
Gender Action Plan

FP107: Supporting climate resilience and transformational change in the agriculture sector in Bhutan

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VI. Proposed Gender Action Plan

Bhutan: Supporting Climate Resilience and Transformational Change in the Agriculture Sector

This Gender Action plan provides suggested entry points for gender-responsive actions to be taken under each of the Activity areas of the project. In addition, specific indicators are also proposed to measure and track progress on these actions at the activity level. This can be incorporated into the detailed M&E plan which will be developed at the start of implementation, and provides concrete recommendations on how to ensure gender (including disaggregated data) continues to be collected and measured throughout implementation. Below is the initial gender action plan for the proposed GCF project, to be further reviewed and finalized during the project inception phase.

The project activities are executed by government entities, the project team will work with the gender focal points within the IP and RPs, as well as with the National Commission of Women and Children (NCWC), with technical support from UNDP (for example, UNDP developed a gender indicator handbook that will be utilized to plan and track activity level results). The NCWC monitors the progress of the institutes based on the gender indicator handbook through the gender focal points of the various agencies. Given the specific challenges faced by women, the project team will be expected to be knowledgeable about gender issues in the country, and to approach project activities with the required sensitivity. Related training will be provided by UNDP, and Gender Specialists at UNDP Bhutan and the UNDP regional office will provide guidance and support during implementation. UNDP will provide quality assurance of the deliverables by the IP and the RP.

A Gender Specialist will also be hired under the project to further ensure that implementation is gender-responsive. Further, technical expertise related to training activities for government and farming communities will ensure participation of women, climate information will be tailored to the needs of women, and design of survey instruments and support to data collection methodologies to government will ensure sex-disaggregated data.

The project is designed in line with national policies and programmes related to gender and empowerment, and implementation will ensure a consultative process that is sensitive to the particular challenges of women in Bhutan. Consultations with communities and trainings will make the necessary links to these policies and programmes so that women are aware of their rights and related support available (e.g. RENEW <http://renew.org.bt/>).

Activities	Inputs	Actions	Targets and Indicators	Partner Institutions	Budget (USD)
Output 1: Promote resilient agricultural practices in the face of changing climate patterns					
1.1. Developing and integrating climate risk data into crop and livestock planning at the national and sub-national levels	<p>1.1.1. Training to 30 NCHM staff to a) combine local, regional/global information, disaster database and data from climate monitoring stations, b) model/forecast climate, flood, drought and water resource information (on daily to seasonal, as well as medium to long term timescales)</p> <p>1.1.2. Review and enhancement of crop and livestock loss methodologies for consistent tracking and measurement of losses against climate change variability and impact, and integration into planning processes</p> <p>1.1.3. Development of 9 tailored climate products, integrating climate change impacts on agriculture and related agriculture losses to inform planning</p>	Ensure project supports are directed to women and men’s practical and strategic needs and priorities that would bring transformational change in the gender relations and shift more powers to women	<p>Baseline: 0 Target: N/A Indicator(s): -loss methodologies include gender (e.g. female headed households) -tailored climate information considers particular impact of climate on women where possible</p>	PMU, MoAF, UNDP	80,000
	<p>1.1.4. Training to 150 MoAF staff on application of climate impacts and related loss information in agriculture planning</p> <p>1.1.5. Development of Standard Operating Procedures (SOPs) for effective and timely dissemination climate and climate risk information at the national and sub-national level</p>		<p>Baseline: 0 Target: 30% of training participants are women Indicator(s): Number of women participating in training</p>		

1.2. Tailoring of climate information to support crop and livestock planning and agriculture households	1.2.1. Development of tailored climate information, and means of dissemination, for farmers to meet the short-term and long-term agriculture planning needs	Ensure access to information on markets, pricing policy and climate through innovative information communication mechanisms to reach women	Baseline: 0 Target: N/A Indicator(s): Tailored climate information and dissemination considers women’s priorities as well as challenges (e.g. differing levels of literacy)	PMU, MoAF, UNDP	200,000
	1.2.2. Annual trainings in 8 target dzongkhags designed and delivered to farmers, cooperatives and local government officers/NGOs on the application of tailored climate information to improve agriculture household planning	Tailor capacity building needs to women and girls in ensuring equal participation and decision-making from local governance to national level	Baseline: 0 Target: 50% women Indicator(s):	PMU, MoAF, UNDP	75,000
1.3. Scale up climate-resilient agriculture for diversified, resilient smallholder productivity	1.3.1. Training in community seed production and multiplication system to scale up diversified, climate resilient crops (such as cereals, potato, cardamom, ginger, etc.)	Identification of gaps in gender equality through the use of sex-disaggregated surveys enabling monitoring and analysis of project benefits to women	Baseline: 0 Target: N/A Indicator(s): -Sex and age disaggregated data on success of livelihood adoption, RCTs -documentation of results, best practices, etc. for further application	PMU, MoAF, UNDP	200,000
	1.3.2. Investment in climate-resilient practices including cultivating alternatives such as hydroponics, aeroponic, vertical gardening; organic farming; and integrated pest-disease management, covering 161 ha	Ensure that good practices and lessons learnt from promoting gender equality in climate change adaptation evidenced through the project are shared effectively amongst stakeholders and inform policy/decisions at national and sub-national levels.			
	1.3.3. Training delivered to farmers (2500 households, ensuring engagement of women and youth), cooperatives, and government/NGOs on climate risk management for value-chains and agricultural marketing.	To reduce negative impacts on women (e.g. workload, health), through project intervention on promotion and training on energy and labor saving technologies, ensuring use of existing time use data to ensure women are not overburdened by project activities.	Baseline: 0 Target: 50% women Indicator(s): -men and women receiving support on cultivation alternatives -men and women receiving information and support on markets, pricing and climate	PMU, MoAF, UNDP	200,000

		<p>Ensure access to information on markets, pricing policy and climate through innovative information communication mechanisms to reach women;</p> <p>Tailor capacity building needs to women and girls in ensuring equal participation and decision-making from local governance to national level (e.g. entrepreneurial/business skills as expressed during consultations)</p> <p>Growing role of women in agriculture, ensuring participation of women in community consultations to ensure adequate response to expressed needs and challenges. Consultations will make the necessary links to policies and programmes focused on empowerment and safety of women, so that communities are aware of their rights and of related support available (e.g. Respect Educate Nurture Empower Women (RENEW) http://renew.org.bt/).</p>			
Output 2. Scaling up climate-resilient water and land management practices for enhanced smallholder productivity					
2.1. Wetland and water management adapted to changing climatic conditions	<p>2.1.1. Training to 15 dzongkhag engineers on climate resilient water irrigation designs and water harvesting, for improved oversight of construction and long term maintenance of investments</p> <p>2.1.2. Training to 16 WUAs on climate change impacts to water</p>	Tailor capacity building needs to women and girls in ensuring equal participation and decision-making from local governance to national level	<p>Baseline: 0 Target: 30% women Indicator(s): Women engaged in training related to climate resilient water and irrigation designs, water harvesting and related O&M</p>	PMU, MoAF, UNDP	75,000

	availability and means to protect water access and water sources				
Activity 2.2. Establishment of climate resilient irrigation schemes and water saving technologies	<p>2.2.1. Upgrading of 32 existing irrigation schemes for greater climate-resilience, and realignment of 4 irrigation schemes to a reliable water source given the drying impacts of climate change, covering 6300 ha</p> <p>2.2.2. Installation of water saving technologies, specifically 420 drip irrigation and 200 sprinkler irrigation schemes, covering 1700ha</p> <p>2.2.3. Building 64 small earthen check dams and ponds, and 100 earthen tanks for water harvesting</p>	Support growing role of women in agriculture, ensuring participation of women in community consultations to ensure adequate response to expressed needs and challenges	Baseline: 0 Target: 50% women Indicator(s): Women with reliable water access for agriculture	PMU, MoAF, UNDP	100,000
2.3. Scale up of sustainable land management (SLM) technologies to support soil and slope stabilization	<p>2.3.1. Identification of SLM interventions to better protect agriculture land from the impacts of climate change induced erosion and landslides, following the Participatory SLM Action Planning methodology</p> <p>2.3.2. Technical assistance and support to communities on the implementation of SLM practices to manage climate change risks, covering 2380 ha of arable land</p>	<p>Support growing role of women in agriculture, ensuring participation of women in community consultations to ensure adequate response to expressed needs and challenges</p> <p>Tailor capacity building needs to women and girls in ensuring equal participation and decision-making from local governance to national level</p>	Baseline: 0 Target: 50% women Indicator(s): -Application of the bottom-up Participatory SLM approach will ensure active consultation and input by communities, including women, in identifying and implementing SLM practices	PMU, MoAF, UNDP	300,000
2.4. Capacity strengthening to farmers and extension officers on SLM technologies	2.4.1. Training to 120 DoA extension officers on SLM technologies and practices to manage climate change risks	Tailor capacity building needs to women and girls in ensuring equal participation and decision-making from local governance to national level	Baseline: 0 Target: 30% women Indicator(s): Women engaged in training on SLM technologies and related monitoring	PMU, MoAF, UNDP	25,000

	2.4.2. Regular monitoring (twice annually) of soil conditions and soil stability to inform planning and policies related to soil management				
Output 3: Reduce the likelihood of climate induced landslides during extreme events that disrupt market access					
3.1. Slope stabilization along key sections of roads, critical for market access	<p>3.1.1. Conduct of technical study and design for slope stabilization interventions needed for three stretches of main road regularly incurring damages due to increased intensity of monsoon and disrupting market access to validate existing specifications that were based on roads work for similar conditions</p> <p>3.1.2. Slope stabilization of three sections of main road regularly incurring damages due to increased intensity of monsoon</p>	Tailor capacity building needs to women and girls in ensuring equal participation and decision-making from local governance to national level	Baseline: 0 Target: 30% women Indicator(s): Women engaged in training related to slope stabilization	PMU, MoWHS, UNDP	40,000
3.2. Technical capacity building to support climate-risk informed and cost-effective slope infrastructure including stabilization, drainage and road construction & maintenance	<p>3.2.1. Technical training to 15 DoR national and sub-national engineers on slope stabilization studies, and related designs, cost assessments and cost benefit analysis to inform climate-resilient planning</p> <p>3.2.2. Review and enhancement of road damage collection methodology, and related SOPs for collection and reporting, to ensure consistent collection of road damage data and inclusion in national disaster loss and damage database</p>	Tailor capacity building needs to women and girls in ensuring equal participation and decision-making from local governance to national level	Baseline: 0 Target: 30% women Indicator(s): Training seeks active engagement of women	PMU, MoWHS, UNDP	150,000



	3.2.3. Training to RUGs and local government bodies on post-monsoon assessment of farm roads, including repair cost estimation				
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Abbreviations: DoA: Department of Agriculture; PMU: Project management unit; AMD: Agriculture Marketing Division; MoE: Ministry of Economic Affairs; MoAF: Ministry of Agriculture and Forest; MoEA: Ministry of Economic Affairs; MoH: Ministry of Health; MoWHS: Ministry of Works and Human Settlement; NOP: National Organic Programme; DoFPS: Department of Forest and Park Services; NEC: National Environment Commission; NPPC: National Plant Protection Centre; NSSC: National Soil Service Centre; DoL: Department of Livestock; NBC: National Biodiversity centre; CNR: College of Natural Resources; RDTC: Rural Development Training Centre.
