

Simplified Approval Process

Annex 4: Gender Action Plan

**Climate Adaptation, Resilience and Engagement in
Local Governments (CARE-LG) Project**

Bhutan



**GREEN
CLIMATE
FUND**

Activities	Indicators and Targets	Timeline	Responsibilities	Costs
<p>Impact Statement: Climate resilience of the most vulnerable LGs and communities, including the women, strengthened due to their enhanced adaptative capacity through use of the performance-based grants (PBG) for climate-change adaptation which is mainstreamed and integrated in the planning, budgeting and implementation process of the LGs.</p> <p>Outcome Statement: 1. By the end of 2029, 120 most vulnerable Gewogs of Bhutan (214,973 or 30% of the country's population with 105,973 or 49% women) are sensitized on adoption of climate responsive infrastructures, technologies and practices.</p> <p>2. By end of 2029, development plans and activities of 60 most vulnerable Gewogs of Bhutan are climate proofed through use of the performance-based grants on CCA and their resilience to climate change improved; livelihoods security of approximately 98,025 people (49% women) in highly climate vulnerable remote and rural communities are strengthened.</p>				
<p>Project Output 1.1 Statement: Awareness and capacity of local communities and LG officials on climate change adaptation and climate responsive strategies enhanced through the sensitization and awareness workshops.</p> <p>Gender Result: Gender Balance Participation of Local Community members and LG officials including Gender Focal Points in Project activities</p>				
Activity 1: Include women's participation during the needs assessment for developing training curriculum on climate change adaptation planning, implementation and monitoring.	<ul style="list-style-type: none"> At least 49% of the needs assessment participants are women to ensure gender balanced representation. During the overall project need assessment, the gender expert will carry out assessment on the current level of understanding on gender related issues and gaps, in order, to come up the awareness training program/capacity building on gender equality, SEAH. The gender expert will consult with women leaders, woman farmers, youth to understand their needs and facilitate 	Year 1 - 2024	Gender Expert, DPBP (MoF); DLGDM; LGs; PMU	<p>Gender related budget requirement: USD 10,500 budgeted under DAE fees.</p> <p>The Budget requirement for overall project need assessment will be Covered under the budget of project Activity 1.1.1 (as it will be outsourced to consultant as package).</p>

	the development of need assessment for developing training curriculum			
<p>Activity 2: Provide awareness and sensitization on gender gaps, SEAH and gender equality by Gender Expert to local community members.</p> <ul style="list-style-type: none"> - The training will advocate both men and women on the importance of having equal gender representatives in the decision making or implementing Gewog adaptation plan's developmental activities. It will be delivered together with the training on climate change risk and impacts under component 1. 	<ul style="list-style-type: none"> • At least 49% of participants are women including female headed households to understand the importance of gender equality and SEAH while preparing Gewog adaptation planning proposals. • Gender equality and inclusion training program developed and delivered by gender expert. 	<p>Year 1, 2, 3.</p> <p>3 trainings conducted</p>	<p>Gender Expert; DPBP (MoF); DLGDM; LGs; PMU</p>	<p>USD 7000/- budgeted under DAE fee</p>
<p>Activity 3: Strengthen capacity of local community female members on planning, implementation and monitoring of climate change adaptation projects.</p> <ul style="list-style-type: none"> - The Gender Expert will provide awareness and sensitization on gender gaps, SEAH and gender equality and importance of having equal gender representatives in the decision making or implementing Gewog adaptation plan's developmental activities. 	<ul style="list-style-type: none"> • At least 49% of the participants are women to ensure gender balanced representation. 	<p>Year 1, 2, 3</p> <p>3 trainings conducted</p>	<p>Local consultant; Gender Expert; DPBP (MoF); DLGDM; LGs PMU</p>	<p>USD 1,07,000 (included in the budget within activity 1.1.4 of the project)</p>
<p>Activity 4: Strengthen capacity of Local Government (LG) official at Gewog level on planning, budgeting, implementation and monitoring of climate change adaptation projects.</p>	<ul style="list-style-type: none"> • At least 49% of female officials at the gewog level. 	<p>Year 1, 2, 3</p> <p>3 trainings conducted</p>	<p>Local consultant; Gender Expert; DPBP (MoF); DLGDM; LGs; PMU</p>	<p>USD 33,585 (included in the budget within activity 1.1.6 of the project)</p>

<p>The Gender Expert will provide awareness and sensitization on gender gaps, SEAH and gender equality and importance of having equal gender representatives in the decision making or implementing Gewog adaptation plan's developmental activities.</p>				
<p>Activity 5: Include women at the community level in all project meetings/workshops regarding the preparation of Gewog adaptation plan for climate grants, to provide platform for women to incorporate their needs.</p>	<ul style="list-style-type: none"> At least 49% of participants are women including female headed households to mainstream women participation in project related meetings/workshops. This activity will ensure that gender responsive and inclusive Gewog adaptation plans are developed for climate finance Gewog adaptation proposal and have shared access to technology or financial resources arising from the activities of the project. No of Consultation workshop/meetings conducted (depending upon the number of meetings held for the preparation of the Gewog adaptation plans) by the LG. 	<p>Year 1-Year 5</p>	<p>Gender Expert; DPBP (MoF); DLGDM; LGs; PMU</p>	<p>Separate budget not required since the meeting/workshop will be held at local government level.</p>
<p>Activity 6: Provide awareness and sensitization on gender gaps, SEAH and gender equality by Gender Expert to LG/GFP officials.</p> <p>The training will advocate both men and women on the importance of having equal gender representatives in the decision making or implementing</p>	<ul style="list-style-type: none"> At least 49% of female LG/GFP officials at the gewog level shall be provided training on gender gaps, SEAH and gender equality which will enhance the knowledge and skills while developing Gewog adaptation plan by LG. 	<p>Year 1, 2, 3.</p> <p>3 trainings conducted</p>	<p>Gender Expert; DPBP (MoF); DLGDM; LGs; PMU</p>	<p>USD 7,000 budgeted under DAE fee</p>

Gewog adaptation plan's developmental activities. It will be delivered together with the training on climate change risk and impacts under component 1.	<ul style="list-style-type: none"> Training program developed and delivered by gender expert. 			
Activity 7: Include women at the LG level in all project meetings/workshops regarding the Gewog adaptation plan for climate grants, to provide platform for women to incorporate their needs.	<ul style="list-style-type: none"> At least 49% of female LG/GFP officials attending the meetings/workshop relating to the project and the development of Gewog adaptation plan. The adoption of positive behavioral changes resulting from climate awareness programme will lead to the inclusion and implementation of gender issues in the Gewog adaptation plan. 	Year 1 - 2024	Gender Expert DPBP (MoF); DLGDM; LGs	Separate budget not required since the meeting/workshop will be held at local government level.
Output 1.2 - PBGM integrated into the planning and budgeting system Gender Result: Gender responsive planning and budgeting promoted in the national planning and budgeting process				
Activity 1: Training to relevant LG female officials on the use of the guidelines and procedure on performance-based climate resilience grant (PBGM).	<ul style="list-style-type: none"> At least 49% of the total female LG/GFP officials attending the meetings/workshop relating to the project and the development of Gewog adaptation plan 	Year 1 and year 2 2 trainings conducted	Consultants and Gender Expert; DPBP (MoF); DLGDM; LGs; PMU	USD 15,000 (included in the budget within activity 1.2.4 of the project)
Output 1.3 Statement: Gewog adaptation planning mechanism established Gender Result: Gender mainstreamed in the Gewog adaptation plans				

Activity 1: Include women in the planning process to guarantee their voices are heard and their priorities are reflected in the adaptation plans, through capacity building and awareness on preparation of Gewog adaptation planning and call for proposals at the LG level.	<ul style="list-style-type: none"> At least 49% of participants are women including female headed households to improve capacity in preparing Gewog adaptation plan and proposal considering the gender related challenges. The adoption of positive behavioral changes resulting from climate awareness programme will lead to adoption of sustainable innovative practices and green developmental pathways. 	Year1, 2, 3 & 4	Gender Expert; DPBP (MoF); DLGDM; LGs; PMU	USD 3300 (included in the budget activity 1.3.1 and 1.3.2 of the project)
<p>Activity 2: Inclusion of gender related issues/consideration for the development of Gewog adaptation plan for grant facility from the project.</p> <p>Gewog adaption plan and project proposal to include the gender related issues/consideration to ensure that activities related to addressing gender issues are included in the Gewog adaptation plan.</p>	<ul style="list-style-type: none"> Gender related issues discussed at LG level for the preparation of Gewog adaptation plan and proposal to ensure grant facility from the project. Number of gender related activities included in the Gewog adaptation plan. 	Year1, 2, 3 & 4	Gender Expert; DPBP (MoF); DLGDM; LGs; PMU	Since the investment type will be demand driven, it will be difficult to estimate gender related budget. However, for any gender related budget raised during the consultation meeting, it will be met from the budget activity 2.1.1 of the project.
Output 1.4 Statement: Knowledge and learning network developed Gender Result: Women's awareness and knowledge enhanced through knowledge and learning programme				
Activity 1: Ensure participation by women in CAA knowledge sharing and learning exchange programmes from the development and implementation of PBGM	<ul style="list-style-type: none"> At least 49% of the participants in knowledge sharing and exchange programmes are women. To enable women's participation in the exchange program, the 	Year 3 & 4- 2026 & 2027	Gender Expert; DPBP (MoF); DLGDM; LGs	USD 6,550 (Budgeted within activity 1.4.1and 1.4.2 of the project)

	<p>following support will be provided:</p> <ul style="list-style-type: none"> (i) activity carried out during the off-farm season when women are free (ii) exchange program arranged within the easy reach of women participants (iii) provide logistic support to women with young children to accommodate childcare. 			
Output 2.1 Statement: Adaptation interventions are implemented through PBGM Gender Result: Women participation increased in Gewog level meetings and consultations				
Activity 1: Ensure participation by women in consultations and meetings during implementation of Gewog adaptation plan	<ul style="list-style-type: none"> 49% of participants are women in community consultations including female headed households to mainstream women participation in project related meetings/workshops for the development and implementation of Gewog adaptation plans. 	Year 2, 3 & 4	Gender Expert; DPBP (MoF); DLGDM; LGs; PMU	Budget for implementation of Gewog adaptation plan will be built in activity 2.1.1 of the project grant facility
Activity 2: Gender related issues addressed through the implementation of Gewog adaptation plan	<ul style="list-style-type: none"> Number of gender related activities included in the Gewog adaptation plan and implemented during the project implementation. 	Year 2, 3 & 4	Gender Expert; DPBP (MoF); DLGDM; LGs; PMU	Gender issues related budget for implementation will be built in activity 2.1.1 of the project grant facility
Output 2.2 Statement: Innovation on climate mitigation and adaptation enhanced. Gender Result: Women participation increased in Gewog level meetings and consultations				
Activity 1: Ensure participation by women in consultations and meetings for the development and implementation of innovation plan	<ul style="list-style-type: none"> 49% of participants are women in community consultations including youth and female headed households for development and implementation of innovation plan on climate mitigation and adaptation. The adoption of positive behavioral changes resulting from climate 	Year - 3 & 4:	Gender Expert; EEs; LGs	Budget for implementation of Gewog adaptation plan will be built in activity 2.2.1 and 2.2.2 of the project grant facility

	awareness programme under component 1 will lead to adoption of sustainable innovative practices and green developmental pathways.			
Activity 2: Support gender-friendly farm mechanization/equipment at the Gewog level	<ul style="list-style-type: none"> Innovative gender friendly farm mechanization to enable communities to better adapt to climate risk: Establishment of community-based farm machinery/tools centres to enable access to efficient, climate friendly and gender responsive mechanization (e.g. small-scale power tiller) 	Year - 3 & 4:	Gender Expert; EEs; LGs	USD 159,055 (Budgeted within activity 2.2.1 of the project)
M&E for GAP				
Activity 1: Review and revise gender action plan after screening of Gewog Adaptation Plan	Revised gender action plan	Year 1	Gender expert	USD 5,250 budgeted under DAE fee
Activity 2: Monitor, review and report on the compliance on gender action plan. gender expertise to implement the GAP and ensure the mainstreaming of gender across project implementation, monitoring and evaluation as well as project management.	Annual gender compliance report and recommendation	Year 1,2,3 and 4	Gender expert	USD 21,000 budgeted under DAE fee
Total Budget of USD 50,750 (inclusive of USD 10500 for activity 1 under output 1.1, USD 7000 for activity 2 under output 1.1 and USD 7000 for activity 4 under output 1.1 is being budgeted under DAE fees) and USD 3,18,595 (covered the project budget)				USD 3,69,345
*In the event the gender assessment identifies additional activities of relevance to women – it shall be met from the				

DAE fees allocated for gender related budget.	
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* The activity specific target for actions under GAP will be defined during the project implementation period and informed accordingly.