic, becomes an 'add-on' element to the program design for most of the consortium partners.

During implementation, local-level female community motivators have been effective, catalytic agents that empower the GESI target groups to claim equitable roles, including benefit sharing. The participatory public hearing and public audit implemented by the organizations have proven to be effective tools for promoting equitable governance through participatory monitoring and evaluation. However, these tools and processes need to include strategic GESI monitoring indicators to measure changes in the livelihoods and socio-political status of women, Dalits and deprived Janajatis.

**Table 1: Application of GESI principles by Hariyo Ban partners in stages of the project/program cycle**

Program appraisal	Program Design
<p>The consortium partners apply various participatory tools, e.g. PRA/well-being ranking and UCPA to identify disaggregated data of the pro-poor target households with a focus on women, Dalits and deprived Janajatis. However, the absence of gender/social analytical tools in this research results in limited or lack of information about roles of GESI target groups in land use, forest and biodiversity management activities, their differential knowledge and roles in access/control over the productive resources and decision making.</p>	<p>Interpretation of GESI is usually done as integration of women, Dalits and Janajatis as recipients. A limited participation of GESI target groups in the planning process, and absence of appropriate guidelines/checklists for their engagement in decisions regarding design process, make it difficult to pursue approaches that influence power dynamics. Nevertheless, there are avenues for influencing policies from a GESI perspective, which have yet to be pursued by the consortium organizations.</p>
Programme implementation	Monitoring, evaluation and reporting
<p>Local resource persons, especially women and Dalits, are very effective in motivating increased programmatic engagement of deprived groups. Most NRM programs are dominated more by technical content than social value driven themes. Technical trainings are usually designed for literate people, and the illiterate women, Dalits and Janajatis cannot participate effectively. More can be done to increase awareness among technical teams on various human rights conventions related to NRM and climate change. There are some central level gender action plans with allocated budget, which complement the project technical implementing plans provisioned under the WWF budget. There are significant differences in understanding about the GESI agenda and expected results among the implementing partners.</p>	<p>The four consortium partners define practical GESI related measuring indicators in the project log frames, which are generally identified in percentage and numbers of GESI target members' physical participation. However, these indicators do not identify the level of personal agency, structural and relational changes, and overall transformation. Inclusion of GESI experts/GESI perspectives in monitoring and evaluation events has been mandatory for some of the consortium partners. The ToRs on monitoring and evaluation in all the organizations mention GESI related criteria and results. At the community level, participatory monitoring tools, e.g., social audit and public audit, are in practice, but are limited to monitoring physical targets, thus giving less or no value to power transformation aspects. However, GESI voluntary indicators provide a strong base for measuring these transformational changes including re-agency and relationship aspects.</p>

**Organizational preparedness:** The results are presented in Table 2. Building conceptual clarity and operational skills for GESI issues is a common concern for all the partners to pursue as a regular activity built in to the thematic components. Generally, the absence of GESI-specific guidelines and checklists was identified as a limiting factor in planning and implementing effective actions to promote GESI. Systems that build GESI responsive accountability within the organizations need to be strengthened by incorporating GESI specific responsibilities, organizing GESI sharing forums,

appointing GESI focal points, and maintaining GESI specific budget codes for monitoring and impact evaluation.

All the organizations adhere to GESI sensitive human resource management and development systems, with differing levels of achievement and success. There are valuable lessons here that can be applied in the future. Mutual respect and cooperation between gender and caste groups has been maintained by the organizations, some using Staff Codes of Conduct that include policies on sexual harassment, gender sensitive maternity/paternity leave and facilities, and flexible working hours for nursing mothers. Promoting a GESI sensitive work environment is a common priority for the organizations.

**Table 2: Organizational preparedness for mainstreaming GESI: strengths and gaps in consortium partners**

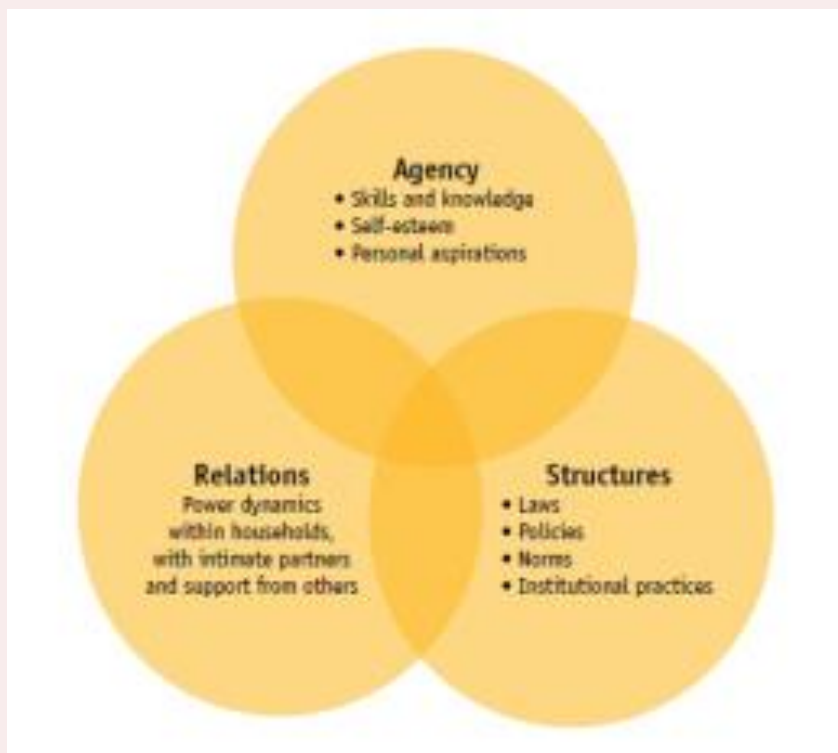
<b>Political commitments</b>	<b>Technical expertise</b>
The majority of consortium partners have defined policy for equal opportunity, also with special consideration of positive discriminatory provisions for women and excluded groups. A special Code of Conduct on "zero tolerance" against sexual harassment exists under various titles in the organizations included in personnel management policy. Gender sensitive personnel policies are adhered to by the organizations in the case of maternity/paternity leave and flexible working hours for nursing mothers.	The organizations conduct awareness and capacity building of staff, partners, and stakeholders on GESI sensitivity. Special training on GESI analytical tools and planning skills have been partially adopted. Some organizations have included this activity as an integrated session in staff induction package. Systematic sharing among partners and stakeholders about GESI responsive policies, priorities of government and donors as well as about the national and international GESI related conventions remains limited.
<b>GESI-Accountability</b>	<b>Organizational culture</b>
GESI related advisory roles are filled by human resource managers or by GESI Coordinators or Focal Person/s. Only one of the organizations has followed systematic GESI budget planning. GESI disaggregated data monitoring is part of the overall M&E system in all organizations. Some of these organizations encourage staff members by providing rewards for GESI related innovations. Some have a gender task force group, which needs strengthening. Men's engagement in CARE has been very effective for promoting women's participation and benefit sharing	In order to promote an enabling work environment, the organizations maintain defined organizational core values, such as, "Respect, Integrity and Results". They have also set an organizational mission of diversity, integrity and dignity. WWF and CARE ensure that staff enjoy a work life balance and maintain mutually respectful and cooperative behavior.

Overall, lessons from the assessment indicate that recognizing socio-cultural expectations about women's responsibilities for unpaid family care and household work in their own families have far reaching implications for their participation in development activities. Collecting sex disaggregated data is the first step in identifying the respective economic and political roles of women and men in specific thematic sectors. Building on a strong commitment to GESI mainstreaming is critical. Setting targets

for GESI group participation is an effective strategy to achieve goals. GESI training is critical for long-term results, and identifying women and establishing Dalits and deprived Janajatis as primary participants is crucial.

With a major focus on rights-based approaches, CARE has the most experience and capacity in GESI, and strongly recognizes that empowerment of women and socially excluded groups is essential for strengthening their stewardship role in biodiversity conservation and climate change. Its approach is summarized in the following diagram:

### **Empowerment framework**



The Hariyo Ban Program will focus more on agency and structures, and will work to improve relations mainly within the domain of NRM governance.



### **3 Rationale for the Hariyo Ban GESI strategy**

A GESI mainstreaming strategy is valuable in programs and projects where gender equality and social inclusion are not the key objective but are an important cross-cutting theme. While not a main objective, GESI is a fundamental part of Hariyo Ban's approach. The program recognizes that GESI is essential for its success, and places significant emphasis on empowering local communities in meaningful participation and equitable benefit sharing processes in the three thematic components, namely biodiversity conservation, payments for ecosystem services including REDD+, and climate change adaptation.

As outlined above, the four consortium partners all have different levels of understanding, experience, approaches and degree of priority for GESI mainstreaming. By developing a GESI mainstreaming strategy, all the partners can follow a common and mutually agreed upon approach to achieve results in gender equality and social inclusion in the three thematic components. Developing a common understanding and approach helps avoid confusion and possible contradictions, and helps with complementarity among partners.

Each consortium partner brings unique input to the strategy based on different strengths. WWF, as the lead organization, will create an enabling environment for the consortium partners to increase the commitment to GESI. As the thematic lead, CARE will help to build conceptual clarity and provide leadership, technical assistance, tools and methodologies to the other partners to promote participation and leadership among women and marginalized groups, as well as applying best practices in its own Hariyo Ban work. FECOFUN will mobilize CFUGs for good governance, enabling equitable participation and benefit sharing. NTNC and WWF will contribute by ensuring policies on equitable benefit sharing of forest resources, and promoting sustainable livelihoods and more effective climate adaptation.

The dedicated commitment to GESI among the Program organizations is essential in mainstreaming these concepts into a transformational reality. A written strategy that is owned by all four consortium partners helps to support this. A common approach will also help to unite the partners in their work with other organizations, and when they provide inputs on policy. Moreover, institutionalizing the strategy within the consortium partners should help to sustain longer term solidarity on GESI interventions in natural resource management, beyond the life of Hariyo Ban.

The Hariyo Ban GESI strategy is in line with national policy, including the national action plan on gender promotion. This is guided by the essence of Nepal's Interim Constitution 2063, which supports gender equality and social inclusion in all development actions. The strategy is also aligned with and will provide additional support for the mobilization of the existing gender and social inclusion strategy of MoFSC.



## 4 Hariyo Ban GESI strategy

### 4.1 Goal and objectives

The goal of Hariyo Ban's GESI mainstreaming strategy is: **to engage and empower women and marginalized people in equitable benefit sharing through meaningful participation in Hariyo Ban Program initiatives.** The strategy will create a stronger enabling environment to institutionalize GESI sensitive approaches in program implementation at the technical and operational level among the four consortium partners. The objectives of the GESI mainstreaming strategy are to:

- i. Promote a favorable institutional and policy environment for mainstreaming gender equality and social inclusion in biodiversity conservation and climate change adaptation in Nepal.
- ii. Integrate GESI dimensions into the thematic and cross-cutting components of Hariyo Ban.
- iii. Enhance the capacity of partners and stakeholders to enable women and socially excluded groups to claim their rights in NRM.
- iv. Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources.

### 4.2 Hariyo Ban GESI strategy approach

In order to achieve these objectives, the GESI mainstreaming strategy guides Hariyo Ban to:

- *Increase access to participation and leadership* by women, Dalits, pro-poor, indigenous people and marginalized groups, including marginalized youth in decision making processes in management of natural resources and biodiversity systems at the community level,
- *Ensure access to equitable benefit sharing* to monitor, inform and enable distribution of equitable benefit sharing by the target communities through public hearing and public audits, and
- *Increase accountability* to build awareness and capacity among concerned stakeholders about mainstreaming GESI indicators in monitoring and evaluation systems, and promote policy formulation at all levels in relevant institutions.

#### 4.2.1 Policy alignment

The strategy is aligned with international policies and conventions related to GESI that are outlined in section 2. These include CEDAW and BPFA for women's socio-economic and political advancement, International Labor Organization (ILO) 169 for Indigenous Nationalities' rights to inclusion in all development processes, and the United Nations Security Council Resolutions 1325 and 1820, which ensure the participation of women in peace processes and provides safety and security for women in conflict and post conflict situations.

This GESI mainstreaming strategy of the Hariyo Ban Program is well aligned with relevant national policies and plans. It is specifically designed to contribute to the implementation of the MoFSC's Gender and Social Equity Vision and GSI strategy, and the gender and pro-poor approaches in the Climate Change Policy, 2011. In addition, this strategy document is also expected to provide insights on strengthening GESI aspects of Nepal's Biodiversity Strategy 2002, MoFSC's REDD Readiness Preparedness Proposal 2010-2013, the Community Forestry Development Guideline 2065, and MoE's framework on promoting women and indigenous populations' involvement, specifically under the UNFCCC. It is aligned with GoN's national development plans, particularly in ensuring equality between men and women in development as guided by the Three Year Interim Plan (2007-2010). It also follows GoN's Local Self Governance Act of 1999 which provides strategic directions on gender equality and social inclusion in all development programs, following the Millennium Development Goals (MDGs).

#### **4.2.2 Focus of the strategy**

A framework was prepared for the GESI strategy (Table 3), based on the four objectives of the strategy. It outlines the approaches for each objective, along with activities and indicators/targets.

The GESI strategy specifically promotes the removal of the institutional and structural barriers to GESI outlined in section 2. The strategy also promotes increased participation and benefit sharing by Dalits, marginalized Janajatis and women, including youth, in managing forest based resources for improved livelihoods. The strategy takes into account the specific needs and interests of the target groups in the three thematic components of Hariyo Ban. It guides implementation of the Community Forestry Development Guideline, 2065 by Hariyo Ban to ensure that 50% of the members are women, and that there is proportionate representation of Dalits and socially excluded groups in executive committees of CFUGs. It is anticipated that this best practice will also have multiplier effects in Buffer Zone Users Committees (BZUCs), Community Management and Action Committees (CMACs) and other natural resource management groups. The strategy also strongly supports the provision of allocating at least 35% of forest revenues for livelihood promotion of poor, women, Dalits and socially excluded groups as identified in the well-being ranking.

The strategy emphasizes capacity building of the GESI target groups for their meaningful participation in decision making processes. Family support, including men's support, will be mobilized for women's advancement. In this context, the Program recognizes the importance of the support of men in advancing women's leadership roles.

While the Program will strive for proportional representation of Dalits and Janajatis, care will be taken so that social inclusion does not replace the quota for women, or vice versa. The strategy guides consortium partners to ensure that the GESI target groups are directly consulted throughout the program cycle, and implementation processes adopt participatory tools that are appropriate for the participants. Local motivators will be recruited and capacitated to empower the GESI target groups to organize in order to claim their equitable participation and benefit sharing.

Capacity building of Hariyo Ban consortium staff and other partners on GESI approaches within the thematic and other cross-cutting components will be a key activity for the consortium to implement the strategy effectively. GESI specific interventions will be periodically monitored by the Hariyo Ban M&E team and the GESI Coordinator, assessing and analysing qualitative and quantitative GESI impacts for adaptive management purposes and to document and share for policy reform. The Program will encourage knowledge management on GESI actions and lessons through the Hariyo Ban learning strategy, which includes specific GESI learning questions.

The GESI strategy is seen not as a static document but as an evolving tool to guide and support the consortium partners in a continuous learning process about improving GESI approaches. Results and best practices will be shared within the consortium, MoFSC, MOE and other partners. This will institutionalize lessons from GESI approaches in community based forest management, biodiversity conservation and climate change adaptation interventions.

**Table 3: GESI Strategy Framework for Hariyo Ban**

Objectives	Approach	Actions/measures	Target/indicators
1. Promote a favorable institutional and policy environment for mainstreaming gender equality and social inclusion in biodiversity conservation and climate change adaptation in Nepal.	1.1 Strengthen GESI supportive policy formulation and implementation	1.1.1 Assist/influence review function of GESI policies of MoFSC and MoE	# of reviews of existing policies and legal frameworks of MoFSC, MOE, DNPWC, NRM groups on GESI assisted by the Hariyo Ban Program # of events on CFUG Development Guideline Orientation
		1.1.2. Promote networks of women, Dalit, youth, persons with disabilities and other socially excluded groups to raise their concerns in policy discourses	# and range of networks supported # of policy discourses attended by these networks and their members
		1.1.3 Promote linkages and networking to ensure participation of Hariyo Ban in policy dialogues/advocacy events	# of events organized by Hariyo Ban and consortium partners on GESI sensitive policy discourses #of events of Hariyo Ban participation on policy discourses and debates
	1.2 Establish effective institutional mechanisms in Hariyo Ban consortium partners to delegate gender equality and social inclusion responsibilities	1.2.1 Ensure each consortium partner has a GESI focal point/s	# institutions with designated GESI focal points
		1.2.2 Incorporate GESI responsibilities in ToRs of staff	# of job descriptions of staff containing GESI performance criteria

Objectives	Approach	Actions/measures	Target/indicators
		1.2.3 Deliver training on GESI analysis to all project staff	# of trainings on different themes of GESI including analysis and audit; GESI mainstreaming in NRM and climate change
		1.2.4 Develop and make use of GESI guidelines and checklists designed for each specific thematic area	# of GESI guidelines and checklists
	1.3 Establish GESI responsive planning and budget mechanism	1.3.1 Develop activity plans with budget allocation under each thematic area as well as separate budget for GESI and governance promotion	% of Hariyo Ban Program budget allocated for GESI focused activities in planning framework  # of tailored activities and budget provisions focused on the needs of women, Dalits and deprived Janajatis
		1.3.2. Establish GESI auditing and impact monitoring	#of reports on GESI impact monitoring and analysis
2. Integrate GESI dimensions into the thematic and cross-cutting components of Hariyo Ban	2.1 Identify non-negotiable areas i.e. areas that cannot be compromised from a GESI perspective in biodiversity conservation, sustainable landscape management and climate change adaptation	2.1.1 Conduct periodic GESI assessment on thematic components	# of GESI assessment reports
		2.1.2. Hold regular consultations with field teams to identify non-negotiable priorities and challenges of women, Dalits and marginalized Janajatis in relation to participation and	# of consultation meeting reports # of non-negotiable priority areas identified

Objectives	Approach	Actions/measures	Target/indicators
		benefit sharing in NRM and climate change	
	2.2 Promote GESI responsive livelihoods and governance at the community level for sustained ecosystem services	2.3.1 Hold community level consultations, including women, Dalit and socially excluded groups, to develop Livelihood Improvement Plans (LIPs)	# of PWBR conducted for LIP formulation # of LIP developed % of LIP budget accessed by poor women, Dalits and deprived Janajatis and youth
		2.3.2 Organize PWBR, PHPA & Gender Audit (GA), PGA with strong representation of women, Dalit and marginalized Janajatis	# of women and men, including Dalit and Janajatis, involved in executing governance tools like PWBR, PHPA, GA, and PGA # of CFUGs complying with 50% representation of women in committees and 35% forest revenue to poor women, Dalit and marginalized Janajatis as guided by CFUG, 2065 % of BZUCs and CAMCs allocating budget to GESI target groups' livelihood promotion % of women, marginalized and socially excluded communities represented in NRM governance in decision making positions and general committees

Objectives	Approach	Actions/measures	Target/indicators
		2.3.3 Capacity enhancement of women and excluded groups on Payment for Environmental Services (PES)	# of women participating in benefit sharing in Payment for Environmental Services (PES)
	2.3 Systematically analyze and audit GESI impacts of Hariyo Ban	2.4.1 Periodic GESI target based outcome monitoring and its systematic documentation	# of periodic monitoring visits and M&E events # of M&E events including GESI coordinator, focal persons and/or specialist # of M&E reports containing GESI specific reports following GESI checklists # of baseline and endline reports incorporating GESI criteria and including GESI experts # of disaggregated data based on GESI dimensions # of GESI impact analysis report containing qualitative reporting on changes in power dimensions
3. Enhance the capacity of partners and stakeholders to enable women and socially excluded groups to claim their rights in NRM	3.1 Enhance gender and social inclusion conceptual knowledge and practical skills of partners, stakeholders and local resource persons	3.1.1 Conduct training of partner staff, local resource persons on GESI concepts, analytical frameworks and implementing skills	# of training events # of participants oriented and trained on GESI concepts and skills
		3.1.2 Organize exposure tours for women, Dalits, Janajatis, and youths to successful programs for cross learning	# of exposure visits linking gender and social inclusion in NRM, biodiversity and climate change held for partners, stakeholders and local resource persons



Objectives	Approach	Actions/measures	Target/indicators
		3.1.3 Strengthen and recognize men as change agents for supporting women's advancement in NRM and climate change	# of men change agents (campaigners) capacitated to support women's empowerment
	3.2 Build leadership capacity of women and socially excluded groups in NRM	3.2.1. Strengthen mentoring mechanisms that promote leadership competency of excluded groups	# of mentoring support and assistance provided # of demonstrative leadership of excluded groups
		3.2.2 Provide training courses for targeted groups on transformative leadership and thematic technical skills	# of training events # of training manuals *disaggregated data on # of participants # of international day celebrations focused on leadership of women and excluded groups
	3.3 Facilitate concentrated efforts to reduce gender based violence in NRM sector	3.3.1 Capacity enhancement on resource conflict management and gender based violence	# of assessments on gender based violence status and its legal provisions
		3.3.2 Preparation of a safety net mechanism to address gender based violence	# of CLAC interventions targeted to GBV % of men and women reporting reduction of gender based violence # of awareness campaigns on gender based violence in NRM
	3.4 Adopt GESI based learning frameworks in participatory manner	3.4.1 Implement GESI learning framework designed through participatory way by GESI coordinator	At least one learning question defined in the learning framework analyzed and documented

Objectives	Approach	Actions/measures	Target/indicators
		3.4.2 Organize regular sharing among the diverse groups of stakeholders	# of sharing/consultations held among diverse groups of stakeholders and professionals
4. Promote women's economic rights and independence, including access to employment and control over economic resources	4.1 Strengthen women's enterprises based on NTFP and green enterprises	4.1.1 Support to establish green enterprises	*at least 30% of Hariyo Ban entrepreneurship interventions are focused on women entrepreneurs % of women in access to loans (or VDC/CFUG capital) for economic activities # of established revolving funds (entrepreneurship start-up capital)
		4.1.2 Provide female friendly technology for NTFP processing and packaging	# of women with access to time and labor saving technology implemented for NTFP processing and packaging
		4.1.3 Organize business skill promotional and policy provision training for women producers	# of women participating in business skill promotional training events
		4.1.4 Strengthen networking and marketing of women entrepreneurs	# of women entrepreneur forums # of women participating in marketing networks
	4.2 Extend collaboration with relevant NGOs, women's and other right holders networks, and professionals for effective implementation of women's economic rights	4.2.1 Establish link with potential GESI experts, relevant women's and other right holders network and NGOs, e.g., Dalits, NRM, women forest users	# of organizations identified #of joint actions

## 5. Guidelines and checklists to reinforce GESI mainstreaming

A major limitation to GESI mainstreaming identified in the GESI assessments of the consortium partners was the lack of GESI-specific guidelines and checklists. This section presents guidance and checklists for the consortium partners for GESI implementation at the organizational level. This section also includes guidance for targeting and planning; for the Hariyo Ban thematic components and crosscutting components of livelihoods and governance; for capacity building and learning; and monitoring, evaluation and reporting. The use of these checklists will help to identify areas where GESI work is adequate, and other areas where further work is required to implement the GESI strategy effectively.

### 5.1. GESI at consortium partner organizational level

The success of the GESI strategy depends on how effectively the consortium partners embrace and implement GESI. In order to continuously improve Hariyo Ban's capacity and GESI work, periodic assessments of GESI strengths and gaps are essential. This process will ultimately contribute to increased productivity of the project outputs and outcomes, not only in physical benefits but also in human development aspects and ensuring sustainability of project results. The checklist provided below can help conduct periodic internal assessments of organizational GESI preparedness, and address prompt improvements. An organizational assessment on GESI is mainly based on political commitments, technical expertise, accountability and organizational culture.

**Table 4: Consortium partner GESI preparedness assessment checklist**

Thematic area	Indicative GESI Criteria	Yes	No	Remarks
1. Political commitment	1.1. Hariyo Ban-GESI strategic framework provides directions for GESI integration in management and administration, including financial and human resource management along with Hariyo Ban staff orientation on GESI strategy			
	1.2. Review effectiveness of implementation of GESI strategy by the project staff, at all levels and identify, implement actions for improvement and share in team meetings			
2. Technical expertise	2.1. Facilitate periodic assessment of consortium partners on GESI and prepare training materials on GESI in NRM, conservation and climate change			
	2.2. Encourage integration of GESI sensitization session in all Hariyo Ban			

Thematic area	Indicative GESI Criteria	Yes	No	Remarks
	thematic training packages			
3. Accountability	3.1. Form one GESI advisory committee within the project management team with specific GESI related Terms of Reference (TOR)			
	3.2. Project GESI Action Plan with budget allocation guides staff at work			
	3.3. Maintain and implement GESI responsive human resource management systems (e.g., CARE and WWF), including specific policy to deal with sexual harassment cases with urgency; GESI responsibilities in TOR			
	3.4. Implement reward system for staff and community group members for GESI related innovations in the project context			
4. Organizational culture	4.1. Define and implement an organizational Code of Conduct (to do and not to do) on GESI sensitive behavior to promote a mutually respectful organizational culture.			
	4.2. Ensure promotion of GESI transformative language, images and impressions in public relation materials			

## 5.2. Better targeting and planning

In general, household heads are counted as men, and thus women become marginalized from the very beginning of project planning. Special attention is needed to identify single women as household heads to be included in consultation, planning and orientation processes (though not at the cost of replacing or substituting caste or ethnicity based social inclusion aspects). Also, "social capital" is built when groups work together to access equitable benefits by challenging the status quo within existing systems. By applying this strategy, the Program will allow space for participation and leadership by women, Dalit and marginalized Janajatis in NRM sector, with more focus on forest management.

**Table 5: Effectiveness in identifying and supporting target groups**

Thematic area	Indicative GESI Criteria	Yes	No	Remarks
1. Targeting women, Dalits and marginalized Janajatis	1.1 Implement CFD guidelines on 50% representation of women along with proportionate representation of Dalits, Janajatis in forest users			

Thematic area	Indicative GESI Criteria	Yes	No	Remarks
	committees, including buffer zone forest users committees as per their specific guideline			
	1.2 Include at least 50% women and proportionate representation of Dalits, marginalized Janajatis in planning and consultation processes			
2. Consolidate group approach for social change	2.1. Make provisions for technical and budgetary assistance for group actions organized by various forest users groups for social change			

### 5.3 Biodiversity conservation, sustainable landscapes, climate change adaptation and policy influence

The following activities outline ways to mainstream GESI effectively in each of the three Hariyo Ban thematic components.

**Table 6: Effectiveness of mainstreaming GESI in biodiversity, sustainable landscapes, climate adaptation, livelihoods and policy**

Thematic area	Indicative GESI Criteria	Yes	No	Remarks
1. Biodiversity conservation	1.1. Develop and adopt a strategy to conserve and promote locally available knowledge on biodiversity management including knowledge of women, Dalits and marginalized Janajatis			
	1.2. Increase leadership and effective engagement of women, Dalits and marginalized Janajatis in conservation initiatives			
	1.3. Strengthen skills specifically of the NRM women members in negotiation for equitable benefit sharing from revenue generated through green enterprises.			
2. Sustainable landscapes	2.1. Target women, Dalit and Janajatis for building awareness and capacity on PES conceptual issues and the GESI issues related to REDD+, PES benefits, role of the right holders and gender rights to PES benefits.			
	2.2. Invest in effective engagement of			

Thematic area	Indicative GESI Criteria	Yes	No	Remarks
	women, Dalits and marginalized Janajatis on Social and Environmental Standards (SES) and its effective implementation			
	2.3. Enable poor women to access bio-gas services and other alternate technologies to rural energy, since they are the primary users of energy and they suffer from worse respiratory health conditions from smoke.			
3. Climate Change Adaptation	3.1. Mapping done on differential vulnerability of women, Dalit, marginalized Janajatis and youth, and considered in developing adaptation plans			
	3.2. Participation of women, Dalit and marginalized Janajatis in implementation and monitoring of adaptation plans			
	3.3. Analysis on impact of climate change adaptation initiatives on lives of women, Dalit and marginalized Janajatis and child/youth			
4. Policy influence	4.1. De-mystify, sensitize and orient on key biodiversity and climate change related Policies, Regulations, Acts, Guidelines, Action Plans, Tools, etc. with specific consideration of GESI target groups			
	4.2. Conduct periodic review through "social audit" about implications of these instruments (mentioned above) on GESI issues, such as participation, benefit sharing and changes in relationship due to power sharing (negotiation, decision making), document and provide feedback to policy makers to promote GESI issues and reform conservation strategy and related national policies			
	4.3. Constructive engagement of Hariyo Ban team on policy discourses and debates			

## 5.4. Livelihood promotion

Livelihood promotion is a major activity in Hariyo Ban. The civil status of men and women plays a crucial role in facilitating or constraining their access to opportunities such as business promotional services, registration in a cottage industry, bank loans, agricultural inputs, extension services, subsidies, technical training, and registering a cooperative. A citizenship document is required for Nepali citizens for many such formal processes, yet most rural Nepalese women and poor men are not aware of this, and face barriers for not being officially registered. This is often not recorded as a barrier to women's participation. Therefore, the Hariyo Ban Program will proactively encourage building awareness among project staff and community members about the importance of citizenship certificates for women and also men who do not have them.

There is also an emerging need to take women and poor men out of their traditionally gender stereotyped income earning roles, so the Program will try to support innovative vocational skill training which will be market oriented and involve value chain processes. In the absence of financial resources, most of the GESI target group members get discouraged from undertaking livelihood improvement planning. Creating revolving funds and strengthening saving credit groups/cooperatives may be useful to encourage their participation. In some cases, women cannot play any decision making role over their income, which discourages them from undertaking any new livelihood improvement activity. However if they get support from family members, they are able to perform better. The project will try to encourage men's support for women's economic advancement.

**Table 7: Effectiveness of mainstreaming GESI in livelihoods cross-cutting component**

Thematic area	Indicative GESI Criteria	Yes	No	Remarks
1. Participation of GESI target groups in developing LIPs	1.1. Criteria and rules are defined by LIP guidelines and implemented to create special space and opportunities for participation by women, Dalits and deprived Janajatis in LIP development processes			
2. Access by women to strategic rights on basic civil identities	2.1. Integrate information in orientation training about provisions for women on rights to basic civil documents (e.g., citizenship certificates, joint land ownership, leased land certificates as practiced in leasehold forestry model)			
3. Increased access by women to financial resources/services	3.1. Provide technical support to organize and strengthen S/C cooperatives and other financial institutions			
	3.2. Encourage the establishment of a revolving fund by mobilizing 35% of forest revenue for women, Dalits and marginalized Janajatis to implement LIPs			



Thematic area	Indicative GESI Criteria	Yes	No	Remarks
	3.3. Ensure at least 33% female participation and proportionate participation from Dalit and Janajatis in value chain training /activities			
	3.4. Implement policy that at least 30% of executive positions are occupied by women, Dalit and Janajatis in Market Management Committees			
	3.5. Identify women friendly time and labor saving technologies to promote women's participation in appropriate technology			

### 5.5. Strengthening Governance

Various studies show that a lack of meaningful female participation in forest management schemes can lead to negative outcomes for women and their families. Without considering women's needs, management schemes may close forests, making women's daily activities, such as collecting grass and fuelwood, much more time consuming. A loss of access to forest resources is correlated to a decline in subsistence standards and livelihood options as valuable NTFPs become unavailable (Agarwal, 2010). Moreover, when forest protection and management schemes do produce benefits for the local community, the benefits are rarely equitably distributed between women and men, and between the socially excluded and marginalized groups. With the advent of REDD+, the use of forest resources by women and excluded groups may be more problematic. Their access to minor forest products essential for daily use might be curtailed, unless they are included in benefit sharing schemes and mechanisms (adopted from Jeannette, 2010). FECOFUN has been trying to promote representation from Dalits and Janajatis in governing bodies and executive positions in CFUGs, but this continues to be challenging due to strongly rooted discriminatory power structures influencing governance within the CFUGs. Until NRM governance becomes GESI sensitive, equitable benefit sharing will not be possible. Hariyo Ban will intervene to promote GESI responsive, participatory, transparent governance systems in NRM users committees.

**Table 8: Effectiveness of mainstreaming GESI in governance cross-cutting component**

Thematic area	Indicative GESI Criteria	Yes	No	Remarks
1. Policy, regulations and guidelines	1.1. Policies and regulations prescribing 50% female participation and proportionate representation of Dalits, marginalized Janajatis in program consultation, planning, implementation and monitoring			
	1.2. Periodic assessment reports on 50% participation of women, proportionate participation by Dalits and marginalized Janajatis in decision making structures and processes			
	1.3. Forest users committees are oriented on GESI policies, concepts, skills and impacts			
2. Equitable and transparent access to resources, decisions and benefits	2.1. Operational guidelines in place facilitating implementation of CFD policy guidelines for equitable benefit sharing (at least 35%) by women, Dalits and marginalized Janajatis			
	2.2. Establish and implement suitable, transparent mechanism for managing equitable benefit sharing by women and men, Dalits and Janajatis by maintaining open and free access to information and participation through CFUGs/BZUCs/CMACs			
	2.3. Report on number and progress of CFUGs/BZUCs/CMACs that have conducted participatory governance assessment (PGA), Participatory Well Being Ranking (PWBR) and Public Hearing and Public Audit (PHPA)			

## 5.6. Capacity Enhancement – training, workshops, awareness and exposure visits

Capacity building of community groups on GESI conceptual knowledge, skills, and their potential roles needs to be made GESI sensitive, appropriate and applicable. The following checklist will help the project staff to pursue and complete certain steps that are required to plan and organize effective training for GESI target group participants. Note that the checklist is not meant only for GESI related training, but also to ensure participation of women, Dalits and marginalized Janajatis in all trainings organized under the thematic components.

**Table 9: Effectiveness of capacity building for GESI implementation**

Thematic area	Indicative GESI Criteria	Yes	No	Remarks
<b>1. Content and facilitation of trainings</b>	1.1. Training content is appropriate for the knowledge level of women, Dalits and marginalized Janajati groups (tailor made design)			
	1.2. Thematic resource persons are oriented on GESI analysis			
<b>2. Logistics and participation</b>	2.1. Time and venue for training are suitable for women, Dalit, poor and socially excluded groups			
	2.2. At least 50% of participants are women and proportionate representation of Dalits, marginalized Janajatis and socially excluded groups			
	2.3. Provision of facilities for child caretaker for women with small children			

## 5.7. GESI Learning

GESI learning is an essential aspect to promote GESI sensitivity in program implementation. The wide experiences that are collected in Hariyo Ban will be highly valuable and should be analysed, documented and shared among project partners, managers and stakeholders to improve management decisions and build understanding and expertise. In addition, GESI is an integral part of Hariyo Ban's Learning Strategy, with three GESI learning questions that will be answered and the results communicated over the course of Hariyo Ban.

A checklist is provided below, which will help to continually assess GESI based knowledge management in a systematic manner.

**Table 10: Checklist to assess GESI learning**

Thematic area	Indicative GESI criteria	Yes	No	Remarks
<b>1. Communication and campaigning</b>	1.1. Communication materials based on knowledge and requirements of women, Dalits and socially excluded groups			
	1.2. Communication events for raising issues of women, Dalits and socially excluded groups			
	1.3. Communication highlights incorporate GESI impacts and issues			
<b>2. Research</b>	2.1. Provision of gender and social inclusion experts in research team			
	2.2. GESI sensitive research questions incorporated in studies under each of the thematic topics of Hariyo Ban			
<b>3. Learning</b>	3.1. GESI learning questions in Hariyo Ban Learning Strategy are addressed on an annual basis			
	3.2. Explore learning about GESI integration in thematic areas to feed back into planning and design of activities			

## 5.8. Monitoring, evaluation and reporting

In Hariyo Ban, GESI monitoring, evaluation and reporting will be a combined system of measuring changes in social aspects within the three thematic components. Periodic gender audits, assessment of effectiveness of GESI specific budgets, and adherence to GESI based progress markers will be elements of the strategy. GESI sensitive monitoring and evaluation need to be responsive to measure power gaps based on the principle of equity, besides measuring inclusive technical performance. While defining indicators on GESI aspects in landscape management, the project may measure the change impact of control over land by GESI target groups, and specifically by women, as well as the number of women possessing signatory positions in agricultural land and NRM related certificates (registration, certification, etc.) that confer freedom of choices for decisions.

**Table 11: Checklist for GESI monitoring, evaluation and reporting**

Thematic area	Indicative GESI Criteria	Yes	No	Remarks
<b>1. Indicators and framework</b>	1.1 Integration of GESI disaggregated targets and indicators under each of the thematic areas with defined progress markers (timeframe)			
	1.2 Indicators refer to enhanced participation, equitable access to resources, equitable access to income and control over income, equitable sharing of benefits and leadership of women, Dalits and marginalized Janajatis; ( <i>both quantitative and qualitative changes in levels of agency, structure and relationship-follow Empowerment Framework</i> )			
<b>2. Information collection and documentation</b>	a. Participation by women, Dalits and Janajatis in thematic activities is continuously monitored, analysed and reported			
	2.2. Besides collecting quantitative impact data, case studies are documented on significant changes on impacts in leadership and livelihood of women, Dalits and marginalized Janajatis			
<b>3. GESI impact monitoring, analysis and dissemination</b>	3.1. GESI expert or coordinator engaged in monitoring and evaluation process			
	3.2. Conduct periodic GESI impact			

Thematic area	Indicative GESI Criteria	Yes	No	Remarks
	analysis			
	3.3. Share the findings on GESI related progress/issues as a regular agenda in senior management meetings and find solutions to problems that may emerge			

## 5.9. Mainstreaming GESI at the activity level

Based on discussions with Hariyo Ban Program team members, a checklist was prepared with important issues that should be considered when mainstreaming GESI into various activities.

**Table 12: Checklist for ensuring GESI mainstreaming options at the activity level**

Activities	Value addition	GESI mainstreaming options	Timeline
<b>Alternative energy</b>			
Biogas	<ul style="list-style-type: none"> <li>• Reduce work drudgery of women and children</li> <li>• Use saved time in productive sector including conservation</li> <li>• Enhance personal safety and security with reduction in gender based violence, HWC and vulnerability</li> <li>• Reduce school dropout cases</li> <li>• Promote improved health e.g. reproductive health, reduced respiratory infections and skin disease</li> <li>• Improve childcare including nutrition, educational time of girls</li> </ul>	<ul style="list-style-type: none"> <li>• Include women and socially excluded groups who can afford biogas in selecting households</li> <li>• Orient them on social and economic benefits</li> <li>• Provide networking opportunities for women and socially excluded groups using biogas</li> <li>• Give priority for loans to women headed households, small farmers</li> <li>• Support improvement of fodder and cattle-sheds, and support nurseries for fodder plants</li> <li>• Select households who can manage other resources like dung, water but need some financial</li> </ul>	<ul style="list-style-type: none"> <li>• Preparatory phase</li> <li>• Design and ongoing</li> <li>• Design and ongoing</li> <li>• Preparatory phase</li> <li>• Design and ongoing</li> <li>• Preparatory phase</li> </ul>

Activities	Value addition	GESI mainstreaming options	Timeline
	<ul style="list-style-type: none"> <li>• Reduce fuel wood consumption and pressure on forests</li> <li>• Share household workload with male members with easy cooking options</li> <li>• Contribute to organic vegetable production</li> <li>• Enhance networking among women using biogas to increase self-confidence</li> </ul>	and technical backstopping considering appropriate size of biogas plants as per their requirement	
Improved cook stoves (ICSs)	<ul style="list-style-type: none"> <li>• Reduce fuel wood consumption</li> <li>• Reduce work drudgery, minimizing time for collecting fuel-wood and cooking</li> <li>• Reduce household air pollution and improve cleanliness</li> <li>• Promote pro-poor and energy efficient technologies</li> <li>• Improve the cost of illness of acute respiratory illness</li> <li>• Reduce morbidity rate of women and others</li> </ul>	<ul style="list-style-type: none"> <li>• Identify interested households who are poor, female headed, Dalit, marginalized, or excluded for ICS support</li> <li>• Raise awareness in women and local communities about the social and economic benefits of improved stoves</li> <li>• Support interested women and marginalized people to build improved cook stoves</li> <li>• Support informal networking of ICS users to share their concerns and joint efforts in conservation and climate change</li> <li>• Increase local technical resource person focusing more on Dalits, women, Madhesi and marginalized Janajatis</li> </ul>	<ul style="list-style-type: none"> <li>• Design and ongoing</li> <li>• Design and ongoing</li> <li>• Design and ongoing</li> <li>• Design and ongoing</li> <li>• Implementation</li> </ul>
<b>Plantations, Nursery, forest management</b>			
Plantation	<ul style="list-style-type: none"> <li>• Facilitate fodder collection for women and others</li> </ul>	<ul style="list-style-type: none"> <li>• Campaign for encouraging women and</li> </ul>	<ul style="list-style-type: none"> <li>• Preparatory phase and</li> </ul>



Activities	Value addition	GESI mainstreaming options	Timeline
	<p>marginalized groups</p> <ul style="list-style-type: none"> <li>• Increase household food security and well being</li> <li>• Inventory of carbon stock to earn money</li> <li>• Improve water quality through restored forests and hence improve the lives of women and marginalized groups</li> <li>• Reduce human-wildlife conflict affecting women and local people</li> <li>• Reduce effects of climate extremes, including soil erosion, landslides and floods, improving health of women and locals by minimizing natural catastrophes</li> </ul>	<p>marginalized groups in plantation projecting the utility and value of trees.</p> <ul style="list-style-type: none"> <li>• Awareness creation on women's responsibility for the family's food security as the main reason women should plant trees</li> <li>• Honour women, Dalits, youth and socially excluded group for planting more trees</li> </ul>	<p>ongoing</p> <ul style="list-style-type: none"> <li>• Preparatory phase and Design</li> <li>• Ongoing</li> </ul>
Forest fire reduction (controlling forest fires and forest patrolling)	<ul style="list-style-type: none"> <li>• Minimize the accident rate of women and others</li> <li>• Maintain abundant supplies of natural resources and hence reduce work load of women and local people</li> <li>• Support jobs for women and socially excluded groups in the production of NTFPs</li> <li>• Increase carbon stock</li> </ul>	<ul style="list-style-type: none"> <li>• Promote awareness campaigns and train local communities living near forests to prevent and control forest fires</li> <li>• Invest in fire education targeted to youth, women and marginalized people (to reduce the number of fires and cost of fire management)</li> <li>• Encourage women and local communities to preserve, conserve and manage forest</li> </ul>	<ul style="list-style-type: none"> <li>• Preparatory phase and Design</li> <li>• Design and ongoing</li> <li>• Design and ongoing</li> </ul>
Uprooting of invasive species	<ul style="list-style-type: none"> <li>• Capitalize on knowledge of women, Dalits and socially excluded groups</li> <li>• Promote regular committed engagement of marginalized groups and</li> </ul>	<ul style="list-style-type: none"> <li>• Engage poor women, Dalits and socially excluded groups in planning and benefit from their knowledge</li> <li>• Provide jobs and</li> </ul>	<ul style="list-style-type: none"> <li>• Preparatory phase</li> <li>• Design and</li> </ul>

Activities	Value addition	GESI mainstreaming options	Timeline
	generate jobs for them <ul style="list-style-type: none"> <li>Recognize conservation stewardship role of marginalized groups</li> <li>Enhance youth engagement and their interest in conservation</li> </ul>	associated enterprise promotion options to poor women, Dalits, youth and socially excluded groups in up-rooting invasive species <ul style="list-style-type: none"> <li>Document traditional and indigenous knowledge related to invasive species</li> <li>Organize awareness campaigns based on their knowledge level</li> </ul>	ongoing <ul style="list-style-type: none"> <li>Design and ongoing</li> <li>Design and ongoing</li> </ul>
Nursery establishment	<ul style="list-style-type: none"> <li>Create jobs for women and marginalized people</li> <li>Provide easy access for local people to collect different types of plants and start plantation</li> </ul>	<ul style="list-style-type: none"> <li>Engage women and marginalized people in nursery management</li> <li>Promote plantation of species preferred by women, Dalits and socially excluded groups required for fuel-wood, fodder, medicinal purposes</li> <li>Strengthen networking of women, Dalits and socially excluded groups engaged in nursery management for sharing their experiences and social linkages</li> </ul>	<ul style="list-style-type: none"> <li>Preparatory phase</li> <li>Design and ongoing</li> <li>Design and ongoing</li> </ul>
Electric fencing	<ul style="list-style-type: none"> <li>Protect women, children, elderly persons with disabilities from wildlife conflict</li> <li>Spread positive messages on wildlife conservation</li> <li>Reduce additional work drudgery (e.g. watching of wildlife, staying in watchtower) in a cost-effective way</li> </ul>	<ul style="list-style-type: none"> <li>Select vulnerable areas with high populations of poor women, children, elderly, persons with disabilities and marginalized Janajatis</li> <li>Increase awareness on human-wildlife conflict (HWC) threats and prevention mechanisms</li> <li>Reduce forest dependency by providing alternative</li> </ul>	<ul style="list-style-type: none"> <li>Preparatory phase</li> <li>Design and ongoing</li> <li>Design and ongoing</li> <li>Design and</li> </ul>

Activities	Value addition	GESI mainstreaming options	Timeline
		energy, livelihood options <ul style="list-style-type: none"> <li>• Plant fodder tree species inside the fence</li> <li>• Identify alternative grazing land</li> <li>• Grow fodder species in nurseries for plantation</li> </ul>	ongoing <ul style="list-style-type: none"> <li>• Design and ongoing</li> <li>• Design and ongoing</li> </ul>
<b>Fodder and grasslands</b>			
Promote stall feeding	<ul style="list-style-type: none"> <li>• Reduce grazing pressure on critical ecosystems</li> <li>• Promote productive livestock and household assets</li> <li>• Sustain biogas with dung</li> <li>• Increase security of livestock due to more domestic care than roaming in forest for grazing</li> <li>• Build knowledge and skill on livestock economy including conservation perspectives</li> <li>• Promote ownership of biogas and energy management</li> </ul>	<ul style="list-style-type: none"> <li>• Promote subsidies on fodder and livestock shed improvement</li> <li>• Promote use of livestock feed bowls</li> <li>• Promote livestock insurances schemes</li> <li>• Promote priority access to cooperative loans for women and poor households</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>
Promote rotational grazing	<ul style="list-style-type: none"> <li>• Reduce grazing pressure,</li> <li>• Promote regeneration and conserve the critical grassland in community, corridor, and buffer zone forest</li> <li>• Contribute to grazing area management</li> <li>• Reduce frequency of grazing time and risk</li> <li>• Awareness in livestock and grassland management</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure engagement of women and herders in program planning and implementation</li> <li>• Promote regular forums of women and herders to review their concerns</li> <li>• Revise CF and BZ rule and regulation</li> <li>• Support identification of areas for rotational grazing</li> <li>• Document practices and learning</li> </ul>	<ul style="list-style-type: none"> <li>• Design and Ongoing</li> <li>• Design and ongoing</li> <li>• Implementation</li> <li>• Design and ongoing</li> <li>• Implementation</li> </ul>

Activities	Value addition	GESI mainstreaming options	Timeline
Improve grass and fodder plants	<ul style="list-style-type: none"> <li>• Reduce grazing pressure on forest areas</li> <li>• Reduce time women spend collecting fodder</li> <li>• Reduce vulnerability of women from sexual exploitation and human wildlife conflict while entering forests</li> </ul>	<ul style="list-style-type: none"> <li>• Engagement of women, Dalits and socially excluded groups in planning process and selection of fodder species</li> <li>• Linkage building of women and marginalized groups with nursery for collecting saplings of fodders species</li> <li>• Periodic review and reflection among these group members to address their concerns</li> </ul>	<ul style="list-style-type: none"> <li>• Preparatory phase</li> <li>• Design and ongoing</li> <li>• Design and ongoing</li> </ul>
Grassland management	<ul style="list-style-type: none"> <li>• Create jobs for women and marginalized people</li> <li>• Leadership development among women and marginalized groups</li> </ul>	<ul style="list-style-type: none"> <li>• Engagement of women and marginalized people in grassland management</li> <li>• Provide training programs and exposure visits targeted to these groups to expand their knowledge</li> </ul>	<ul style="list-style-type: none"> <li>• Design and ongoing</li> </ul>
<b>Livelihood</b>			
Income Generation Activities	<ul style="list-style-type: none"> <li>• Improve HH wellbeing</li> <li>• Ensure affordability and access to alternative energy options</li> <li>• Entrepreneurship skills of local community increased</li> <li>• Improved access to other required household subsistence and service e.g. health, education and consumption communication</li> <li>• Empower the women and poor with increased resilience</li> </ul>	<ul style="list-style-type: none"> <li>• Engage poor, women, Dalits and socially excluded groups</li> <li>• Promote forest, agro, and skill based enterprises</li> <li>• Increase access to cooperative loans</li> <li>• Increase livelihoods options</li> <li>• Develop market linkages</li> <li>• Develop entrepreneurship skills and enterprises – ensure at least 30% of enterprises implemented by women</li> </ul>	<ul style="list-style-type: none"> <li>• Design and ongoing</li> </ul>
Eco-tourism	<ul style="list-style-type: none"> <li>• Improve wellbeing and sustain the ecological</li> </ul>	<ul style="list-style-type: none"> <li>• Identify appropriate strengths required to</li> </ul>	<ul style="list-style-type: none"> <li>• Design and ongoing</li> </ul>

Activities	Value addition	GESI mainstreaming options	Timeline
	services in village <ul style="list-style-type: none"> <li>Income generation of women and marginalized people based on local conservation</li> <li>Create opportunities for marketing local products, services and cultural aspects</li> <li>Community ownership of conservation promotion</li> <li>Strengthen a strong bond with culture and nature and recognition of women, youth, Dalit and excluded groups' role in conservation</li> <li>Contribute to creation of employment opportunities for youth</li> <li>Local men and women gain a better understanding of world issues like environmentalism through cultural exchange</li> </ul>	promote eco-tourism <ul style="list-style-type: none"> <li>Conduct the feasibility analysis in participatory approach</li> <li>Ensure eco-tourism interventions do not hamper or negatively affect lives of women, Dalits, youth and marginalized Janajatis</li> <li>Sharing about ecotourism and its importance among local communities</li> <li>Assist communities in protection of natural resources, and stress importance of natural resources to tourist income</li> <li>Support women and marginalized people to promote their local businesses</li> <li>Realizing women and marginalized people as an agent of culture exchange</li> </ul>	
Support for artificial insemination	<ul style="list-style-type: none"> <li>Capitalize from knowledge of women, Dalits and socially excluded people</li> <li>Job generation for women and local people</li> </ul>	<ul style="list-style-type: none"> <li>Orientation of women and marginalized groups to artificial insemination and its scope in the community</li> <li>Train women and marginalized people on artificial insemination by expertise</li> </ul>	<ul style="list-style-type: none"> <li>Preparatory phase</li> <li>Preparatory phase</li> </ul>
<b>Governance, GESI and critical mass</b>			
Network promotion	<ul style="list-style-type: none"> <li>Increase community ownership in conservation and climate change to ensure sustainability</li> <li>Benefit from diverse</li> </ul>	<ul style="list-style-type: none"> <li>Identify and strengthen existing interest group based networks of women, Dalits, indigenous groups, youth,</li> </ul>	<ul style="list-style-type: none"> <li>Design and ongoing</li> </ul>

Activities	Value addition	GESI mainstreaming options	Timeline
	<p>perception, knowledge of women, indigenous and Dalits in forest conservation and climate change</p> <ul style="list-style-type: none"> <li>• Support informed decision making considering concerns of women, Dalits, youths and socially excluded groups</li> </ul>	<p>Madhesi and other marginalized groups</p> <ul style="list-style-type: none"> <li>• If required, support informal networking between these interest groups</li> <li>• Engagement of these interest groups in program cycle: planning, implementation and monitoring and evaluation</li> <li>• Prepare policy recommendations for feedback to district, regional and national level policy makers</li> </ul>	
Community Learning and Action Center	<ul style="list-style-type: none"> <li>• Develop critical mass for concentrating community efforts on conservation and development</li> <li>• Increase technical knowledge of women, Dalits and marginalized groups related to forest management and climate change mitigation and adaptation</li> <li>• Increase community engagement and appropriate mechanism for promoting NRM governance and GESI</li> <li>• Increase community ownership in conservation and climate change initiatives</li> </ul>	<ul style="list-style-type: none"> <li>• Engage Local Resource Persons (LRPs) belonging to women, Dalits, poor and socially excluded groups</li> <li>• Include sessions on leadership role of women, Dalits, poor and socially excluded groups in forest governance: Opportunities and Challenges; GESI provisions of Community Forestry Development Guideline, GESI mainstreaming strategy of MoFSC, Gender Based Violence</li> <li>• Create a pool of resource persons with CLACs to deal with and counsel incidents of Gender Based Violence – that should act as safety net to prevent</li> </ul>	<ul style="list-style-type: none"> <li>• Design and ongoing</li> </ul>

Activities	Value addition	GESI mainstreaming options	Timeline
		and manage GBV <ul style="list-style-type: none"> <li>• Create a funding pool to address concerns of poor, women, Dalits, persons with disabilities and marginalized Janajatis, and enable their continued engagement in CLACs and conservation sector</li> </ul>	
CBAPU formation	<ul style="list-style-type: none"> <li>• Increase youth mobilization</li> <li>• Local stewardship for conservation of endangered species by minimizing wildlife trade</li> <li>• Ownership of conservation initiatives</li> <li>• Improve relationship of parks, CFCC and local community members</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage girls and youth participation</li> <li>• Encourage marginalized and poor participation</li> <li>• Ensure equitable roles and responsibility</li> <li>• Ensure social safety net, and life security</li> <li>• Ensure cross learning</li> </ul>	<ul style="list-style-type: none"> <li>• Design and ongoing</li> </ul>
CFUG Development Guideline Orientation	<ul style="list-style-type: none"> <li>• Strengthen forest governance</li> <li>• Promote community engagement in forest management and conservation</li> <li>• Increase and sustain credibility of CFUGs in the conservation sector</li> </ul>	<ul style="list-style-type: none"> <li>• Distribution of the guideline</li> <li>• Prepare reference materials on CFUG Development Guideline orientation to ensure consistency in messaging while conducting orientation and sensitization events</li> <li>• Measure changes especially in two change areas: representation in user committees and 35% allocation of forest revenues in livelihood of poor, women and marginalized sections of society</li> </ul>	<ul style="list-style-type: none"> <li>• Design and ongoing</li> <li>• Monitoring</li> </ul>
CFOP	<ul style="list-style-type: none"> <li>• Benefit from traditional</li> </ul>	<ul style="list-style-type: none"> <li>• Engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Design and</li> </ul>



Activities	Value addition	GESI mainstreaming options	Timeline
preparation and renewal	<p>knowledge of women, Dalits, indigenous groups on forest management</p> <ul style="list-style-type: none"> <li>• Increase community engagement and ownership for implementation of the operational plan</li> </ul>	<p>of/information sharing to women, Dalits, persons with disabilities, marginalized Janajatis and poor in preparing the operational plan so that it does not create negative implications in their lives</p>	ongoing
Community based river patrolling	<ul style="list-style-type: none"> <li>• Ownership feeling of the locals</li> <li>• Women of both Dalit and non-Dalit acquire more knowledge about rivers and its importance for the community</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness raising about rivers, uses and significance to the community</li> <li>• Reward women and marginalized community for their contribution</li> </ul>	<ul style="list-style-type: none"> <li>• Preparatory phase</li> <li>• Ongoing</li> </ul>
BZUG-CFUG/CAMC Governance and GESI	<ul style="list-style-type: none"> <li>• Ensure proper community engagement in managing natural resources</li> <li>• Social harmony and comply with conservation rule and regulation</li> <li>• Strengthen service delivery mechanisms</li> <li>• Strengthen relation between national parks, district forest office buffer zone management council and project staff</li> <li>• Increase in demonstrative leadership of women in key management and decision position by women and marginalized community</li> <li>• Use and optimization of revenue derived from national park, community forest and conservation area</li> <li>• Contribute to promoting forest and conservation</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthen and form new institutions, if required</li> <li>• Orient on tools of governance for practicing them in their respective regimes</li> <li>• Orient on existing GESI and pro-poor conservation policies and relevance</li> <li>• Increase leadership capacity of women and excluded groups in ensuring their strong presence and control over resources</li> <li>• Prepare leadership mentoring mechanism focused on needs of women and socially excluded groups</li> <li>• Organize men and elite engagement initiatives to help them understand value of engaging women and socially excluded</li> </ul>	<ul style="list-style-type: none"> <li>• Design and ongoing</li> </ul>

Activities	Value addition	GESI mainstreaming options	Timeline
	governance	groups in conservation	
Leadership competency of women, Dalits, persons with disabilities and marginalized Janajatis in conservation sector	<ul style="list-style-type: none"> <li>• Increase community engagement and ownership in forest management, conservation and climate change adaptation</li> <li>• Benefit from knowledge of women, Dalits and marginalized Janajatis in conservation and climate change adaptation</li> <li>• Promote self-esteem and confidence of women, Dalits, persons with disabilities and marginalized Janajatis</li> </ul>	<ul style="list-style-type: none"> <li>• Organize leadership trainings based on their responsibilities, including problem analysis, negotiation, advocacy and networking, and financial management</li> <li>• Strengthen networking of women, Dalits, persons with disabilities and marginalized Janajatis in taking responsibilities of chairpersons, treasurers, secretaries, LRPs by organizing village level interaction of chairpersons for cross learning and social networking</li> <li>• Prepare pool of mobile mentors to provide counselling services to existing and emerging leaders</li> <li>• Provide scholarships to increase forest and environmental education of women, Dalits, poor, persons with disabilities and marginalized Janajatis</li> <li>• Increase capacity of target groups on policy influencing and their engagement in policy discourses</li> <li>• Engagement of men and elite groups in strengthening leadership role of women and</li> </ul>	<ul style="list-style-type: none"> <li>• Design and ongoing</li> </ul>

Activities	Value addition	GESI mainstreaming options	Timeline
		excluded sections of society	
Gender Based Violence (GBV)	<ul style="list-style-type: none"> <li>• Increase dignified lives of women engaged in conservation and climate change interventions</li> <li>• Sustain meaningful engagement of women in NRM</li> <li>• Increase credible image of WWF, CARE, FECOFUN and NTNC as gender responsive institutions</li> </ul>	<ul style="list-style-type: none"> <li>• Organize awareness campaigns for both men and women on gender based violence in NRM sector</li> <li>• Prepare pool of resource persons and counsellors to collect information on GBV of women engaged in NRM within respective villages/wards, as well as providing counselling and referral services</li> <li>• Create civil society ombudsman representing Mothers Groups, Women Rights Activists, LRPs, and selected women chairpersons to deal with GBV in NRM</li> </ul>	<ul style="list-style-type: none"> <li>• Design and ongoing</li> </ul>

The above list is intended to provoke thoughts on GESI mainstreaming options. Since each situation is different, mainstreaming activities should be based on the local context; no standardized, blanket approach of mainstreaming options should be attempted at the activity level.

## 6. Roles and responsibilities

The mainstreaming of GESI is the responsibility of the staff of the Hariyo Ban consortium partners. Strong political will and leadership is essential for success. Therefore, the Chief of Party and Deputy Chief of Party should demonstrate leadership in strengthening political will and creating a GESI responsive environment in the Hariyo Ban Program and among consortium partners.

The Gender Equality and Social Inclusion Coordinator should spearhead the strategic leadership and provide technical guidance on GESI perspectives in and across the program components, ensuring that GESI is mainstreamed into field and policy activities. S/he will develop, adapt and apply strategies, guidelines and tools to ensure that gender equality and diversity issues are appropriately analyzed, identified and addressed, providing strategic support to the program team in building and strengthening their capacity. The GESI Coordinator should work closely with program component coordinators, thematic specialists, consortium team members, as well as partner GESI focal persons and field team members to mainstream GESI into the program, and demonstrate its positive outcomes. S/he should also support the process of developing gender and social inclusion responsive monitoring systems and mechanisms.

Component and Thematic Coordinators and Specialists should be responsible for mainstreaming GESI into their respective components and themes. They should be responsible for identifying key focus areas to be considered with high priority for GESI mainstreaming. They should contribute to creating a GESI responsive program environment and play a leadership role in bringing positive changes to the lives of women, Dalits, marginalized Janajatis, Madhesis and youths from program interventions.

Implementing team members should contribute by adopting GESI mainstreaming approaches at the activity level. They should play a pivotal role in strengthening the capacity of GESI target group networks and amplifying their voices and concerns.

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## **Annexes:**

### **Annex 1: Process used to formulate the Hariyo Ban GESI strategy**

An important part of mainstreaming is to ensure that perspectives and attention to the goal of gender equality and social inclusion are central to all activities - policy development, research, advocacy/dialogue, legislation, resource allocation, and planning, implementation and monitoring of programs and projects. The development of an adequate understanding of mainstreaming requires clarity on the related concepts of gender equality and exclusion and inclusion.

The Hariyo Ban GESI mainstreaming strategy is an overall project specific strategy but will correspond to the GESI mainstreaming strategies of MoFSC. This will allow for broader lessons to be derived through the implementation and specific context of the project. The development of this strategy relied mainly on participatory analysis of existing lessons, strengths and gaps, and identifying the ways to intervene through a joint initiative.

#### **1. Core Task Force**

The GESI mainstreaming strategy development process was participatory and inclusive to ensure ownership among the four consortium partners. A task force team was formed with the Gender Focal Points of WWF, CARE, FECOFUN and NTNC, and was coordinated by the GESI Coordinator of Hariyo Ban under the guidance of the COP and DCOP of the Program. Key stakeholders of the consortium partners also provided advisory support and insights for these core team members. The roles of the task force team included the following:

- Participate in the discussions/meetings/mail communications with regard to implementing an organizational assessment.
- The individual organizational findings will be owned by each individual organization, and can be shared with others only if they feel comfortable in doing so.
- Coordinate within organizations to gather data and information according to the agreed framework, questionnaires and formats.
- Coordinate, inform and suggest practical and logistical matters that might be necessary during the assessment process.
- Provide advice as needed to conduct GESI assessment, and also hold various discussions and workshops.
- Coordinate and provide comments on the draft document, and formulate and share concerns with the external consultant to update and finalize the strategy.
- Will take initiatives to implement within the scope of respective individual organizations in order to enrich GESI outputs and outcomes.

## **2. Interaction with Local Resource Persons and field team**

Ms. Kanchan Lama, the consultant and process facilitator, was engaged in facilitating three series of Training of Trainer (TOT) sessions on “Mainstreaming Gender and Social Inclusion on Climate Change, Natural Resource Management and Biodiversity conservation. These sessions targeted catalytic agents and were organized in Pokhara (July 18-22, 2012), Nepalgunj (August 6-10, 2012) and Chitwan (August 12-16, 2012). These events were attended by 92 participants (Female: 50 and Male: 42) comprising 20 Dalit representatives (Female: 5, Male: 15) and 20 Janajati participants (Female: 14 and Male: 6). The training was attended by representatives of the Women Development Office, NGO Federation, Dalit NGO Federation, Federation of Nepalese Journalists, Himawanti, NTNC, FECOFUN, Women's Rights Forum and other prominent civil society organizations. The participants provided inputs on the status of women, Dalits and marginalized Janajatis in the NRM sector and their decision making positions. A rapid preliminary assessment of respective institutions in terms of GESI responsiveness was also conducted. This classroom exercise was performed using a standard GESI assessment questionnaire on organizational and programmatic GESI responsiveness, and clearly outlined the need for preparing a GESI Mainstreaming Strategy for the Hariyo Ban Program and each participant organization.

## **3. Inception report shared with Hariyo Ban Program**

Ms. Kanchan Lama, the consultant recruited to facilitate the preparation of the GESI mainstreaming strategy, shared the inception report on 30<sup>th</sup> November 2012. The participants included the gender focal person of MoFSC, representatives from organizations/networks representing women and socially excluded groups, gender and social inclusion experts from other organizations, NRM and livelihood experts, and representatives of the Hariyo Ban Program. Please see Annex 2 for the list of participants. The participants provided input on the framework and approaches for the preparation of the mainstreaming strategy.

## **4. GESI Assessment of Consortium Partners**

An assessment of the status of GESI among the four consortium partners was a preliminary step in the preparation of the GESI mainstreaming strategy. This approach helped to build on strengths and consolidate and address the gaps for constructive interventions. The assessment covered GESI initiatives at the programmatic level and in organizational preparedness. Overall, the lessons indicate that recognizing socio-cultural expectations about women's responsibilities for family care and household work have far reaching implications for their participation in development activities. The assessment displayed the importance of collecting sex disaggregated data as the first step in identifying the economic and political roles of women and men in a particular sector. A strong commitment to GESI mainstreaming is key, and setting targets for GESI group participation is an effective strategy to achieve specific goals. In addition, capacity building in GESI is critical for long term results and identifying women, Dalits and deprived Janajatis as primary participants.

## **5. Key Interviews**

There were a wide range of key interviews with gender and social inclusion experts, USAID representatives, NRM experts, donor agencies, representatives of I(NGO)s working on agenda of gender and social inclusion including USAID funded program representatives. These interviews provided the opportunity to collect diverse viewpoints and prepare a strategy that is both practical and transformational.

## **6. Sharing of draft strategy with the Hariyo Ban Program team**

A National Stakeholder Consultation was organized in May 2013 to gather input on the draft gender equality and social inclusion mainstreaming strategy of Hariyo Ban. The consultation meeting was attended by representatives from NGOs (including HIMAWANTI, Didi Bahini, WLCN, WOCAN, DANAR, and the National Youth Network); gender experts; interest groups; professionals; and representatives from the four consortium organizations of the Hariyo Ban Program.

During the consultation, there was discussion of working through a positive discrimination approach, and how the participation and benefit sharing process can be dominated by smaller groups of powerful people. The organizations must internalize and advocate for "positive discrimination", which provides special opportunities for women and marginalized groups to participate. This is particularly important as the organizations work on transformational GESI approaches. However, there may be confusion and conflict between meritocracy versus positive discrimination, particularly in government offices and among CFUGs. This is particularly true with respect to powerful positions held by the poor, women, Dalits and marginalized Janajatis. The project may not be able to address these broader issues, but can influence the implementation of MoFSC policies, as well as the FECOFUN policy mandating that 50% of the members be women and that there be proportionate representation of socially excluded groups.

The process of developing the strategy remained participatory and concentrated on learning. Participants attending the consultation suggested translating the document into Nepali so that it can be disseminated and understood by a wider audience. The taskforce team of Hariyo Ban, consisting of consortium partner representatives, stated that the team will identify the appropriate means to translate the document once the strategy is complete.

## **7. Final strategy submission and internal consultation for operational plan**

The strategy was shared in an internal meeting, which featured discussion of the need to prepare an operational plan for Hariyo Ban Program stakeholders about the key components of the strategy. An operational plan for implementation of the strategy will be a key aspect of the GESI plan of action, which will be prepared through joint discussions among the four consortium partners, and will indicate specific activities, budget, timeframe, and responsibilities.

## Annex 2: List of persons met

S. No.	Name	Position	Organization
1	Ms Judy Oglethorpe	COP	Hariyo Ban Program
2	Mr Sandesh Hamal	DCOP	Hariyo Ban Program
3	Mr Ghana S. Gurung	Deputy Director	WWF
4	Mr Sunil Kumar Regmi	Coordinator-Climate Change Adaptation	Hariyo Ban Program /CARE
5	Ms Prajana W. Pradhan	Sr HR Officer	WWF Nepal
6	Mr Tara Gyawali	Livelihood Coordinator	WWF Nepal
7	Mr Keshav Prasad Khanal	Coordinator Sustainable Landscapes	Hariyo Ban
8	Ms Shikha Shrestha	GESI Coordinator	Hariyo Ban/CARE
9	Mr Shyam Thapa	Coordinator	NTNC
10	Mr Chiranjibi Adhikari	Coordinator for HB	CARE Nepal
11	Ms Indu Pant Ghimire	GED coordinator	CARE Nepal
12	Ms Apsara Chapagain	Chairperson	FECOFUN
13	Mr Balbahadur B.K.	VC	FECOFUN
14	Ms Poonam Bhatta	GESI Focal person	FECOFUN/Hariyo Ban
15	Ms Pallavi Dhakal	Communication Officer	Hariyo Ban
16	Mr Santa Raj Gyawali		
17	Mr Dhana Rai	Coordinator-Sacred Himalayas Landscape	Hariyo Ban
18	Mr Rakesh Karna	DCOP	Sajhedari Bikas/USAID
19	Ms Sheela Yogi	GESI Coordinator	Sajhedari Bikas/USAID
20	Ms Kamala Thapa Magar	Coordinator/Climate Change project	NEFIN
21	Ms Laxmi Gurung	Programme Coordinator	National Indigenous Women Federation Nepal (NIWF)
22	Ms Kumari Rajbanshi	Secretary for PR and OD	NIWF
23	Ms Amita Rai	Programme Coordinator	NIWF
24	Ms Suni Lama	General Secretary	NIWF
25	Mr Sunil Pariyar	Chairperson	DANAR Nepal
26	Ms Tahalia Barrett	Deputy Director	USAID/ SEED Office
27	Ms Kristine Ray	Deputy Director	USAID/PPD Office
28	Ms Jessica Healey	Health and Population Officer	USAID
29	Mr Netra Sharma Sapkota	NRM & GCC Programs Specialist/Agreement Officer's Representative for the Hariyo Ban Program	USAID/SEED Office

<b>S. No.</b>	<b>Name</b>	<b>Position</b>	<b>Organization</b>
30	Dr Meena Paudel	Anti-Trafficking Programs Specialist	USAID
31	Ms Bronwyn Llewellyn	Environment Officer	USAID/SEED Office
32	Ms Stuti Basnyet	Senior Outreach/ Communication Specialist	USAID/PPD Office
33	Dr Manohara Khadka	Chairperson	WLCN
34	Ms Meena Kunwar	CEO	Rupantaran
35	Ms Dibya Gurung	Coordinator	WOCAN in Nepal
36	Ms Kanti Risal	Gender/Social Development Adviser	MSFP
37	Ms Meena Khanal	GESI focal point (former)	MOE
38	Ms Saloni Singh	Gender Expert/chairperson	Didi Bahini
39	Ms Rama Ale Magar	Chairperson	HIMAWANTI
40	Ms Sushila Pandit	Chairperson	Youth Network in NRM
41	Mr Jagadish Kuikel	Livelihood Specialist	WWF/Hariyo Ban

**Annex 3: List of participants present during Inception Report Sharing of GESI Mainstreaming Strategy of Hariyo Ban Program, 30th November 2012**

SN	Name of participants	Position	Organization
1.	Ms Radha Wagle	Gender Focal Point	Ministry of Forests and Soil Conservation
2.	Mr Dandu Sherpa	Treasurer	NEFIN
3.	Mr Sunil Kumar Pariyar	Chairperson	DANAR Nepal
4.	Ms Shova Lama	Gender Expert	
5.	Ms Dibya Gurung	Coordinator	WOCAN
6.	Dr Manohara Khadka	Gender Expert	ICIMOD
7.	Ms Kanti Risal	GPSE Manager	MSFP/SDC
8.	Ms Rama Ale Magar	Chairperson	HIMAWANTI
9.	Mr Tara Prasad Gnyawali	Livelihood Expert	WWF
10.	Ms Judy Oglethorpe	COP	Hariyo Ban Program
11.	Mr Sandesh Hamal	DCOP	Hariyo Ban Program
12.	Mr Keshav Khanal	Coordinator- Sustainable Landscape	Hariyo Ban Program/WWF
13.	Mr Sunil Kumar Regmi	Coordinator-Climate Change Adaptation	Hariyo Ban Program /CARE
14.	Ms Shikha Shrestha,	Coordinator- GESI	Hariyo Ban Program /CARE
15.	Ms Pallavi Dhakal,	Communication Officer,	Hariyo Ban Program/ WWF
16.	Ms Poonam Pant,	Gender Officer	Hariyo Ban Program/ FECOFUN
17.	Mr Shyam Thapa,	Monitoring & Evaluation Officer	NTNC
18.	Ms Anjana Shrestha,	Program Associate	Hariyo Ban Program/WWF

**Annex 4: List of participants present during Sharing of Draft GESI Mainstreaming Strategy of Hariyo Ban Program, 15th May 2013**

SN	Name of participants	Position	Organization
1.	Ms Meena Khanal	Gender Focal Point (Former)	MoE (retired)
2.	Ms Saloni Singh	Chairperson	Didi Bahini
3.	Ms Anita Pariyar	Media specialist	DANAR Nepal
4.	Ms Sushila Pandit	Coordinator – Research and Publication	THE Nepal
5.	Ms Dibya Gurung	Coordinator	WOCAN
6.	Ms Sita Rana	Advisor/ Project Manager	SIRF/SNV
7.	Ms Rama Ale Magar	Chairperson	HIMAWANTI
8.	Dr Ghana S. Gurung	CPD	WWF
9.	Ms Judy Oglethorpe	COP	Hariyo Ban Program
10.	Mr Sandesh Hamal	DCOP	Hariyo Ban Program
11.	Dr Shant Raj Jnawali	Coordinator – Biodiversity conservation	Hariyo Ban Program/WWF
12.	Mr Keshav Khanal	Coordinator- Sustainable Landscapes	Hariyo Ban Program/WWF
13.	Dr Sunil Kumar Regmi	Coordinator-Climate Change Adaptation	Hariyo Ban Program /CARE
14.	Ms Shikha Shrestha,	Coordinator- GESI	Hariyo Ban Program /CARE
15.	Mr Rajendra Lamichhane	M&E Specialist	Hariyo Ban Program/WWF
16.	Ms Poonam Pant,	Gender Officer	Hariyo Ban Program/ FECOFUN
17.	Ms Indu Pant	Coordinator, GSI	CARE
18.	Mr Shyam Thapa,	Monitoring & Evaluation Officer	NTNC
19.	Ms Sikshya Adhikari	GESI Officer	NTNC
20.	Ms Anjana Shrestha,	Program Associate	Hariyo Ban Program/WWF
21.	Ms Kanchan Lama	Consultant	

## **Annex 5: Definitions of key gender based terminology**

**Gender** is a social construct that refers to relations between and among the sexes, based on their relative roles. It encompasses the economic, political, and socio-cultural attributes, constraints, and opportunities associated with being male or female. As a social construct, gender varies across cultures, is dynamic, and open to change over time. Because of the variation in gender across cultures and over time, gender roles should not be assumed but investigated. Note that “gender” is not interchangeable with “women” or “sex.” Sex is a biological construct that define males and females according to physical characteristics and reproductive capabilities. Gender and sex are not synonyms.

**Gender analysis** is a tool to collect data and information about the roles and relationship of women and men of all different age groups, religions, castes, culture, etc. in a given specific development context in regard to their involvement in activities, their differential access to and control over resources, services and related decision making. Gender analysis also includes assessment of the factors influencing or shaping the gender roles in a specific given community. “This is a systematic way to look at the different impacts of development on women and men. Gender analysis requires separating data by sex and understanding how labor is divided and valued. Gender analysis must be done at all stages of the development process; one must ask how a particular activity, decision or plan will affect men differently from women” (A. Rani Parker, 1993)

**Gender Analysis Framework:** The gender analysis framework is a tool for doing analysis of the information collected by the gender analysis conducted at the community level and at the level of implementing organization. The most popular gender analysis framework is that of Harvard gender analysis framework which consists of four analytical profiles, i.e., Development Context Profile, Gender Activity Profile, Gender Resource Profile and Gender Responsive Project Action Profile.

**Gender analysis matrix:** The Gender Analysis Matrix is a simple way to study different gender effects of projects on men and women. The matrix has four levels of analysis and four categories of analysis. The four levels: women, men, household (including children/family members living together), and the larger unit-community. The four categories of analysis are the potential changes in labor, time, resources and socio-economic-cultural factors, for each level of analysis.

**Gender dynamics** refers to the relationships and interactions between and among boys, girls, women, and men. Gender dynamics are informed by socio-cultural ideas about gender and the power relationships that define them. Depending upon how they are manifested, gender dynamics can reinforce or challenge existing norms.

**Gender equality** is a broad concept and a goal for human development. It is achieved when men and women have equal rights, freedoms, conditions, and opportunities for realizing their full potential and for contributing to and benefiting from economic, social, cultural, and political development. It means society values men and women equally for their similarities and differences and the diverse roles they play. It signifies the outcomes that result from gender equity strategies and processes.

**Gender equity** is the process of being fair to women and men. To ensure fairness, measures must



often be available to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Equity leads to equality.

**Gender integration** refers to the process of identifying and then addressing gender differences and inequalities during program and project design, implementation, monitoring, and evaluation.

**Gender mainstreaming** is an approach to development that looks more comprehensively at the relationships between women and men in their access to and control over resources, decision making, benefits and rewards in society.

**Gender blind** refers to a condition when one person does not recognize that gender is an essential determinant of the life choices to us in society.

**Gender inclusion** is the removal of institutional barriers and the enhancement of incentives to increase the access of diverse individuals and groups focusing on women to development opportunities. It refers to changes from above at the system level and in the external institutional environment or opportunity structure.

**Sex disaggregated data:** Reveals the different roles and responsibilities of men and women. Having data differentiated by sex is extremely important to being able to design gender sensitive projects.

**Gender budget:** A gender budget is a demonstration of its recognition of different needs, privileges, rights and obligations that women and men have in society. It recognizes the differential contribution of men and women in production of goods, services and human labor in mobilizing and distributing resources. It is a tool of analysis in which the government budget is disaggregated and the effect of expenditure and revenue policies, especially on poor women, is analysed.

## Annex 6: List of Dalits and marginalized indigenous groups

### A. List of Dalits in Nepal

Dalit defined by MLD		Dalit defined by Dalit Commission	
1	Lohar लोहार	1	Bishwokarma (Kami, Sunar, Lohar, Tatma, Chunara) विश्वकर्मा (कामी, सुनार, लोहार, तत्मा, चुनरा)
2	Sunar सुनार	2	Darji (Damai, Pariyar, Chhadke, Dholi) दर्जी (दमाई, परियार छड्के ढोली)
3	Kami कामी	3	Sarki (Mijar, Chmrakar) सार्की (मिजार, चम्राकार)
4	Damai दमाई	4	Wadi वादी
5	Sarki सार्की	5	Gaine (Gandharwa) गाइने (गन्धर्व)
6	Badi वादी	6	Kapali कपाली
7	Gaine गाइने	7	Khadki खड्की
8	Kasai कसाई	8	Deula देउला
9	Kusule कुशुले	9	Kuche कुचे
10	Kuche कुचे	10	Tatma तत्मा
11	Chyame च्यामे	11	Dusad (Paswan, Harijan) दुसाद (पासवान, हरिजन)
12	Pode पोडे	12	Dhobi (Rajak) धोबी (राजक)
13	Chamar चमार	13	Dum डूम
14	Dhobi धोबी	14	Watar वतार
15	Paswan पासवान	15	Khatwe खात्वे
16	Tatma तत्मा	16	Musahar मुसहर
17	Dom (Dum) डोम (डूम)	17	Halkor हलकोर
18	Watar वतार	18	Patharkatta पत्थरकट्टा
19	Khatwe खात्वे	19	Chamar चमार
20	Musahar मुसहर		
21	Sattal सत्ताल		
22	Sattar सत्तार		
23	Halkhor हलखोर		

## B. List of Marginalized Indigenous Groups in Nepal

S. No.	Janajati	S. No.	Janajati	S. No.	Janajati
1	Kisan किसान	2	Thudam थुदाम	3	Yakkha याक्खा
4	Kumal कुमाल	5	Dunuwar दनुवार	6	Rai राई
7	Kusunda कुशुण्डा	8	Darai दराई	9	Raute राउटे
10	Kusuwadia कुशवाडिया	11	Dura दुरा	12	Rajbansi (Koch) राजवंशी (कोच)
13	Gangai गनगाई	14	Dhanuk (Rajbansi) धानुक (राजवंशी)	15	Rajhi राभी
16	Gurung गुरुङ	17	Dhimal धिमाल	18	Larke लार्के
19	Chepang चेपाङ	20	Newar नेवार	21	Limbu लिम्बू
22	Chhantyal छत्त्याल	23	Pahari पहारी	24	Lepche लेप्चा
25	Chhairotan छैरोतन	26	Fri फ्री	27	Lohpa ल्होपा
28	Jhangad झांगड	29	Bankariya बनकरिया	30	Lohmi (Sinsawa) ल्होमी (शिङसावा)
31	Jirel जिरेल	32	Barama बरामे	33	Walung वालुङ
34	Dolpo डोल्पो	35	Barhe Gaunle बाह्र गाउँले	36	Byasi व्यासी
37	Tangwe ताङ्वे	38	Bote बोटे	39	Sherpa शेर्पा
40	Tajpuriya ताजपुरिया	41	Bhujel भुजेल	42	Satar (Santhal) सतार (सन्थाल)
43	Tamang तामाङ	44	Bhote भोट	45	Siyar सियार
46	Tin Gaunle Thakali तीन गाउँले थकाली	47	Magar मगर	48	Sunuwar सुनुवार
49	Topkegola तोप्केगोला	50	Majhi माभी	51	Surel सुरेल
52	Thakali थकाली	53	Marfali Thakali मार्फाली थकाली	54	Hahyu हायु
55	Thami थामी	56	Mugali मुगाली	57	Helmo ह्योल्मो
58	Tharu थारु	59	Meche (Bodo) मेचे (बोडो)		