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# Gender Action Plan

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## **FP118: Building a Resilient Churia Region in Nepal (BRCRN)**

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**GREEN  
CLIMATE  
FUND**

## 2 GENDER ACTION PLAN (GAP)

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88. This Gender Action Plan (GAP) has been elaborated to mainstream gender-related measures into the BRCRN, ensuring that gender-related risks are avoided or mitigated, and to maximize climate and development co-benefits. It pays special attention to women, considering that women are not a homogenous group, and the additional challenges that women from indigenous nationalities, Dalit caste and other marginalized groups may face. It further has identified gender-performance indicators and sex-disaggregated targets to be integrated into the project's gender-responsive results framework.
89. This GAP is informed by the Gender Assessment conducted for the BRCRN project, available literature on gender-assessments of related projects and activities in the Churia region of Nepal, interviews with key experts and stakeholders working on gender empowerment in the Churia region of Nepal, and stakeholder consultations with local communities, community-based organizations and local women's groups in the proposed project area. In addition, a gender workshop was held in Kathmandu on February 21, 2018 to discuss and validate the results of the gender assessment and GAP. Feedback from this workshop and from other stakeholder consultations has been integrated into this document. Meeting minutes and attendance sheets for the consultations are available in Annex 3 of the project's ESMF.

Table 2. Gender Action Plan for the 'Building a Resilient Churia Region in Nepal' Project Gender Action Plan												Costs		
												Exclusively dedicated for GAP	Included in Project Activities	
Project Activity	GAP Activity	Indicator	Targets	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Responsibility			
<b>Project component 1 – Scaling up climate-resilient sustainable natural resources management (SNRM)</b>														
<p><b>Expected contribution of gender activities to results under the component:</b> Component 1 focuses on implementing and scaling up of climate-resilient SNRM practices to increase the resilience of ecosystems and local households within 26 climate vulnerable river systems. Gender activities under this component will ensure that (i) women from diverse social-cultural background (including indigenous women's groups and Dalit women's groups, among others) duly participate in the Project activities (trainings, Farmer Field Schools, implementation of climate resilient SNRM practices) benefit from them; and (ii) the climate-resilient SNRM practices (sustainable land use, climate resilient agriculture, restoration and sustainable management of forests, watersheds and wetlands, etc.) are gender inclusive and gender sensitive, ensuring women's role, capacity and leadership; improving their access and right (to information, to land) and that the practices take due consideration of specific challenges women face in the Churia region such as time poverty and domestic violence. As the ultimate aim of Component 1 is to increase resilience of local households, increasing resilience of women is critical and the Project tackles this through women's participation, capacity and leadership to build their own resilience, resilience of their family and community.</p>														
PMC	Ensure training and engagement of women in adopting climate-resilient land use practices. Time and locate trainings taking into account women's work schedules and accessibility to ensure maximum participation and outreach, coordinate with local women's organizations to build on existing networks and best practices for outreach	Percentage of women extension staff and women beneficiaries participate in training and are able to access extension services	At least 50% of beneficiaries are women*  At least 50 % extension staff are women*									PMU M&R specialist in cooperation with women's organizations/ CSOs	87,312	87,312
1.1.1-1.13	Women adopt and benefit from climate-resilient agricultural practices.	Number of CBOs and CBO Beneficiaries adopt climate-resilient agricultural practices	At least 250 CBOs  50% of beneficiaries are women*									PMU M&R specialist in cooperation with women's organizations/ CSOs	1,463,760	2,927,520
1.2.1-1.2.2	Women adopt and benefit from restoration and sustainable management of degraded natural forests, critical watersheds and wetlands to avoid emissions, enhance sequestration and improve other ecosystem services (incl. biodiversity conservation).	Areas of land (ha), and number of CBOs with restoration activities implemented	206,227 ha  at least 750 CBOs  at least 50% of beneficiaries will be women*									PMU M&R specialist in cooperation with women's organizations/ CSOs	2,143,804	4,287,608
1.3.2	Women benefit from tree planting on private and public lands to release pressure on natural forests for fuelwood, timber and forage	Number of forests owned by women registered by local government  Percentage of public forests registered by women user groups*	At least 50 private forests owned by women registered  At least 100 public land forests registered, of which 50% are established									PMU M&R specialist in cooperation with women's organizations/ CSOs	5,608	11,215,633

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		Areas (ha) plantation forests established and percentage of beneficiaries are women*	by women user groups*  24,958 ha of plantation forests established, where at least 50% of beneficiaries are women*																								
<b>Project Component 2 – Strengthening institutions and planning for climate-resilient SNRM</b>																											
<p><b>Expected contrition of gender activities to results under the component:</b> Component 2 is designed as a precursor for the investments in Component 1, and will support the necessary planning for interventions within each of the 26 targeted river systems while equipping government officials and CBO members with the capacities to understand and apply climate-resilient land use. Gender activities will ensure that capacity (in the form of assigned gender focal point) exists within the institutional structure to mainstream gender in the planning process, development of strategies and action plans and in awareness raising and building capacity on climate-resilient SNRM and agriculture at all level, from federal to CBOs and for multi-stakeholders. Ultimately, the Project will raise awareness on gender related drivers of climate vulnerability and risk and build capacities to integrate this knowledge in strategies and plans for climate change adaptation and mitigation including through participation of the women's organizations.</p>																											
PMC	Gender focal points assigned in multi-stakeholder project coordination entities	Number of coordination entities with assigned Gender Focal Point	Gender Focal Point assigned at least in PSC and PCU																						National Project Director (NPD) in coordination with gender focal point from Ministry of Forests and Environment (MoFE) and federal and PPMU safeguard officers	1,070	21,400
PMC	Invitation of CSOs representing women (including indigenous women's groups and Dalit women's groups, among others) to participate on PCUs	Number of women's groups participate in provincial PCU*	At least one women's group participates in each provincial PCU*																						PMU Gender and Safeguard Officer	1,070	23,112
2.1.2	Engagement of women and women's organizations in identifying vulnerable areas, critical ecosystems and integration of women's issues in sub-river system level SNRM planning;	Number of multi-stakeholder workshops on GESI topics  Number of women's organizations attend the workshops	At least 26 multi-stakeholder workshops  At least one women's organization participate in each workshop																						PMU Gender and Safeguard Officer	21,347	408,633
2.1.2	Identification of female beneficiaries who are	Number of female beneficiaries																							PMU Gender and Safeguard	21,347	408,633

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	working with existing SNRM projects and / or those who are interested in introducing SNRM and DRR practices as 'champions'	identified as champions for SNRM	Female beneficiaries as champions for SNRM identified for activity 2.2 and Outputs 1 and 3 (exact number will be determined upon identification of Project beneficiaries)																						Officer with support from representatives from women's organizations/ CSOs		
2.1.2	Provincial climate-resilient land use planning strategies and river-system level action plans include a sub-section on gender	Gender included in the climate-resilient land use planning strategies and river-system level action plans	3 provincial strategies and 26 action plans include sub-section on gender																						PMU M&R specialist	5,500	54,998
2.2.2	Strengthen outreach to women, including women from indigenous nationalities and marginalized groups.	Number of Project trainings targeted for women*	10 trainings on leadership, rights, climate risks and climate-resilient land use planning targeted for women																						PMU M&R specialist	6,420	374,500
2.2.2	Mainstreaming adaptation and mitigation measures at the community level, with a focus on forests, water and land management practices/ operation guidelines through active participation of women, indigenous peoples and marginalized groups;	Level of participation of women, indigenous peoples and marginalized groups in Project training on adaptation and mitigation measures	At least 50% of participants of trainings for 750 community based management organization are women*																						PMU M&R specialist	187,250	374,500
<b>Project Component 3 – Improving knowledge, awaress and local capacity for climate-resilient SNRM</b>																											
<p><b>Expected contribution from gender activities to results under the component:</b> Component 3 aims to establish a systematic knowledge and information sharing and monitoring mechanism concerning climate-resilient SNRM: The Churia Knowledge Centre (CKC). CKC will serve as a comprehensive resource including a database of natural resources – including soil, water, ecosystems and forests – to support informed policy-/decision-making and planning, and knowledge-sharing mechanisms. The CKC will play a crucial role in enabling local stakeholders to continue delivering (and even scale up) climate-informed extension services to farmers and other land users after project closure, and in areas in Provinces 1, 2 and 3 that are beyond the Project Area. Within this aim, gender activities will ensure the respect to and documentation of local knowledge, including from women from indigenous nationalities, Dalit caste, and other marginalized groups, the engagement of women groups and women networks in knowledge consolidation and dissemination and monitoring and evaluation as well as the inclusion of gender-specific initiatives. Capacity building to ensure the appropriate number of local women trainers and resource perrsons will be vital for sustaining the gender sensitive approach in climate-resilient SNRM in Churia.</p>																											
3.1.1	Respect and document local knowledge from women, including women from indigenous nationalities, Dalit caste, and other marginalized groups	Number of women's organizations invited to Project workshops	Women organizations invited to at least 6 provincial consultation workshops and validation workshops																						PMU M&R specialist	4,815	142,711

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3.1.1	Respect and document local knowledge from women, including women from indigenous nationalities, Dalit caste, and other marginalized groups	Percentage of women participants including women from indigenous nationalities, Dalit caste and other marginalized groups in Project consultations	At least 50% of people consulted in Project 78 community consultations (~3 per river system) should be women*																						PMU M&R specialist in cooperation with women's organizations/CSOs	69,550	142,711
3.1.2	User group associations as well as women's groups, indigenous peoples, Dalits, marginalized minority organizations engaged in info documentation, and dissemination (networks). Women's networks support awareness raising campaigns to engage women.	Number of broadcasts regarding Churia Conservation related news and views, with engagement/support of women's groups and women's networks	125 broadcasts including broadcasts in local languages disseminated																						PMU M&R specialist	346,145	346,145
3.2.2	Trainers trained on GESI within the context of the BRCRN project, and measures to improve the engagement of women, indigenous peoples and marginalized groups in knowledge consolidation, dissemination and extension.	Trainings on GESI include measures to improve the engagement of women indigenous peoples and marginalized groups  Availability of translation services for trainings or consultations in local languages.	At least 80% of Project trainings on GESI  100% local (CBOs and CBO Beneficiaries) trainings and consultations are in local languages.																						PMU M&R specialist	22,727	227,268
3.1.2	Support establishment of 130 eco-clubs, with participation from boys and girls to become engaged on topics related to climate change and climate-resilient land use	Number of eco-clubs established and percentage of girls participation	130 eco-clubs established, with 50% girls																						PMU M&R specialist	80,250	160,500
3.2.2	Trainers should include people from diverse socio-cultural backgrounds, and translation services should be available for trainings or consultations in local languages.	Number of trainers as women and from diverse socio-cultural background	At least 50% of trainers should be women*																						PMU M&R specialist	113,634	227,268
3.2.1	Training modules and guidelines for extension	Number of training modules include sub-	10 training modules																						PMU M&R specialist	20,330	95,765

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	and technical assistance to be designed taking into account GESI. Extension modules each include a section on i) gender and ii) social inclusion	sections on i) gender and ii) social inclusion											
3.1.2	Exposure visits for trainers and government staff include participation of women	Number of women in visits for trainers and government staff	50% of beneficiaries should be women*								PMU M&R specialist	7,244	14,488
3.2.3	Engagement of women in the design and operation of the Churia Knowledge Center	Number of Women's organizations invited to workshops on the CKC	Women organizations participate in at least 3 CKC workshops								PMU M&R specialist	10,700	88,275
3.2.3	Engage women in monitoring and knowledge management activities	Percentage of women engaged in the monitoring of environmental and social characteristics in the BRCRN project area	At least 50% of resource persons trained are women*								PMU M&R specialist	8,828	88,275
3.2.3	Integrate information on GESI into CKC knowledge, and communicate gender-related issues linked to climate change and unsustainable natural resource management	Availability of GESI materials	GESI portal established within online CKC, and GESI materials available in regional hubs								PMU M&R specialist	8,828	88,275
3.2.3	Engage youth, boys and girls, in learning opportunities related to climate change, SNRM, and DRR through the Churia Knowledge Center	Number of eco-clubs in schools receiving learning opportunities and percentage of girls participation	CKC presented to 130 eco-clubs in schools, with 50% participation of girls in clubs								PMU M&R specialist	16,050	160,500
3.1.2	Raise awareness of women in vulnerable communities about climate-induced disasters and risks and the link with unsustainable NRM, as well as SNRM, DRR measures	Number of awareness raising events for community women	At least one awareness raising event specifically targeting community women in each of the 26 vulnerable river systems								PMU M&R specialist in cooperation with women's organizations/ CSOs	175,266	175,266
2.1.3	Engage women including indigenous peoples and marginalized groups in the development of provincial DRR plans.	Number of workshops for provincial DRR plans with women's	3 consultation workshops and 3 validation workshops								CSOs to support participation of women in consultation	10,700	175,266

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		organizations invited/participated									workshops (awareness raising).		
2.1.3	Integrate women's, including, indigenous peoples and marginalized minority groups, priorities' into disaster risk management plans and guideline development through consultations with women in local-community based organizations, and through engaging with local networks	Gender included in the Provincial DRR plans	Provincial DRR plan (03) includes a section on i) gender and on ii) social inclusion								PMU M&R specialist	7,565	75,649

\*promoting proportional representation of highly vulnerable groups including indigenous women (31%) and Dalits (13%)