

Gender Integration in REDD+ and the ERPD in Nepal

ASSESSMENT REPORT AND GENDER ACTION PLAN



**Prepared by Women Organizing for Change in Agriculture and
Natural Resource Management
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Acronyms

ACOFUN	Association of Collaborative Forest Users
ADB	Asian Development Bank
AEPC	Alternative Energy Promotion Center
BSP	Biogas Sector Partnership
CBFM	Community Based Forest Management
CF	Community Forest
CFUG	Community Forest User Group
CIPRED	Center for the Indigenous People Research and Development
COFSUN	Community Based Forestry Supporter's Network
CSO	Civil Society Organization
DADO	District Agriculture Development Office
DDC	District Development Committee
DFID	Department for International Development - United Kingdom
DFO	District Forest Office/Officer
DLO	Department of Livestock
DNF	Dalit National Federation
ER	Emission Reduction
ERPD	Emission Reduction Program Document
ESMF	Environmental and Social Management Framework
FCPF	Forest Carbon Partnership Facility
FECOFUN	Federation of Community Forest Users in Nepal
FGD	Focus Group Discussion
GFP	Gender Focal Points
GoN	Government of Nepal
GESI	Gender Equality and Social Inclusion

HIMAWANTI	Himalayan Grassroots Women's Natural Resource Management Association
HRM/D	Human Resource Management/Development
HVAP	High Value Agriculture Project
IFAD	International Fund For Agriculture Development
IGA	Income Generating Activities
IP	Indigenous People
LEAF	Lowering Emission in Asia's Forests
LRP	Local Resource Person
MoFSC	Ministry of Forest and Soil Conservation
MMBKSS	Maji, Musahar, Bote Kalyan Sewa Samiti
MSFP	Multi-Stakeholder Forestry Program
NAFAN	National Forum For Advocacy Nepal
NEFIN	Nepal Federation of Indigenous Nationalities
NPC	National Planning Commission
NTNC	National Trust For Nature Conservation
R-PP	Readiness Preparation Proposal
REDD	Reducing Emissions from Deforestation and Forest Degradation
SESA	Strategic Environmental and Social Assessment
UN-REDD	United Nations Collaborative Programme on Reducing Emissions from Deforestation and Forest Degradation in Developing Countries Programme
VDC	Village Development Committee
WOCAN	Women Organizing for Change in Agriculture and Natural Resource Management

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Executive Summary

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

A review of Nepal's policies and practices for gender integration in forestry shows that despite policy mandates provided in Nepal's GESI (Gender Equality and Social Inclusion) strategy and vision, the forest sector has not achieved effective gender integration in programming, budgeting, and monitoring and evaluation, even after concerted effort by different agencies. However, good practices generated in Nepal's development of civil society and devolution in forest management, such as the provision for 50% women to be in executive positions in the CFUGs, stated in the CF Guidelines, provides a solid basis for developing a GESI-responsive ER Program.

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

Key findings show that:

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

influence over community decision-making processes and resources.

4) The existence of several layers of powerful and exclusive leadership practices at district and local levels poses a threat to the effective implementation of REDD+ and the ERP. These exclusionary practices exist within mixed groups of women and men, women from different social groups and women within the same social groups.

5) A lack of implementation guidelines, structures, resources, and skills, at the central, district and community levels has made the implementation of the GESI Strategy within forest-related programs challenging. Budgets or implementation guidelines are either lacking or limited within forest agencies. There is still a low percentage of female professional staff, and few of the GESI Focal Points appointed by the Ministry and its departments (only at the central levels) have formal responsibilities or receive training or incentives.

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

7) The organizational cultures and attitudes reflect gender biases within the forest sector that present challenges for women staff and women community leaders to be accepted as professionals and as leaders.

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

Section I

Background

1.1 Introduction

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

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

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

This report is an outcome of data collection and analysis to inform the REDD+ ERP (Emission Reduction Program) currently being designed in Nepal, and to ensure that gender considerations are incorporated in the ERPD. The gender assessment in the ER program area was carried out with a primary focus to provide information on the different social, economic and political conditions that women face in REDD+, and to identify opportunities and real benefits that are possible through REDD+ interventions. It is complemented by a Gender Action Plan that identifies a roadmap of activities that will help to make REDD+ ER program and strategies more gender responsive.

1.2 Gender in Forestry in Nepal

A. Policies

The Government of Nepal provided a mandate for social inclusion in the 10th Five Year Plan that has three pillars related to Gender Equality and Social Inclusion (GESI). The Forest Sector Master Plan 2046 BS (1986/87) provided direction for significant achievements. In this context, Ministry of Forest and Soil Conservation (MoFSC) developed a vision for gender and social inclusion, to promote equitable access of the socially excluded to forest resources and benefits.

The Ministry has identified the four change areas in order to attain the institutional vision, namely, 1) Gender and equity sensitive policy and strategy; 2) Equitable governance; 3) Gender and equity sensitive organizational development and programming; and 4) Equitable access to resources and benefits.

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

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

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

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

WOCAN also engaged in a Joint Initiative with the UN-REDD Programme and Lowering Emissions in Asia's Forests (LEAF) program to identify practical entry points for women's inclusion in REDD+. The overall goal was to enhance the effectiveness of REDD+ through greater inclusion of women and gender perspectives in all relevant policies and practices. This involved an examination of:

- specific challenges and barriers that prevent the integration of gender perspectives in REDD+ in Asia-Pacific;

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

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

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

http://www.forestrynepal.org/images/publications/Gender_REDDplus_Nepal_WOCAN.pdf

- collating relevant evidence of good practices of women's inclusion in forest and other land use sectors; and
- Knowledge sharing for replication of successful practices.

The resulting *Scoping Study of Good Practices for Strengthening Women's Inclusion in Forest and Other Natural Resource Management Sectors*⁴ built on the outcomes and recommendations of the Scoping Dialogue on "Exclusion and Inclusion of Women in the Forest Sector", held in Kathmandu in 2012, to identify existing good practices for women's inclusion and gender equality through examination of the diverse practices within forest and other land-use sectors to draw out the key enabling conditions that have contributed to program effectiveness. The selected good practices emerged from a range of interventions including government policies, institutions (NGOs, private companies and development agencies) and projects or community initiatives, from both forest and other land-use sectors across Asia. The scoping study identified 12 key enabling interventions and factors that have contributed to women's inclusion in the forest and other land use sectors:

Table 1: 12 Key Enabling Interventions and factors that contribute to women's inclusion

At the project or community level:	
1. Ensuring women's representation and participation	6. Strengthen women-only groups
2. Strengthen facilitation and capacity building for women's participation	7. Strengthen and engage women's networks and federations, esp. those in agriculture, energy, water and forest sectors
3. Provide skills for women on forest and land use planning, NTFP processing, enterprise development, leadership, microfinance, MRV and other technical work of REDD+	8. Increase presence of women leaders and male and female gender champions at institutional and community levels
4. Gender-disaggregated analysis and planning to meet women's livelihood needs	9. Devise and implement equitable benefit sharing mechanisms that bring real benefits to women, e.g. renewable energy and other labor saving technologies, enterprise development, employment opportunities
5. Disseminate labor-saving & time-reducing technologies	10. Support enterprise development and credit provision
At the institutional level:	
11. Integrate gender & women's inclusion in the REDD+ framework <ul style="list-style-type: none"> • Incorporate gender perspectives into Measurement, Reporting and Verification (MRV) and other technical work of REDD+ • Use or develop project-level gender standards to measure results (i.e., W+ Standard) 	12. Institutionalize gender in REDD - related agencies <ul style="list-style-type: none"> • Strengthen capacities of Gender Focal Persons at national and sub-national levels • Enhance awareness on gender issues in REDD+ to key stakeholders • Conduct gender audit of selected forest policies • Integrate sex-disaggregated data into forestry and REDD+ planning • Expand strategic engagement and stronger coordination with line agencies of relevant sectors

⁴ WOCAN, LEAF and UN-REDD, 2013. *Asia Pacific Regional Scoping Study Gender and REDD+*. Bangkok: UN-REDD.

From the analysis of good practices, three main implications for REDD+ emerged:

1. Women's inclusion enhances the improvement of forest conditions, and the control of illicit felling and grazing.
2. Several good practices for women's inclusion are found in sectors other than the forest sector, including those of agriculture, water management and micro-finance.
3. Good practices are found mostly at the community and project levels; far fewer practices were found at the level of policy and institutions.

Good policies alone are insufficient to achieve results. As stated in the Nepal REDD- SESA Report ⁵, it cannot be assumed that women will benefit from REDD+ piloting. The study team pointed out the risk of women benefiting far less than men from these funds if the formulation of the principles, policies, and REDD+ strategy did not ensure mechanisms that support women's inclusion.

The Multi-Stakeholder Forestry Program's GESI Assessment Report (2014) points out there have been various initiatives by the MoFSC to institutionalize gender and social equity concerns in its policies, plans and programs, and implementation and monitoring mechanisms. While the overall objectives, functions, scope, directives, and working modalities of the Ministry are pro-poor and inclusive, specific policies lump women with poor and disadvantaged groups, and do not treat women as equal to men.⁶

Women's Land Rights

Under the formal law, women in Nepal can access land through inheritance, land purchase, leaseholds, and government land allocations. The 2007 Interim Constitution states that all Nepali citizens are equal under the law and forbids gender-based discrimination. The Interim Constitution stated that daughters and sons have equal rights to inherit ancestral property, and the constitutional mandate of equality takes precedence over inconsistent traditions, customs, and to increase the implementation of these registration fees while transferring entitlement to women; it was announced in 2011 that both husband and wife would have joint ownership certificated. As well, a policy announcement was made which makes it easier for women to be granted joint ownership of their husband's land, at cost of 100 NPR (about 10 USD)

However, less than 20% of Nepalese women own land. Despite their rights, many are not aware of the 'new' laws and policies, nor do many rural women have strong voices and roles in decision making within their households and communities.

Despite the recent progress, Nepal's laws and regulations (statutory laws) fail to meet the standards set by the *International Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)*, ratified by Nepal, as they apply to all development sectors. In fact, CEDAW is hardly known within institutions that engage in the development of policies or implement REDD activities, leaving women, broadly, without the recognition of their rights by forest institutions. This is in contrast to Indigenous Peoples whose rights are supported by the

⁵ REDD Forestry and Climate Change Cell, Ministry of Forests and Soil Conservation, Nepal, 2014. *Strategic Environmental and Social Assessment Report*.

⁶ Assessment of Implementation Status of Forestry Sector Gender Equality and Social Inclusion Strategy 2065, November 2014, Multi-Stakeholder Forestry Program

UN' Declaration on the Rights of Indigenous People (UNDRIP) and the Indigenous and Tribal Peoples Convention C169 (ILO 169), which are familiar to many of those who engage in the development of REDD (Gurung, 2010).

In comparison to those of the Indigenous Peoples' groups, women groups' rights are not directly linked to any territories or resources, thus preventing them from receiving equal amounts of attention in REDD and the forest sector. Nor are they always included in the rights-based approaches utilized in some development schemes. Advocating for women's leadership can also be seen as interfering with traditional cultures given that, in many Indigenous Peoples' groups, traditional leaders are typically men. However, this topic is a critical component of REDD due to the direct implications on benefit sharing.

A study by the Rights and Resources Initiative ⁷ found that legal frameworks acknowledging communities as forest owners provide the greatest protections for women's rights. In contrast, frameworks established for conservation purposes—which seldom acknowledge communities as forest owners—offer the fewest and weakest protections for women. Given the prevalence of community managed forests in Nepal, and the predominant role of women as forest managers, opportunities for women's landownership in the CBFM should be higher than in other forest management modalities. This is particularly critical for women in the Terai, where rates of long-term male outmigration are high, leaving women without land rights vulnerable to social, economic and environmental shocks and without resources to ensure their family's livelihoods.

B. Practices

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

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

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

⁷ Rights and Resource Initiative, 2017. *A Comparative Analysis of National Laws and Regulations Concerning Women's Rights to Community Forests*.

Current statistics, several observations and analyses confirm that the situation of women has improved over the past 10 years (see Table 2).

Table 2: Nepal Gender Statistics

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

Source: Various NLSS and CBS 2001 and 2011

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

Table 3: Labor Participation Rate and Employment to Population Ratio

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

Source: UNDP Asia-Pacific Human Development Report 2012

In the Community Forestry Program, women's participation as decision-makers in the Community Forest User Groups (CFUGs) executive committees has increased over three decades of its implementation, to reach an average of 33% women members (Table 4).

Table 4: Status of Women in CFUGs

Number of Districts	Numbers of CFUGs	Number of Committee Members	Number of Women	Number of Men
74	19,361	210,250	69,401 (33.02%)	140,749
	Number of Women-only CFUGs			
67	1072 (5.5%)			

Source: Community Forestry Division, Department of Forestry, Kathmandu, Nepal.

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

Equitable Benefit Sharing from REDD: Lessons from Chitwan District

One initiative in Nepal provides lessons related to equitable benefit sharing from a REDD or forestry project: the Forest Carbon Trust Fund (FCTF) pilot project, financed by NORAD and implemented by The International Centre for Integrated Mountain Development (ICIMOD), Federation of Community Forest Users, Nepal (FECOFUN) and the Asia Network for Sustainable Agriculture and Bio-resources (ANSAB). This was created under the project on

“Design of and Setting up a payment system for Nepal’s Community Forestry Management under REDD+” implemented in three watershed areas in Nepal, including the Kayarkhola watershed in Chitwan, from 2009-2013. The project explored and tested options for the governance and financial transparency of community-based REDD+ initiatives. It trained local communities and provided them incentives to conserve and enhance local forests by establishing a community-managed FCTF. This community-based model allowed for REDD+ benefits to reach the poorest and most disadvantaged communities, and was one of the world’s first carbon offset projects to involve local communities in monitoring carbon in their forests. The project therefore offers valuable lessons on how to build the capacity of local stakeholders for implementing carbon offset programs and reaching poor, forest-dependent households and indigenous people.

The Kayarkhola watershed covers 2,382 hectares of forest, comprising of 16 Community Forests (CF). Out of the 16 CFs, only one CFUG had all women members and was chaired by a female. Four committees oversaw the project at the district level: the REDD Network; REDD Network Secretariat, Monitoring and Advisory Committees. Except for the REDD Network, which has 50% male and 50% female members, the rest of the committees had less than 2% women members. In terms of resources, the watershed received about 21,900 USD in 2011 and about 24,695 USD in 2012. In 2011, the watershed sequestered more than 2.5 million tons of carbon.

The distribution of the funds received was based on the FCTF criteria (operation guidelines), which were: i) quantity of forest carbon saved above the baseline; ii) the number of households of indigenous peoples and Dalits; iii) the ratio of men to women and iv) the number of poor households within the project area. The more of the above criteria are met, the greater a community’s chances of qualifying for payments. There were also guidelines on how communities can spend the payment: at least 40% of the payment should go towards conservation/project management; at least 15% towards activities related to women’s empowerment and needs; at least 20% towards meeting the needs of the poorest in the community.

WOCAN organized a field trip to the Chitwan watershed, as part of its **Scoping Dialogue on Inclusion & Exclusion of Women in Forest Sector**⁸ held in Kathmandu in 2012. Based on discussions with representatives from REDD Network Committee, representatives from CFUGs which has both male and female members and with the all female CFUG. The key observations from the field trip are summarized as below:

1. Higher women participation ratio does not automatically translate into increasing decision-making power

The distribution of funds among CFUGs was based on FCTF operation guidelines, which included the ratio of men to women: the higher percentage of women, the better chance of getting more funding. Linking this ratio to the payment level has increased women’s participation in the project and ensured that women were given training in skills needed to carry out various roles including facilitation and monitoring of carbon measurement, as well access to biogas and cooking stoves.

But despite higher levels of participation, women still found it hard to compete with men for higher positions in the governance of the CFUGs or to rightfully exercise their decision-making

⁸ The Forest Dialogue, 2012: *Co-Chairs Summary: Scoping Dialogue on Women’s Exclusion and Inclusion in the Forest Sector*. New Haven: The Forest Dialogue (<http://theforestdialogue.org/initiatives/EIW>)

power. CFUGs in Nepal are required to have at least a woman in the executive committee, filling positions as chairperson or secretary. But women were not elected as the Chair, except within the women-only groups. Political parties in the community were male dominated and when women tried to run for positions, they faced resistance to their attempts to gain positions of power and influence.

2. Values of women's participation and inclusion in the executive committee need to be better demonstrated and supported by local stakeholders

In Chitwan, some community members thought that women could bring in different perspectives and make the group work more harmoniously, and perceived women as more trustworthy than men. Some also suggested that women would tend to take more care and time in doing fieldwork, e.g. measuring carbon.

But many others still held the view that there is not much difference in men and women's participation and contribution towards forest management and there is no need to take special heed towards women's needs and participation. The lack of understanding of the barriers towards and the values of inclusion of women at the local level made it harder for the community to embrace the policy that mandates women's inclusion in the executive committees of the FUGs, which in turn contributed to the lack of implementation and enforcement of this policy on the ground.

3. If existing social-cultural norms are not dealt with first, REDD+ benefits could exacerbate women's exclusion

Social and cultural norms still disadvantage women in community decision-making processes. In Chitwan, members of lower caste and indigenous groups are often marginalized, even in women-only groups. And because men are viewed as more educated or/and have more capacity for leadership, voters - including women - are more likely to vote for men for top positions. At the household level, women's main responsibilities are dominated by domestic and farm -related chores. Their additional work outside of the traditional realm of activities are not supported or appreciated by their male partners, thus further discouraging their participation.

When REDD+ investments come into a community bounded by these social-cultural norms, those already in a privileged position tend to become even more reluctant to share decision-making power that is perceived to lead to profit accumulation. Thus, some women felt that there was even more resistance towards women's meaningful participation and leadership in forest management when there is an inflow of financial resources.

4. Women-only groups can build confidence and ensure higher levels of decision-making power

In the face of significant social-cultural barriers, women-only groups work most effectively to help increase women's meaningful participation and decision-making power, which in turn boosts their confidence for continuous engagement.

The women- only group (Chelibeti) in Kayarkhola watershed organized and fought for a piece of land to manage themselves. As a result, they were strongly dedicated to their group and appreciated the values of their land and of the women's group. They perceived that they were better organized and more willing to learn from the others than the men were, based on their perceptions of their need to learn more about how to manage the forest and the CFUG. They were also proud of their role as the caretaker of the forest and thought they could take better

care of the forest than men, given their nurturing nature. Being members of the CFUG improved their status at the household level, though they still had to struggle with social-cultural barriers discussed above within the larger community.

5. Capacity building tailored to women's needs has lasting value for the community

Women have lower levels of education and technical training than men. When all community members received the same level of GPS training without considering different education levels, women had more difficulty than men in grasping the technology and implementing the inventory process for carbon. Women were also not computer literate to access the technology used by men to obtain information and process data.

When capacity building is done in a way that is sensitive to the education level of women and the social-cultural norms they are facing, it can have long lasting impacts in the community. Women who are married and have children will stay in their community for their whole life, and rarely migrate outside, so the knowledge and skills they obtain will stay within the community even when projects change and men migrate out. As women are usually the main educators of their family, they thus are more likely to pass on their knowledge to their partner, children and relatives.

6. Champions at district and national levels are needed to support women's leadership at local level

The operational guidelines for the pilot project were drafted at the national level without consultation with the local community. Very few women's representatives, who could best represent women's needs, participated in the development of the guidelines.

Local women's groups expressed frustration that when they reported to district level, they often felt uncomfortable and marginalized as there were few women officers who understood their needs and constraints. For example, district officials sometime required group members to travel back and forth to complete paperwork requirements; this was a hardship for the women group members due to their lack of time because of their extensive household responsibilities. There was a danger of sexual harassment too: the enforcement of the laws on sexual harassment was not strong in the region and women were often left to defend themselves without the support of enforcement agencies.

Updates on the impacts of the project in 2012 show that more than half of the second REDD payment was spent on livelihood improvement activities (51%), benefiting mostly poor and marginalized households. Nine percent was spent on capacity building activities that targeted women and marginalized people.

Moving from policy to implementation: the best and most sustainable results will be achieved in cases where these interventions are consistent and support one another, across the policy, institutional and community levels. Strong women leaders, women's networks and gender champions – women and men - are required to bring about changes in the forest sector.

Education and leadership training is the key to the achievement of transformative changes of gender equality. With more education and leadership training, women can more easily access information and networks, utilize technologies, and assert, defend and organize themselves. Currently, there is a lack of investment in quality education and leadership training for women at local and district levels. REDD+ can be a good opportunity to bring in more investments needed for such capacity building, that can enable women to actively engage in decision making and

bring about change from the bottom up. This may be more possible now than ever, given the recent election results that saw 15,000 women win seats as local government officials. The fact that 6,500 of these women are from the Dalit community presents hopes for true transformational changes for rural women.

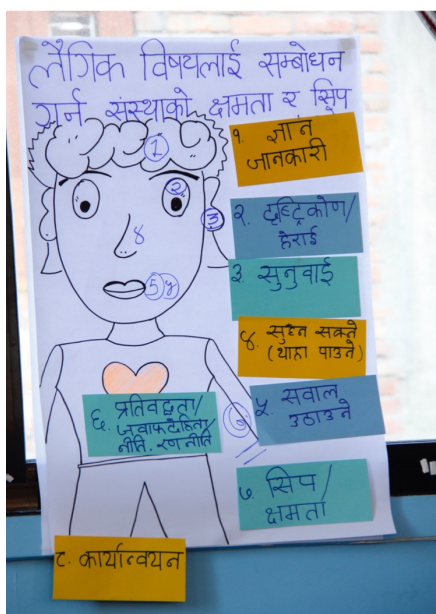
Investing in training quality trainers can help leverage other resources that are available for capacity building. Leaders of women-only and mixed CF groups (and perhaps the newly elected women leaders) should receive training on how to be inclusive in their leadership styles to include all stakeholders, including members of marginalized groups.

At the institutional level, staff of institutions engaged in REDD should receive training on how to collect gender disaggregated data, and use it for planning and monitoring results. They also need to develop the skills and behaviors that enable them to become gender champions, whether formally or informally, to bring about changes in the cultures and structures of their institutions.

Section II Methodology



Community Level Focus Group Discussions



District Level Focus Group Discussions

2.1 Method and Approach

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

selection of the seven study districts.

Seven districts were identified in collaboration with the REDD Implementation Center and key stakeholders, based on the need to sample different forest modalities within different Terai communities. Although there are several community based forest management models in Nepal, the assessment focused on three models that are currently implemented in the ERPD districts, namely Community Forestry (CF), Collaborative Forestry and CF within Buffer Zone areas. Members of Leasehold Forestry groups and various other natural resource management groups such as the irrigation, soil management, wetlands and farmer groups were also consulted during the focus group discussions.

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

The report was finalized after receiving feedback from two final sharing workshops. The first sharing workshop included 45 participants from the MoFSC and its five departments, Gender Focal Points, women professionals and DFOs, CSOs, NGOs, federations and donor agencies. The second sharing workshop was organized upon demand from the REDD-IC for the Ministry and its departments Gender Focal Points and key staff who could not participate in the first sharing workshop.

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

2.2 Field Work and Data Collection

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

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

Table 5: Participants in the District Level FGDs by Sex

	District	Date	Female Participants	Male Participants
1	Nawalparasi	27 th January	11	9
2	Bara	11 th February	9	13
3	Bardiya	19 th February	15	8
4	Kailali	24 th February	13	13
5	Dang	5 th March	14	12
6	Dolakha	10 th March	4	13
7	Kathmandu	8 th February	36	-
	Total		102	68

See Annex 1 for the disaggregated data by gender and caste/ethnicity.

At the community level, a total of 20 FGDs were conducted; five FGDs were with women- only groups and 15 were of mixed groups. In addition, three FGDs were held with marginalized⁹ minority groups from the Terai including a *Raji* Community in Kailali, Muslim women in Bardiya, and a *Musahar* and *Majhi* community in Nawalparasi. One FGD was also conducted with a youth group in Padnaha of Bardiya district.

Table 6: Participants in Community Level FGDs by Sex

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

Table 7: Participants in Community Level FGD Participants by Caste/Ethnicity

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

⁹ Marginalized Minority groups in Terai are: Among IPs= are Raji, Bote, Majhi; Religious Minority=Muslims; Dalits = Musahar

Section III

Key Findings and Gaps in Gender Integration in REDD+ and Forestry

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

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

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

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

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

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

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

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

Figure 1: Levels of Engagement of 8 Social Groups in Forest-Related Activities ¹⁰



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

3.2 *Women’s workloads within and outside the household are heavy and “time poverty” is a critical issue.*

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

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

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



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

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

Women, particularly from amongst the poor and marginalized minority groups, spend substantial amounts of time gathering and transporting fuelwood from the community forests or private lands, and also illegally from the national forests. In areas closer to market hubs, men are also engaged in collecting and selling fuelwood. Alternative sources of energy, such as biogas, improved cook stoves (ICS), and Liquid Petroleum Gas (LPG), are being used to reduce or substitute firewood consumption. Technologies for these alternative energy sources are either provided by the government and development agencies at a subsidized rate or bought through private companies. The use of alternative energy technologies, however, is mostly limited to affluent households with strong networks; the poor and marginalized minority groups are still heavily dependent on fuelwood. The use of biogas and ICS are high where development agencies have offered subsidies and very low in areas where there is no or limited presence of development agencies. For example, in a village in Kailali district where UNDP and WWF have promoted biogas and ICS, families are found to be using these and connecting their toilets to a biogas digester. However, in villages of the same district without a strong presence of a development agency, very few families know of or have taken advantage of the government subsidy for biogas and ICS. They have not linked their toilets, and the ICS that were installed by some agencies are no longer used.



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

- **Some men are beginning to value women's changed roles as leaders and technicians**

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



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

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

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

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

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

Although there are very good inclusive policies and guidelines at the local level, only a handful of women who are socially, politically and economically advantaged obtain opportunities to participate. In more than 90% of the cases, this category of advantaged women gains repeated support, exposure and benefits provided by the government and other external interventions. Except for the very few women executive members of the CFUG - who are influential and affiliated with political parties - the majority of women from advantaged caste and ethnic groups have also not attended forest-related trainings and exposure visits. Except for a very few CFUG women executive members, none of the interviewed women in the seven districts had heard of, nor were aware about, the consultation meetings held on REDD+ and the ERPD. Hence it is important to analyze which women and men are receiving benefits and acting as gatekeepers for others to access benefits. For example, in all seven districts, the same groups of socially, economically and politically advantaged women were members of key committees at district and village levels, gaining opportunities and benefits provided by development interventions through these committees and groups.



Case 4: In the district level FGD in Dolakha, despite starting the meeting at 7.30 AM upon the request from the local women leaders, more than 50% women left after the first half of the meeting as they had to attend three other meetings the same day. They said they were executive members in at least 6 different committees in the district, for forest, agriculture, health, education, women/ethnic group federations, and political parties.

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

Despite women's access to household, agricultural and forest-related resources, women still have very limited control over these resources. The gender assessment revealed that women across all caste and ethnic groups in the Terai region have very minimal control over the household assets and income, community level decisions and resources. In the majority of cases, the highest level of control women have over the household assets (indicated by what they do not need to ask their husbands' permission for) is the selling of chickens and eggs. For larger assets, they have to take permission from their husbands or male family members. Goats are considered a large asset, so require women to seek men's permission to sell. The daily wage-earning women from *Musahar* and *Bote* communities are better off than Janajati and Brahmin women from the Terai and hills, as they have more control over the money that they have earned.



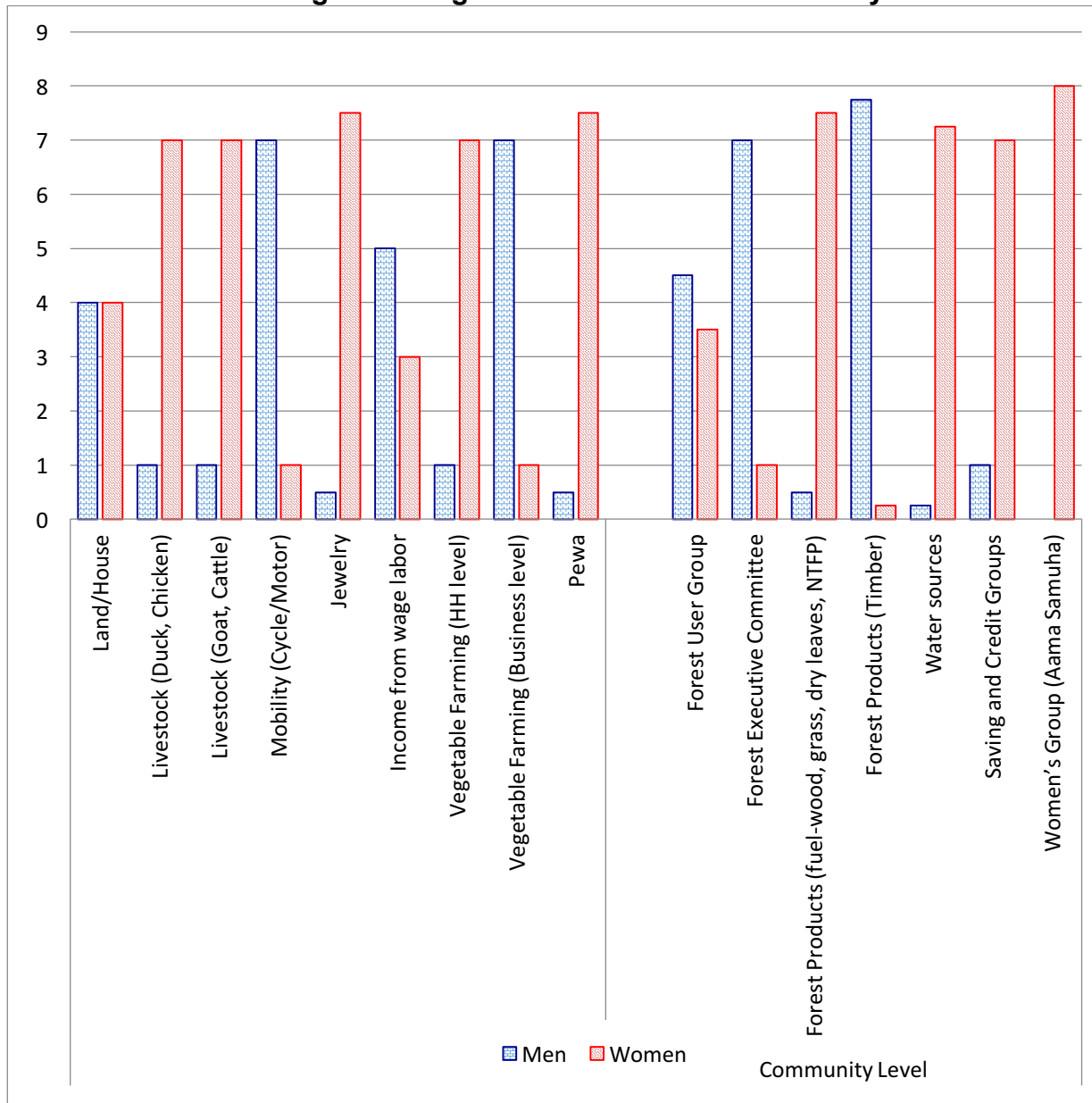
Case 5: In a Buffer-Zone in Nawalparasi district, women members of both mixed and women-only CFUGs during the FGD stated that the chairperson (who was also present in the meeting) is very efficient and always makes decisions that are good for the community. However, separate and deeper discussions with the women members of Bote and Musahar communities revealed that these groups do not have any say in the decision-making and are compelled to agree to all decisions made by the chairperson regarding the income of their CFUGs and cooperatives. Projects supported by external funds are channeled through the chairperson, allowing him to direct the whole project cycle, from identifying the beneficiaries, assessing their needs, planning, implementing, monitoring, and developing and delivering the benefits.

- **Women from socially and economically marginalized groups, including the *Dalits*, *Botes*, *Mahjhis*, and *Musahars*, have very little access and influence over the community decision-making processes**

In the majority of cases, neither women CFUG members who are not holding a formal leadership position nor women from socially and economically poor groups have influence on community forest and development-related decision-making processes. For example, in Nawalparasi, women from *Musahar* and *Majhi* communities are neither informed nor consulted in the annual planning and implementation of the CFUG and cooperative groups' activities. The chairperson and a few executive members usually decide for them. In 2015 and 2016, these communities did receive budgets for school wall construction and vegetable seeds; however, women from these communities said they preferred instead to have budgets and technical inputs for fish farming and the construction of additional fishponds. They also said that they are usually not encouraged to participate in forest management and tourism-related trainings, meetings and interaction programs. Except for the very few women executive members of the CFUG - who are influential and affiliated with political parties - the majority of women from advantaged caste and ethnic groups have also not attended forest-related trainings and exposure visits. Except for a very few CFUG women executive members, none of the interviewed women in the seven districts had heard of, nor were aware about, the consultation meetings held on REDD+ and the ERPD.

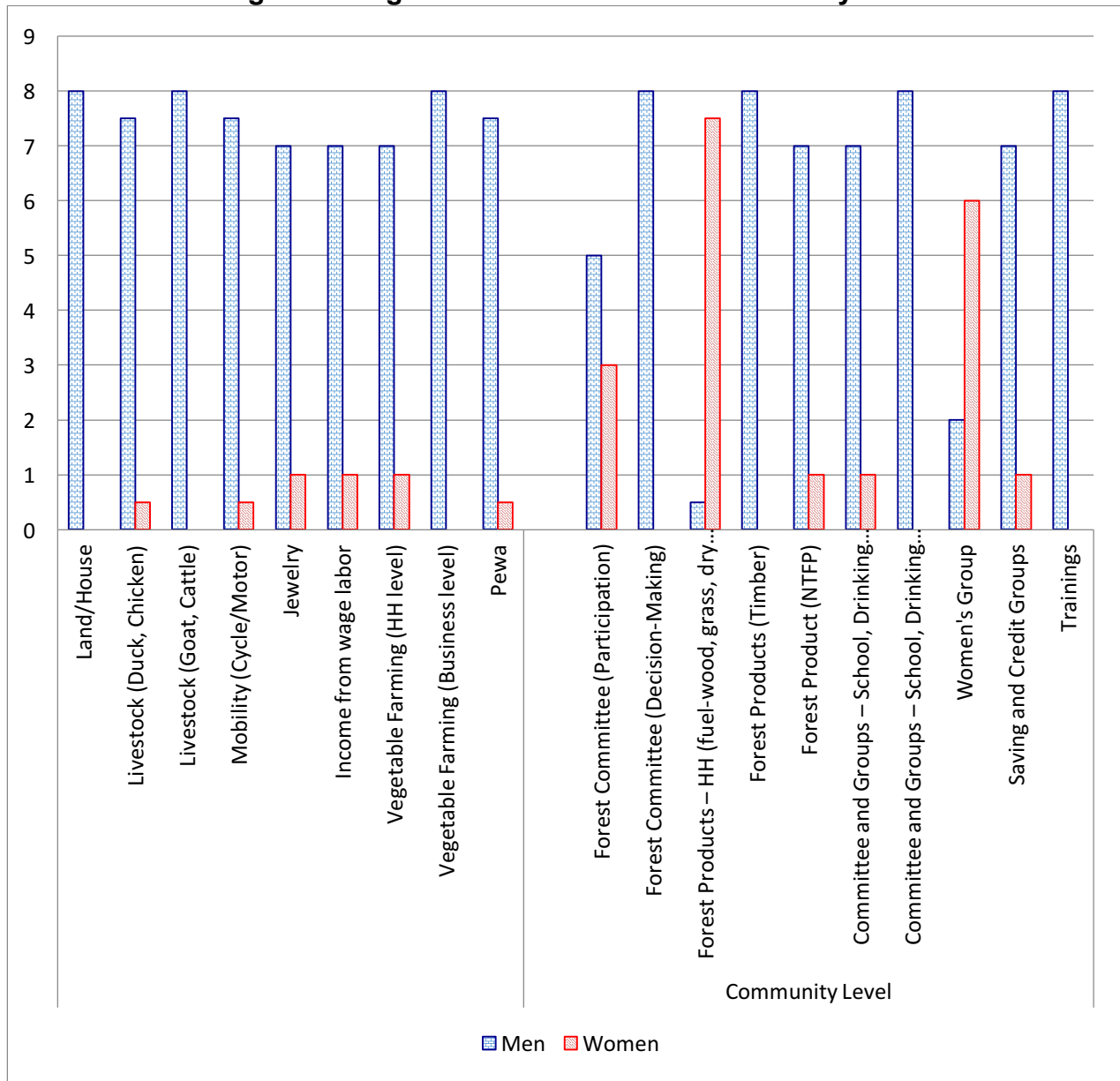
The language barriers of non-Nepali speaking social groups are not addressed by. Women from Tharu, Madeshi, Muslim and other indigenous and minority communities who are not exposed to the commonly used Nepali language are extremely shy and may not have the confidence to participate in programs and events, even when enabled to do so.

Figure 2: Degree of Access to Resources by Sex



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

Figure 3: Degree of Control Over Resources by Sex



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

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

In the past few decades, the government and non-governmental agencies in Nepal have created, strengthened and empowered several mechanisms in the districts and villages to execute development activities. This has created centers of powerful individuals and institutions equipped with new skills, knowledge, political and non-political networks, and financial resources¹¹ that may be considered as the main drivers and gatekeepers of development in the districts and communities. They have direct links with and control over the central-level institutions, as well as over the communities, and to a large extent, control the way development resources are channeled to communities¹².

These mechanisms – organizations or federations, committees, cooperatives and user groups - play crucial roles in determining who can engage, access resources, be the voice of the local community, and participate in decision-making in majority of the development interventions, including those of forestry and REDD+ programs. A deeper analysis at the district and community levels indicates that development interventions and support have made these mechanisms increasingly exclusive and powerful. These different layers of power structures must be understood, and actions taken to ensure that these mechanisms do not become bottlenecks for reaching women, the poor and socially marginalized groups for REDD+ and ERP implementation to be effective.

The field assessment, past observations, and experiences reveal that following types of leadership and power centers that prevail in the districts, with their specific characteristics summarized in Table 8 below:

¹¹National Planning Commission, Nepal (2012). *Nepal Status Paper. United Nations Conference on Sustainable Development 2012 (Rio+20)*.

¹²Dahal R, Ganga, Chapagain, A. (2008) Ganga R. *Community Forestry in Nepal: Decentralized Forest Governance*. London: Earthscan-books.google.com;

Table 8: Types of forest-related leaders and power centers observed in the districts and communities

	Types of Leadership	Characteristics
1.	Educated men from socially, politically, and economically advantaged and privileged groups (Box 1)	<ul style="list-style-type: none"> • Most powerful - with strong political and non-political networks; usually heads or members of executive bodies of key organizations, federations, alliances and user groups. • Key players, informants, focal points in forest and other sectoral programs. • Key contact points, usually first interface for major and large organizations for advice or spokespersons (man), guidance, and implementation of programs. • Main influencers and decision-makers for most of the forest-related programs; also capture resources.
<p>Box 1: Leadership by literate men from socially, politically, and economically advantaged groups: <i>In one district, the CFUG federation chairperson took away the responsibility of organizing a gender workshop from the chairperson of a women's federation. When she refused to give away this responsibility, she was threatened and the chairperson threatened to halt the workshop. Even requests from the District Forest Office did not help. According to this woman, these powerful male leaders capture resources in the majority of the cases, particularly those involving remunerated activities.</i></p>		
2.	Educated men from socially marginalized but politically advantaged groups.	<ul style="list-style-type: none"> • Powerful within their communities, but do not have strong political and non-political networks, hence tend to be excluded from key decision-making processes and benefits. But in comparison to women leaders, these men leaders from socially excluded groups tend to have more access to information and resources.
3.	Literate women from socially, economically, and politically advantaged groups (Box 2).	<ul style="list-style-type: none"> • Only a handful of women are repeatedly called upon as women's representatives for most of the development interventions; these are usually women members of federations, committees, groups, etc. (the same women are members of at least 5 to 6 executive committees, so participate in most trainings, exposure visits, etc.). • As such, they could be considered most responsible for advancing gender equality. However, they are usually practicing male-like leadership styles, and excluding and resisting the empowerment of other women. • These women are, however, still excluded by men from major decision-making processes and opportunities, even when such opportunities are meant for them. • They are not trusted and respected for their capacities as much as men.
<p>Box 2: Leadership by educated/literate women from economically and politically advantaged groups: <i>In a Muslim community in Bardia, a woman leader who is educated and affiliated with a political party seems to control her whole village. She is the chairperson of almost all user committees of her village (CFUG, farmers group; health group; livestock) and seems to solely take all the decisions. When asked, the villagers said that they trust her and would not do anything without asking her in community-related matters. In a separate in-depth interview with other women members, it was revealed that she and her family have taken most of the benefits and incentives from development agencies without informing others.</i></p>		

4.	Literate women from socially marginalized and politically affiliated groups (Box 3).	<ul style="list-style-type: none"> • Very few marginalized women are recipients of development aid, are members in executive committees or are women representatives in development interventions. • They have limited networks, and are usually patronized by advantaged women and men.
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Box 3: Literate women from socially marginalized and politically affiliated groups: A basic literate Tharu woman leader was included and showcased in Kailali district as a chairperson in a newly formed women-only CFUG. She faced significant challenges to establish her leadership and the newly formed CFUG. For the CFUG establishment, she carried out tasks of tree planting, awareness building, restricting open grazing, and limiting firewood and fodder collection. In doing so, she faced opposition and physical assault from her own Tharu community. Eventually, after three years of her continuous contributions the CFUG was established, but she was discredited and her leadership was taken over by a literate and socially-advantaged woman member of the CFUG. The main reasons given for stepping down were her inability to deal with the community and her lack of confidence to handle the pressure from her own Tharu community. All her hard work was made to disappear and instead she was framed as an incompetent leader.

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

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

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

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

Table 9: Policy Provisions to Support Gender in Forest Sector

	Document	Provision
1	Forest Sector Strategy (2016-2025)	Gender Equality, Social Inclusion and Poverty Reduction – 7 th Strategic Pillar
2	Community Forestry Development Program 2071 (2014)	Has provision to have at least 50% women in CFUG and at least one of the two decision-making position holders be woman (chairperson or secretary). It also has provision that ensures that at least one woman should hold a signatory post.
3	Forest Policy 2071 (2014)	GESI to be mainstreamed in all Institutions, Planning and Program of Forestry Sector – 7 th Policy (Strengthening Governance of Forest Sector)
4	Collaborative Forest Management Directives 2068 (2011)	Includes promotion of GESI as one of its four objectives. Has provision to have at least one woman from CFMUG as a member of the CFMUG executive committee.
5	Forest Sector Gender and Social Inclusion Strategy (2008-2009)	GESI Strategy 2009 focuses on four areas – GESI sensitive policy and guidelines, good governance and GESI sensitive organizational development, GESI sensitive budget, program and monitoring and equitable access in resources, decision-making and benefits.
6	Revised CF	Recognizes barriers faced by poor, women and other socially

	Guidelines, 2009	excluded groups, provides mandatory affirmative action provisions aimed at inclusive membership, decision-making and equitable access to benefits.
7	Leasehold Forestry and Livestock Development Program Guideline 2006	Outlines provisions for affirmative action to benefit poor and excluded groups, joint ownership of leased land, compulsory participation of women and men from each household in trainings.
8	Nepal Biodiversity Strategy and Action Plan 2014-2020	Gives special emphasis to women's participation in biodiversity conservation. Provision for national biodiversity development fund for women centered local knowledge/ practices. Silent on gender differentiated roles/ responsibilities, and existing mechanisms to reduce conservation vulnerabilities.
9	Community Forestry Development Program Guidelines 2001	Provisions for compulsory participation of women and men in program appraisals, specifically to reduce women's workload; compulsory inclusion of woman and men's names in the household survey.
10	Conservative Area Management Guidelines 1997	Provisions for conservation officer to nominate women, disadvantaged group members and social workers.
11	Buffer Zone Management Guidelines 1996 (2056)	Provision for geographical representation, along with at least three women members in BZFUG management committee.
12	Forest Sector - HRD Strategy	The HRM/D strategy for the Ministry is gender-sensitive and promotional for women as it recommends affirmative action for recruitment, transfer and promotion, and gender-friendly office environments with provisions for maternity and paternity leave.
13	National REDD Strategy (draft)	Objectives and guiding principles mention gender- sensitive and socially-inclusive practices; equal participation, increasing access to gender-friendly alternative energy technologies for poor and marginalized groups. The strategy is weak by not mentioning how the social position of women and socially excluded groups can be strengthened to benefit from REDD.
14	Climate Change Strategy 2011	Is weak from GESI perspective, as it mentions ensuring participation of poor people in the implementation of climate change adaptation and climate change- related programs but does not mention gender issues.
15	NAPA – National Adaptation Program of Action (date)	Has conducted GESI analysis, but the results are not well incorporated in the document and instead are parked as annex in the NAPA.

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

Currently the MoFSC allocates 7% of its annual budget for GESI activities at the national level; however, the details about the expenditure of this budget is unknown. There is no separate budget allocation for GESI activities at the district or community levels.

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

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

- There is no system of conducting GESI analysis and collecting disaggregated data
- Except for a very few exceptions, the Ministry and its departments do not have GESI experts or specialists at central, regional and district levels
- The Centre for Forest Training and Extension Center and its regional offices do not provide regular training on GESI to staff members. GESI-specific training is virtually non-existent and where provided, mostly limited to GESI orientation or awareness
- None of the GFPs have received GESI analysis and integration training
- Skills and knowledge on GESI concepts, integration, and monitoring and evaluation are very poor among both government and NGO staff
- The MoFSC extension activities have not resulted in community women becoming well-informed about forest-related rights, policies, strategies, bi-laws, regulations, etc.

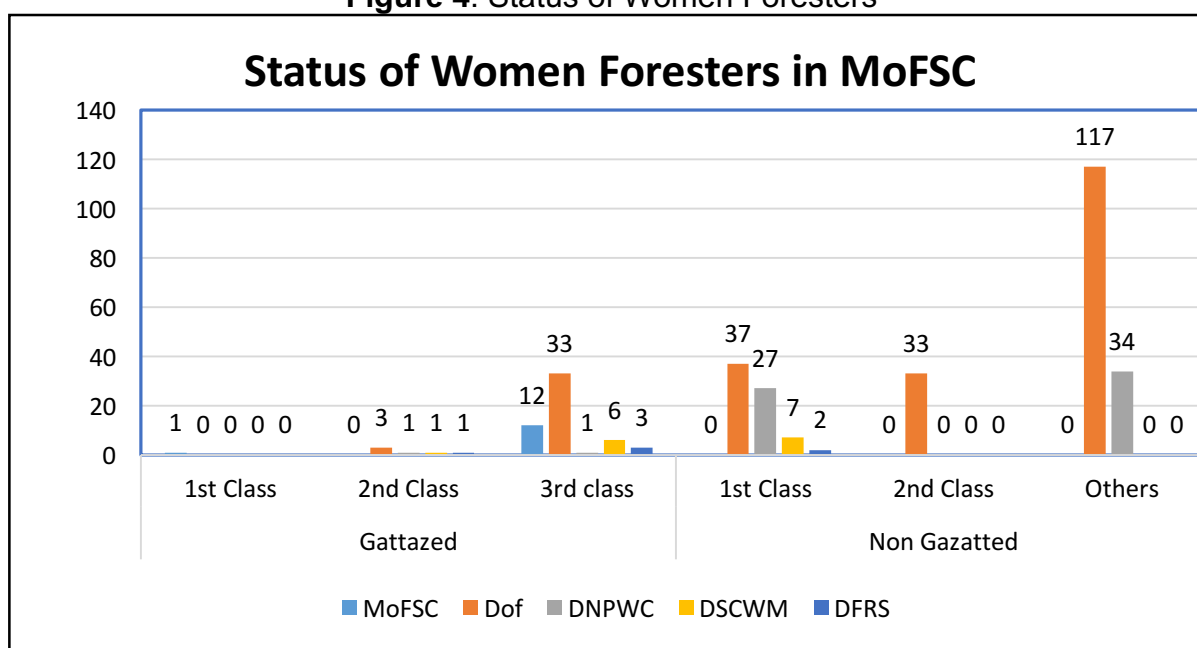
- **GESI Focal Points receive no Terms of Reference, Training or Incentives**

The Forest Ministry and its departments - including the REDD-IC - have designated GESI Focal Points at the central level. Except in very few cases, none of the districts and range posts have formally designated GESI focal points or staff. Only in the case of the REDD-IC do any of the GFPs have a formal Terms of Reference tied to their annual performance evaluations with a specific budget. They do not have a team or a system to guide and support them to implement or integrate GESI (See Annex 3).

- **Low percentage of professional women staff**

At the central and district levels, there are very few women in decision-making positions. In the districts, the number of female professional and support (helpers, cleaners, guards, etc.) staff is minimal.

Figure 4: Status of Women Foresters



Source: Department of Forest, March 2017

3.6 Existing organizational structures and cultures - both at central and local levels- have limited the space for GESI-responsive decision-making processes or innovation.

- There is no practice of using GESI-responsive participatory and interactive methods for planning, implementation, and M&E in the institutions at the national and district levels.
- There are no formal and systematic mechanisms for coordination and support from the center to the districts and back to promote GESI.
- Timely communication, sharing of information and knowledge between senior and subordinate staff, center, and district, and between Gender Focal Points very poor. In most cases, as women are in subordinate positions and fewer in number, they seem to be deprived of opportunities.
- The current structures and mechanisms are not conducive for promoting GESI- sensitive organizational cultures due to high levels of influence from social and political networks and traditional mind-sets that view forestry as associated with male and technical characteristics. This has made it difficult for women, particularly from socially disadvantaged and politically neutral networks, to influence or participate in forest and REDD+ decision-making processes. Progressive decision-makers and staff who want to bring change are dominated and influenced by those who less supportive of GESI policies and practices. The commitment of decision-makers and staff to promote GESI is low in the absence of skills, formal structures and specific budgets with incentives.

- At the community level, women who are strong and confident are usually not given key positions in the main committees, unless they have political affiliations. Under the quota system, women with less experience and confidence may be deliberately chosen to fill the quota. This is best seen in committees that handle monetary benefits, such as the DDC and VDC infrastructure committees, and CFUGs of less degraded forests.
- During the field assessment, none of the women technical staff were found to be responsible for activities that required higher technical skills, nor had they received opportunities to participate in technical training and exposure visits. Due to the lack of formal and specific GESI-related structures, expertise, budget and accountability, there is limited space for innovative programs. There is a dire lack of a portal, or platform for sharing knowledge and awareness on gender issues faced by women staff at the central, district and community levels.
- As in the case of community women leaders, women staff at all levels in the forest sector still find it difficult to be accepted as professionals, and are not usually given challenging “technical and important” work. FGD meetings with women at the center and in all seven districts show that issues raised and the management often trivializes inputs provided by female staff.
- In the case of CFUGs, a majority of women members state they are not confident to take up full leadership of the CFUGs as they have not gained adequate experience or received opportunities to lead. Some say that they trust the leadership of men and do not want to lead.
- No formal and safe mechanisms are in place to raise gender-related issues, e.g. related to sexual harassment, deliberate exclusion in meetings, getting transparent and timely information, decision-making, and equal opportunities. Except in a few cases, there are no provisions for separate toilets for women or child care facilities. As the number of women professionals increases through positive discrimination policies, these issues become critical to address.
- Extension service providers demonstrate attitudes that are not cooperative towards socially and economically marginalized women in the communities, which affects women’s participation.

Section IV

Gender Assessment and Recommendations for ERPD

Table 10: ERPD Activities - Assessment and Recommendations from Gender Perspective

ERP Activities	Assessment and Recommendations from Gender Perspective
<p>1. Improving the management of CBFM (Community Based Forest Management) models building on traditional & customary practices</p> <p>Sub Activities:</p> <ol style="list-style-type: none"> Revise CBFM operational plans to include & implement SMF principles respecting traditional practices Train & develop 200 LRP (inclusive) to implement SMF principles, forest fire control (indigenous methods & new tools) Improve governance in CBFM regimes to ensure inclusiveness, participation, accountability & transparency targeting around 600 CBFMGs Revise DFO sectoral & operational plans to include & implement SMF principles respecting traditional practices Build capacities of 600 executive committee members of CBFM including IP/NEFIN, DALITS, HIMAWANTI/ WOMEN on SMF Simplification of government procedures including registration to sustainably harvest and timber in all forest management models through discussions Promote IGA/disaggregated alternative livelihoods options & traditional practices for communities (pro-poor) /IP dependent on forest resources to sustainably use/reduce pressure on 	<p>Some of the key gender issues identified across all community based forest management systems are:</p> <ul style="list-style-type: none"> Forest management- related interventions such as forest based IGAs, technical skills, etc., are not based on participatory assessments of the needs, priorities and interests of women, particularly the poor and marginalized women (refer Section III-3.2 Case 1.) There has been minimum or no role in decision-making processes by women, particularly poor women from marginalized minority groups, who are also the day- to-day users and managers of forests Women have low access to and control over government and non-government financial and technical resources, new knowledge, information, skills etc. related to forest management. <p>The proposed ERPD activities for forest management do not explicitly address these gender issues, and do not directly target these marginalized women, particularly the daily users/managers of the CB FM forests. It is highly recommended to integrate the indicators and activities developed under the Gender Action Plan (refer Section VI) and refer to the Hariyoban-WWF GESI Strategy Indicators on GESI Responsive Forestry Governance.</p> <p>To integrate gender in the ERPD, the staff of both partners - government and CBOs- engaged in planning and implementation should have appropriate and adequate knowledge and skills on gender and gender integrated planning and monitoring. The organizations also need to have sufficient budgets, structures and policies to ensure that the ERP integrates gender and reflects this in its annual work-plans.</p> <p>The ERPD could incorporate activities and indicators to ensure:</p> <ol style="list-style-type: none"> The revision of the CBFM Operational plans respect and recognize the roles and contributions of women, particularly from marginalized groups and ensure their full participation and benefit sharing;

<p>forests targeting 2000 HH</p> <p>h) Promote knowledge, skills & art craft of indigenous peoples related with forest & market outreach while carrying out SMF</p> <p>i) Enhance coordination with the DADO/District Livestock Office to improve livestock management through discussions</p> <p>j) Engage communities inclusively for thinning, protection, fencing, stall grazing, fire-lines, promote natural regeneration</p>	<p>b. At least 50 % of 200 LRPs trained and developed should be women, with 50% of these from the marginalized minority groups;</p> <p>c. The executive committee members of the proposed 600 CBFMGs; govt. service providers such as the DADO/DLO, etc., should also be trained on inclusive leadership to increase and improve downward accountability towards women and particularly from marginalized minority groups;</p> <p>e. Support women, particularly from marginalized groups to access skills and networks to become skilled forestry technical resource persons/service providers;</p> <p>f. The extension programs to promote government procedures should be organized and facilitated in ways that enable women's participation, particularly from marginalized minority groups. Such programs must include information on the rights of women and IPs.</p> <p>g. Ensure at least 50% women particularly of marginalized groups benefit from alternative livelihood activities.</p> <p>h. Conduct participatory assessments to ensure that the proposed forest based IGAs and indigenous arts and skills are based on the needs, priorities and interests of women, particularly of marginalized minority groups; promote IGA's and Micro Enterprise value chains that are tested and successful in the ERPD areas.</p> <ul style="list-style-type: none"> For the Government to be GESI responsive it needs to hire GESI expert to facilitate and support GESI integration. The government particularly the REDD IC/ERP should train and strengthen GFPs and staff – e.g. strengthen Regional Training Center in GESI; designate GESI focal points/groups/units at the provincial/district and Illaka levels and equip them with ToRs, training and resources in at least the 12 ERP districts.
<p>2. Access to Renewable Energy</p> <p>Sub Activities:</p> <p>a) Building local capacities and skills to construct biogas plants and install RETs</p> <p>b) Develop bioenergy supply chain using invasive species and available biomass</p> <p>c) Access to micro credits through cooperatives enhance access to RETs</p> <p>d) Scale up installations of biogas</p> <p>e) Scale up installations of improved cook-stoves</p>	<p>Some of the key gender issues around the promotion of renewable energy are:</p> <ul style="list-style-type: none"> Poor assessment of energy needs, priorities and interests of women, particularly poor and marginalized minority women, who are the primary daily users/managers of forests and firewood (refer Section III-case 2); Limited information flow and poor extension services on energy related resources, technologies, subsidies and incentives, particularly to poor and marginalized women. No assessment of non-participation and non-adoption of renewable energy technologies by poor and marginalized minority women, or strategies to address this gap. <p>The ERPD activities have not adequately addressed these gender issues. Some ways to address gender issues would be to:</p>

<p>f) Window of opportunity to promote new feasible technologies as it develops or is innovated</p>	<ul style="list-style-type: none"> • Provide motivation and training program for women, particularly from marginalized groups, to develop them as RET Service Providers and Entrepreneurs, to construct biogas plants and install RETs, thus scaling up installations of biogas and cook-stoves and improving maintenance and performance • Engage women, particularly of marginalized groups, women in developing bioenergy supply chain using invasive species and available biomass; • Develop and implement gender friendly extension strategy and package to support the promotion of bio-gas and ICS program among women and men from marginalized minority groups and RET Service Providers (SPs), that includes: information about the benefits; subsidies; micro-credits; technical know-how; collect demand from women and link with AEPC/BSP, I/NGOs, micro-credit providers, etc. in the respective district; Introduce innovative strategies to encourage the use of bio-gas and ICS such as providing pressure cookers for installing RETs; awarding RET champions (both among beneficiaries and SPs). Increase the incentive amount provided for upfront costs of biogas installation for the poorest and most marginalized women. • Use the “Window of Opportunity” funds and resources to promote new technologies to reduce household workloads
<p>3. Promoting Private Forestry</p> <p>Sub Activities:</p> <ol style="list-style-type: none"> a) Provide insurance mechanism b) Training and capacity building through federations and private associations c) Access to soft loans (deprived sector loans) d) Product valuation to improve negotiation capacity with buyers through cooperatives of land holders e) Provide subsidies for seedlings and quality seedlings 	<p>Women across all social and economic groups have little control over private forest resources. The proposed ERP activities have potential to spur innovation to engage more women in private forest management through targeted activities.</p> <p>For example:</p> <ul style="list-style-type: none"> • Support women, particularly from marginalized groups to access capital, skills, networks and subsidized and quality seeds to become successful entrepreneurs and skilled forestry technical resource persons/service providers; • b) Provide Business Literacy Classes (BLC) for women entrepreneurs, based on the successful classes conducted by USAID and IFAD. • Provide soft loans to women, particularly of marginalized groups • Assure land tenure rights to women of marginalized groups and cooperatives to develop businesses, including for bioenergy supply chain using invasive species and available biomass

<p>4. Enhancing Pro-poor Leasehold Forestry</p> <p>Sub Activities:</p> <ul style="list-style-type: none"> a) Provide skill based trainings & inputs to LHFUG (e.g. access to & marketing of NTFPs) for 200 women b) Facilitation by NGO/CSO to connect poor to DFO c) Execute existing practice & criteria to identify poor households 	<p>Identification of the poorest and most marginalized women, and provision of their access and control over forest based resources for the development of appropriate livelihoods and enterprise-related activities present major challenges within CBFM systems, particularly in Leasehold Forests. Women are more likely than men to be without land rights, so it is critical that LHFUGs have strong participation by women and assure their rights to long term leases, that can be used to develop their livelihoods.</p> <p>The livelihoods activities introduced by forest-related projects/programs have not been very effective in improving the income and social status of the poor and marginalized women. As described in Section III – Case 1, poor and marginalized women’s mobility has been curbed and their workload and drudgery has increased by some of the piecemeal livelihoods activities provided to them.</p> <p>The proposed ERP activities can be improved to address these issues through activities such as:</p> <ul style="list-style-type: none"> • Support successfully tested and implemented Value Chains (VCs) in 2 districts (in road corridors) for marginalized women. Learn from IFAD/HVAP and Heifer Nepal to develop/establish pro-poor VCs with well-developed human resources, structures and markets. Two VCs in the Terai proven to be pro-poor and GESI friends are for off-season vegetables and goats. Bio-briquettes from invasive species have high potential for communities near the road corridors, Goat is in high demand from local road-side barbeque (sekuwa) shops. • Implement Business Literacy Classes (BLC), learning from the successful classes conducted by USAID and IFAD. The BLC packages can be modified in the context of LHF to include technical component on REDD+ and SFM; GESI – good-governance, leadership and fairness in benefit sharing; access to information and resources and basic book-keeping, finance.
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<p>5. Handover of National Forests to CBFM regimes</p> <p>Sub Activities:</p> <ul style="list-style-type: none"> a) Educate communities & awareness raising b) Enhance the capacities of FEDERATION OF USERS GROUPS/IP/DALITS/ WOMEN in SMF c) Increase programs for CBFM handover in the Annual Programme of Work across all districts d) Simplify processes for local communities/IP/Dalits/Women to be members of CBFM to get legal access to fuel wood 	<p>Several layers of exclusive leadership mechanisms at the district and community levels have hindered the engagement of poor and marginalized women from accessing forest management-related inputs, information, knowledge and skills. These exclusionary practices exist within mixed groups of women and men, women from different social groups and women within the same social groups (refer to Section III-Table 7).</p> <p>The ERP activities have not specified and disaggregated which community members should be targeted. Hence, it is suggested to disaggregate the activities from GESI perspectives and assure that women, particularly of the poor and marginalized groups, are prioritized in all of these activities. Extension activities must inform women and IPs of their rights in relation to land use and benefits, as per the government policies.</p> <p>Also refer to Assessment and Recommendation 1.</p>
<p>6. Land-use Planning</p> <p>Sub Activities:</p> <ul style="list-style-type: none"> a) Enhance sectoral and cross sectoral coordination to implement district land-use plans b) Zone CBFM area, Map potential hazard zone areas & possible settlement areas c) Map potential sites for afforestation and reforestation in the districts and conduct plantation d) Develop District Land use Plans to enhance understanding on integrated development and traditional land use 	<ul style="list-style-type: none"> • Assure that women, particularly women of marginalized groups, are actively engaged in all planning, monitoring, and benefit sharing activities related to land use planning. Extension activities must inform women and IPs of their rights in relation to land use and benefits, as per the government policies. • Employ women, particularly of marginalized groups, in plantation establishment and maintenance activities. • d) Include women's knowledge of traditional land use systems.

Section V

Recommendations

1. Invest in interventions that reduce workloads for women and reduce fuelwood consumption. Ensure that the ERPD's activities particularly on "Access to renewable energy" directly target and support poor and marginalized women. For example, design appropriate and alternative energy programs to encourage poor women, particularly from marginalized minority groups, to access and adopt these. The assessment showed poor and marginalized women lack networks, information and resources to tap alternative energy subsidy programs - such as those of biogas - provided by the government and I/NGOs. Biogas digesters in Nepal have proven to save substantial amounts of women's time, while providing healthier conditions in the kitchen and added nutrients to vegetable gardens.
2. Improve the access of local women to technical skills, such as those of silvicultural methods, and monitoring and measurement of carbon stock, that are normally understood as being activities limited to men. Ensure the ERPD's activities on "Improving the management of CBFM models building on traditional and customary practices" include and benefit local women, particularly the daily forest users.
3. Establish and support platforms for women's leadership to allow both men and women to learn about gender and the importance of women's engagement in forest and development-related decision-making and access to financial and technical resources to improve family livelihoods. These leadership platforms can build the confidence of women -particularly of those from marginalized minority groups - to comfortably voice their priorities in their own language and surroundings. This can enable women to play larger roles in the governance of Forest User Groups, to use their collective influence and networks to affect activity planning, implementation and benefit sharing.
4. Develop micro-enterprises and cooperatives of marginalized women to provide new opportunities and access financial resources for employment and entrepreneurship that are aligned with the Emissions Reduction Program. Since ERPD is not a Value Chain (VC) nor a Micro-enterprise (ME) development program, it is recommended to tap and link with those VCs and MEs that are already tested, established and successful in the Terai region to develop low emissions activities. For example, VCs related to off-season vegetable farming and goat rearing (using stall fed methods with fodder development programs), particularly along the road corridors, can be thriving enterprises in ERP districts.
5. Strengthen the knowledge and skills of government staff at central and district levels on GESI, for analysis and integration both in project cycles and within their organizations. This would be particularly effective for Gender Focal Points, planners, unit heads and implementing staff at the district level. Develop programs and allocate resources targeting women staff at national and districts to improve their leadership and gender analysis skills.

6. Encourage and strengthen the organizational capacities of forest-related federations, cooperatives, and user groups to become stronger, more inclusive organizations with a commitment to gender equality and social inclusion through gender integrated planning courses and coaching. Prioritize strengthening the organizational capacities of women-led FUGs through development of systematic mechanisms that provides regular training and mentoring on inclusive and collaborative leadership, planning and monitoring, networking, through leadership training and coaching provisions.
7. Measure and monitor the results – not just outputs - of activities using a set of indicators or a standard for women's empowerment /gender equality. This should include a close monitoring of benefits to be shared with women, and particularly women of marginalized groups, to ensure that resources intended for women and women's groups reach their target.

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Section VI

Gender Action Plan for Integration in the ERPD

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

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

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

5. Scale-up pro-poor Leasehold Forestry	1. Income and status of marginalized women has increased	1. 30% increase in numbers of marginalized women who have accessed leasehold forest land 2. 30% increase in income/assets of 500 women leasehold holders in 2 pilot districts (using W+ method for Income/Assets) based on production and sales of: <ul style="list-style-type: none"> - grasses and bio-briquettes - off season vegetables - goats (stall-fed) 	Signed leasehold certificates Evidence of income/assets as per W+ method	1. Develop Value Chains in 2 districts (in road corridors) with well-developed human resources, structures and markets in Terai for off-season vegetables, goats (stall-fed) and bio-briquettes.
6. Support integrated land use planning	Food security of women, particularly of marginalized groups, and their families has improved.	1. 30% increase in food security of households 2. increased participation of women in decision making related to management of water and agricultural resources	Evidence of food security as per W+ method	1. Ensure that women, particularly women of marginalized groups, are actively engaged in all planning, monitoring, and benefit sharing activities related to land use planning. Extension activities must inform women of their rights in relation to land use and benefits, as per the government policies. 2. Engage women's agriculture and water user groups and cooperatives in planning and implementation. 3. Develop interventions based on women's knowledge of traditional land use systems and biodiversity and recognize their roles as farmers and environmental managers.

Cross-cutting Additional Gender Activities

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

Annexes

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

1. Nawalparasi District, 27 January 2017

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

2. Bara District, 11 February 2017

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

3. Bardiya District, 19 February 2017

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

4. Kailali District, 24 February 2017

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

5. Dang District, 5 March 2017

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

6. Dolakha District, 10 March 2017

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

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

	Name	Organization	Gender		Caste				
			Male	Female	B/C	Janajati	Dalit	Madeshi	Other
1	DeepaOli	DOF		✓	✓				
2	ShahiShrestha	Forest Product Development Board		✓		✓			
3	Sabina Prajapati	DSCWM		✓		✓			
4	Yamuna Kadel	DSCWM		✓	✓				
5	Indira Mulpati	DSCWM		✓		✓			
6	Kanchan Lama	WOCAN		✓		✓			
7	SikshyaAdhikari	NTNC		✓	✓				
8	SabitriAryal	DFRS		✓	✓				
9	ShobhaPaudel	DFRS		✓	✓				
10	MadhuGhimire	MoFSC		✓	✓				
11	ShraddhaSigdel	MoFSC		✓	✓				
12	RenukaChitrakar	MoFSC		✓		✓			
13	Anjali Raj Panshi	MoFSC		✓		✓			
14	Sangita Lama	MoFSC		✓		✓			
15	SrijanaShrestha	MoFSC		✓		✓			
16	AnupaGhimire	MoFSC		✓	✓				
17	ShiwaniKhadgi	Department of Plant Resource		✓		✓			
18	Kalpana Sharma	Department of Plant Resource		✓	✓				
19	NishantaShrestha	Department of Plant Resource		✓		✓			
20	JanukaPathak	Department of Plant Resource		✓	✓				

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

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

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

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

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

3.1 Access to Resources

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

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

3.2 Control Over Resources

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

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

Annex 4: Gender Focal Points at MoFSC and Departments

	Name of GFPs	Designation	Organization	Division/Section
1.	Madhu Ghimire Acharya	Under Secretary	Ministry of Forests and Soil Conservation	Biodiversity and Environment Division, Environment section
2.	Santa Maya Shrestha	Under Secretary, Planning Officer	Department of Forests	Planning and Monitoring Division, Policy Formulation and Coordination of International Memorandum Section
3.	Indira Mulepati	Assistant Soil Conservation Officer	Department of Soil Conservation and Watershed Management.	Soil Conservation Section
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8.	Smriti Shrestha	Assistant Training Officer	Central Forestry Training and Extension Center	Planning Section