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Resilient nations.*



Report on:
Mainstreaming Gender in the
Energy & Environment Portfolio of
UNDP Bhutan
June 2014

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Compiled & edited by:

1. Karma Lodey Raptan, Assistant Resident Representative, UNDP
2. Pema Dorji, Climate Change Policy Specialist, UNDP
3. Nawaraj Chhetri, Project Officer, UNDP
4. Sonam Y. Rabgye, Programme Associate, UNDP
5. Tashi Dorji, Programme Analyst, UNDP
6. Phuntshok Chhoden (National Consultant)
7. Soma Dutta (International Consultant)

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ACRONYMS & ABBREVIATIONS

CBDRC	Capacity-building for Disaster & CC Resilient Construction Project
CBO	Community Based Organization
CC	Climate-change
CFMG	Community Forest Management Group
CO	Country Office
CSO	Civil Society Organization
ECP	Environment, Climate-change and Poverty
E&E	Energy and Environment
GAM	Gender Analysis Matrix
GAO	Gewog Administrative Officer
GAP	Gender Action Plan
GECDP	Gender Environment Climate Change Disaster and Poverty
GM	Gender Mainstreaming
GNH	Gross National Happiness
ICS	Improved cook stoves
IP	Implementing Partners
JSP	Joint Support Programme
LDPM	Local Development Planing Manual
LECB	Low Emission Capacity Building Project
LEDs	Low Emission Development Strategy
NAMA	Nationally Appropriate Mitigation Actions
NAPA	National Adaptation Programme of Action
NCWC	National Commission for Women and Children
NPAG	National Plan of Action for Gender
NGO	Non-Governmental Organization
PBG	Performance Based Grant
PEI	Poverty Environment Initiative
REAP	Rural Economy Advancement Programme
SEWA	Self Employed Women's Association (India)
SRBE	Bhutan Sustainable Rural Biomass Energy Project
UNDP	United Nations Development Programme

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INTRODUCTION

‘Gender mainstreaming’ was a key element of the 1995 Beijing Platform for Action adopted at the Fourth World Conference on Women. The UN Economic and Social Council defined it as “a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of the policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.”

Thus, gender equality is a core value of the UN Charter and one of the Millennium Development Goals (MDG 3). Since long, gender mainstreaming has been part of UNDP’s policy, and the Environment and Energy Group is committed to strengthening gender mainstreaming in all of its programmes despite limited understanding of the whole gender-poverty-energy nexus similar to other sectors too where work on gender mainstreaming leaves much to be desired. There continues to be a clear need to ‘demystify’ the term gender mainstreaming especially in a more technical area like environment and energy in order for its practitioners to accept and internalize the relevance of integrating gender for sustainable and meaningful outcomes.

There is no doubt that for people working in environment and energy sector, the challenge has doubled because mainstreaming gender comes on top of their struggle to put energy and environment in the national development plans and poverty

reduction programmes. Moreover, most environment and energy staff and experts come from technical or scientific backgrounds, with little or no exposure to gender issues, as gender is commonly raised in political and social contexts. However, it is also widely acknowledged that although women & men have different energy needs linked to their gender roles, energy policies have tended to be gender neutral in theory and gender blind in practice, ignoring almost completely the roles, needs and interests of women.

Thus, the goal of gender mainstreaming in the environment and energy context is to widen the range of options and livelihoods available to women, as well as men, and to promote equitable and sustainable human development for all.

As a follow-up of a regional workshop on Gender Mainstreaming (GM) that took place in Chiang Mai in 2007 and in line with UNDP’s overall strategy, the UNDP Country Office (CO) Bhutan started a process of gender mainstreaming as a strategy for improved results in the energy and environment (E&E) portfolio, with a focus on climate change-related projects.

The process will build on lessons learned by the Cambodia CO during 2010-2011 through a gender mainstreaming initiative which was supported by UNDP APRC and the International Network on Gender and Sustainable Energy (ENERGIA). The process of integrating gender into climate change policies and programmes in Bhutan will be supported by the Global Gender and Climate Alliance (GGCA) and UNDP APRC.

1.1. Objectives of the GenderMainstreaming Exercise

The key objectives of the exercise are:

- Raising awareness and improving skills of the

staff of the UNDP Bhutan E&E Team, relevant project staff as well as the Government and CSO counterparts and target beneficiaries, on how to incorporate gender concerns into climate change-related projects of the UNDP CO

- Supporting selected climate change-related projects or proposals to apply or build in plans for a gender analysis to identify roles and responsibilities, as well as opportunities and gaps to address gender concerns in the project
- Supporting project staff to develop a Gender Action Plan/gender strategy for the selected project(s), through discussions and finalized at a gender mainstreaming workshop
- Supporting project staff, government, NGO and CSO representatives and target beneficiaries during the implementation of the identified gender strategies and actions
- Document the emerging results, achievements and challenges in mainstreaming gender in the projects

1.2. Participating Projects

1.2.1. Selection Process

The CO Energy and Environment Portfolio Team in Bhutan in close consultation with the APRC Regional Technical Advisor discussed the methodology and criteria for screening of projects to be considered for the gender mainstreaming exercise. The meeting decided that the selection process should consider the specific needs of beneficiaries and the need for national ownership, and the requirement by GGCA to focus on ongoing climate change-related projects. Based on this premise, the long list of some 17 projects under the portfolio was reviewed against the selection criteria set as under:

1.2.2. Selection Criteria

The following criteria were adopted in the selection of the projects to be included in the gender mainstreaming exercise:

- The projects selected should be those in inception/preparatory phase so as to be able to incorporate elements of gender mainstreaming right from the start of implementation

Table 1. List of selected projects

	Project Title	Duration	Key Partners
1.	Bhutan Sustainable Rural Biomass Energy (SRBE) (US\$4,229,700)	2013-2015 (3 yrs)	DRE, GNHC, MoAF
2.	Low-Emission Capacity Building Project-Bhutan (LECBP) (\$ 642,000)	2013-2015 (2 yrs)	NEC
3.	Capacity-Building in Disaster Resilient Construction (CBDRC)	2013 -2014	MoWHS, DDM, MoHCA
4.	Addressing the risk of climate-induced disasters through enhanced national and local capacity for effective actions (NAPA-2)(\$ 11,491,200)	2014-2018	NEC, GNHC, MoEA, MoWHS, MoHCA, MoAF, Tarayana Foundation, P/ling Thromde, Mongar Municipality
5.	Poverty-Environment Initiative (PEI Phase II) also known as Joint Support Programme.(20mDKK/3.5m\$ + \$860,000 UNDP/UNEP)=approx. \$4.36 mil.	2010-2013 (4 yrs)	NEC, MoEA, MoWHS,GNHC, DLG, MoAF, RSPN, Tarayana Foundation

- ii. Projects that have a bearing on community as well as involves engagement of communities to ensure development effectiveness for the intended beneficiaries
- iii. Projects that are related to Climate Change in order to fulfill requirements of GGCA

1.2.3. Selected Projects

Based on the above criteria the following five projects under the portfolio were selected to be part of the gender mainstreaming exercise:

A team of two consultants, Soma Dutta (International Consultant) and Phuntshok Chhoden (National Consultant) with specialization in gender and the various aspects of environment and energy that the activities demanded, were hired to assist the process.

The implementation period of the above mentioned projects were wide-ranging and hence presented different opportunities and challenges for integrating gender.

1.2.3.1. SRBE Project

The SRBE Project has the following Goal and Objective:

Goal:

Reduction of GHG emissions in the rural household and industrial sectors of Bhutan through integrated and sustainable biomass resource production and utilization, and promotion of sustainable biomass energy technologies in Bhutan using market based approaches.

Objective:

Removal of barriers to sustainable utilization of available biomass resources in the country and application of biomass energy technologies that can support the economic and social development in

the country's rural sector.

The Project has been designed to implement three components that are expected to generate outcomes that, when achieved, will realize the project objective. Moreover, the project is expected to deliver certain outputs that will help to achieve the desired outcomes.

Expected Outcomes & Outputs:

1) Outcome 1:

Implementation of strengthened support policies and regulatory frameworks and institutional capacity for adoption of sustainable practices production, conversion and use of biomass resources in Bhutan.

Outputs :

- i. Developed and implemented roadmap for the promotion of sustainable biomass production and utilization, using both community-based woodlots and non-fuel wood energy resources
- ii. Established Biomass Energy Resource Information System (BERIS) for facilitating systematic collection, analysis and dissemination
- iii. Modalities and details of participation of community-based organizations and grassroots institutions finalized and agreed
- iv. Earmarked areas for sustainable forest wood energy production

2) Outcome 2:

Implementation of BET applications due to improved confidence in their feasibility, performance, environmental and economic benefits through demonstration projects, market mechanisms and increased private sector participation.

Outputs:

- i. Menu of appropriate & efficient technologies made available
- ii. Fiscal incentives such as smart subsidies to enable market mechanisms introduced
- iii. Operational locally produced energy efficient industrial stoves for income generating local enterprises and efficient BETs supported
- iv. Locally produced 13,522 energy-efficient stoves in rural households and community-based institutions for space heating and cooking needs implemented and promoted for replication
- v. Implemented and operational BET Full Scale Models on: [1] Wood briquetting/ pelleting technology for the production of bioenergy fuels and [2] Biomass gasification for electricity services and thermal applications

3) Outcome 3:

Improved knowledge, awareness and capacities of policy makers, financiers, suppliers and end-users on benefits and market opportunities for modern biomass energy technologies .

Outputs:

- i. Established and operational Knowledge and Learning Platform for Bhutan from where documented project lessons and best practices are disseminated
- ii. Rural development planners trained on integrated rural energy planning and biomass resource assessment
- iii. Project developers and micro-entrepreneurs trained on different

aspects of BETs

- iv. Communities and institutions trained on the installation and maintenance of biomass gasifiers, biodigesters and energy-efficient cook stoves/ furnaces
- v. Completed specialized Training of 100 Trainers on community forestry and sustainable forest wood energy.
- vi. Completed site visits to successfully operated BET applications and dialogues with policy makers, regulators, technology developers, entrepreneurs and financiers (from countries with more developed technologies and policies)

1.2.3.2. LECB Project

Bhutan is one of 25 countries participating in the UNDP LECB programmes jointly supported by European Commission (EC), the German Federal Ministry for the Environment, Nature Conservation and Nuclear Safety (BMU), and the Australian government (AusAID and the Department of Climate Change and Energy Efficiency).

Objective:

To promote low-emission, carbon resilient development that is tailored to the national context.

Outcomes:

- i. Capacity to manage GHG inventory data enhanced through improvement of Environment Information Management System (EIMS) and the National Forest Inventory (NFI)
- ii. Capacity to develop NAMAs built through the preparation of three energy efficiency NAMAs developed in transport, housing (residential &

institutional) and municipal solid waste management sectors

- iii. Capacity to prepare LEDS developed and initial LEDS prepared for industrial and road transport sectors
- iv. MRV designed for identified NAMAs and LEDS.

Strategy:

While this project focuses on capacity development for the public sector in general, the project activities and outputs will involve participation to some extent of civil society and the private sector, particularly in the waste management and industry sectors. Thus, these actors will be engaged in capacity development activities to the extent possible. An overview of the strategy to implement this LECB project includes:

- i. Firstly to provide training to the stakeholders
- ii. Define the potential areas of NAMAs and LEDS
- iii. Identify working group leaders and stakeholders for the NAMAs, LEDS and GHG inventory system/MRV working groups
- iv. Develop NAMAs, LEDS and the MRV systems

1.2.3.3. Capacity Building in Disaster Resilient Construction (CBDRC)

Objective:

The prime objective of the Capacity-Building on Disaster & Climate Resilient Construction (CBDRC) programme is to enhance capacities and develop skills in disaster resilient construction that would directly contribute to meeting some of the immediate priorities of recovery and reconstruction. Promotion

of disaster-safe housing would be a major activity.

Outcome:

Skills and institutional capacities strengthened for disaster and climate resilient construction for successful implementation of the Bhutan National Recovery and Reconstruction Plan 2011-2016 and Incorporation of earthquake resilient features and techniques in the reconstruction of rural homes.

Outputs:

- i. Training and capacity-building of engineers and artisans in 10 districts
- ii. Demonstration of seismic strengthening and safe construction
- iii. Development of methodologies to assess vulnerability of existing housing stock
- iv. Knowledge management and networking

1.2.3.4. Addressing the risk of climate-induced disasters through enhanced national and local capacity for effective actions (NAPA-II)

Objective:

To increase national, local and community capacity to prepare for and respond to climate-induced multi-hazards to reduce potential losses of human lives, national economic infrastructure, livelihoods and livelihood assets

Expected Outcomes& Outputs:

Outcome 1:

Risks from climate-induced floods and landslides reduced in the economic and industrial hub of Bhutan.

Outputs:

- i. Protection of Pasakha Industrial area

from flooding events through river bank protection, river training and development of flood buffer zones

- ii. Slope stabilization to reduce climate-induced landslides in the Phuntsholing township
- iii. Integrated risk hazard assessment and mapping completed in 4 critical landslide and flashflood prone areas with data collection standards compatible with the national database

Outcome 2:

Community resilience to climate-induced risks (droughts, floods, landslides, windstorms, forest fires) strengthened in at least four Dzongkhags.

Outputs:

- i. Climate-resilient water harvesting, storage and distribution systems designed, built and rehabilitated in at least four Dzongkhags, based on observed and projected changes in rainfall patterns and intensity
- ii. Community-level water resource inventory completed and maintained by Dzongkhag administration to increase the adaptive capacity of communities in the face of increasing water scarcity
- iii. Disaster Management Institutions at various levels established and trained in four Dzongkhags to prepare for, and respond to, more frequent and intense floods, storm and wildfire events.

Outcome 3:

Relevant information about climate-related risks and threats shared across community-based organizations and planners in climate-sensitive

policy sectors on a timely and reliable basis.

Outputs:

- i. Enhanced quality, availability and transfer of real-time climate data in all Dzongkhags which experience increasing frequency and/or intensity of extreme hydro-meteorological events
- ii. Increased effectiveness of National Weather and Flood Forecasting and Warning Center through improved capacity to analyze, manage and disseminate climate information in a timely manner

1.2.3.5. Joint Support Programme/Poverty-Environment Initiative Phase II

The JSP was conceived to address the environment, climate change and associated poverty concerns to help the government of Bhutan to better integrate these issues into national policies, plans and programmes as well as local development plans (targeting the 11th FYP). The Programme was meant to support capacity development of central and LG individuals, officials and institutions, and prepare guidelines to help sustain the mainstreaming process. Capacity development of national institutions as training providers for in-service training would be a thrust of the programme and engaging private sector and civil society in environmental management.

Objectives:

The development objective of the Joint Support Programme is: “Sustainable development planning and implementation are undertaken at national and local levels that contribute to: alleviation of climate change impacts; conservation, protection and sustainable use of natural resources; and poverty reduction”. This is clearly and directly linked to the

national development objective of reduced rural and urban poverty.

Expected Outcomes & Outputs:

Outcome 1:

Environment, Climate-change and Poverty (ECP) mainstreamed in all national policies, plans and programmes.

Outputs:

- i. ECP mainstreaming guidelines and indicators available for use by sectors
- ii. Poverty-Environment linkages demonstrated and benefit sharing policies, strategies and guidelines developed
- iii. Staff and modules available for ECP mainstreaming trainings at all levels in relevant educational and training institutes
- iv. Competent staff available in all sectors including the Help Desk at NECS to mainstream ECP

- v. Competent staff available in other sectors to mainstream ECP

Outcome 2:

ECP mainstreamed in all development plans and programmes at the local level

Outputs:

- i. Revised Local Development Planning Manual is available for use by Local Governments;
- ii. Benefit sharing mechanisms applied to selected conservation projects
- iii. Competent staff available at the local level to mainstream ECP
- iv. Local plans monitored for integration of ECP concerns



APPROACH AND METHODOLOGY

The process which lasted for over a year was a participatory one in which the UNDP CO took the lead and the consultants supported at key moments. Main components of the process were as follows

2.1. Desk review of documents

A desk review of the documents of the participating projects was undertaken with the objective to:

- i. Identify project-specific gender issues
- ii. Identify entry points for gender mainstreaming in the annual work plan of the selected project(s) and/or proposal(s)

The review was presented in a short overview of actual and potential steps towards gender mainstreaming, which was further discussed with UNDP CO, with the project teams and implementing partners, to ensure understanding and to reach preliminary agreement on possible actions.

2.2. Scoping mission

In April 2013, a scoping exercise was carried out by the national consultant. The objectives of this activity were to:

- i. Help raise basic gender awareness among implementation teams and beneficiaries of project on the ground
- ii. Undertake rapid assessment of target group using a mix of participatory methods to

- a. Facilitate the identification of gender dimensions and issues
 - b. Identify data gaps, and
 - c. Propose how project teams and stakeholders can collect these
 - d. Agree on Gender Analysis framework/tool to be used
- iii. Apply and integrate Gender Analysis: Get staff and partners to apply/appreciate / integrate Gender Analysis as a tool/approach in their projects to identify roles, responsibilities, opportunities and gaps to help better understand and address gender aspects/concerns which will then become part or core of their Gender Action Plans.



Figure 1. Gender Scoping Workshop, Thimphu, 25 April 2013

The Modality of the scoping mission was changed after due consultations by the CO team with IPs concerned. Originally conceived to be a field visit/project site visit oriented exercise, it was redefined into a one full day Gender Workshop with staff of CO and concerned projects and beyond. This decision was made owing to the clash of timing with the NA Election campaign/NC Election period and also in view of the fact that at this moment only one (JSP/PEI) out of the 5 selected projects had actual

sites on the ground, which too is in the last year of its implementation of this phase.

After a Gender Orientation session, the participants were exposed to a variety of Gender Analysis tools and frameworks for possible use to identify gender issues in each of their projects. This served as a starting point for the national consultant to guide the projects in the process of identifying and analyzing gender issues as a basis for action to address emerging concerns and opportunities within the projects as part of their Gender Action Plans(GAP).

The participants were taken through the following steps:

- i. A basic gender awareness raising and sensitization
- ii. Understanding and identifying gender issues in development
- iii. Introduction to Gender analysis frameworks and tools
- iv. Introduction to a specific GA tool i.e. Gender Analysis Matrix (GAM)
- v. Practicing the GAM using simple case studies
- vi. Applying the GAM to own projects (as assignment to be completed after the workshop in time for the next activity – Gender mainstreaming Capacity Development Workshop)

To further the understanding on identifying gender issues in development, definitions of key gender concepts and terminologies were distributed which participants were asked to read. Then a handout listing ten projects or development interventions were given out and they were asked to tick against each whether the gender issues stood out to be - Obvious, Less Obvious or None.

	Intervention	Obvious	Less Obvious	NO gender issues
1.				
2.				
3.				
4.				
5.				

In the plenary session, the results were further summarized by the facilitator and then small groups were formed per 2 interventions/projects to detail out responses to two questions:

- What are the obvious gender issues that might arise in each incident?
- What gender issues could arise in each that might be less obvious?

In the plenary discussions, participants were asked to think of examples of ways a project might affect men and women differently because of their different responsibilities.

This led to a presentation of highlights of various Gender Analysis frameworks and tools and later on focused on the Gender Analysis Matrix which is considered to be fairly simple and less complex to use for rapid analysis and monitoring of most projects. GAM was explained and hand-outs for reading distributed, as well as blank and sample filled-in GAM sheets shared for quick understanding of the tool. Following which, using two small case studies, participants practiced using the GAM.

A final step was to get project / IP groups to sit together and plan, reflect and try to apply the GAM to their specific projects. A start was made but time was limited and besides they felt the need for more information such as project documents and progress reports which were in the office. Responsible CO staff were asked to follow up and support the IP teams to make this first attempt and bring a preliminary output of their attempt to the upcoming Capacity Building Workshop on gender mainstreaming where the International Consultant would be able to help

them teams fine tune it and improve on it.

Application of other tools

During the course of the day, in addition to being gender sensitized and learning GA tools etc. participants were also made to assess their own gender related knowledge, attitude, skills and behavior as well as make rapid or birds-eye view of their organisations from a gender equality perspective.

The two tools used were:

- i. A gender self assessment to gauge personal attitude towards gender issues and understanding of gender concepts and tools etc.(applied at start of the day and at the end)
- ii. Continuum of attention paid to gender (organizational level)

A quick and brief analysis of these outcomes goes to show that:

- a) Attitude towards gender:is fairly good for both men and women
- b) Knowledge on gender: both groups indicate that their understanding greatly improved during the course of the day
- c) Skills related to gender: same as knowledge
- d) Behavior towards gender: same as attitude
- e) Organizationally some placed theirs under category of:
 - i. Gender-sensitive which is defined in the chart as “In the organization it is recognized that there are underlying and hidden causes of inequality between men and women which are identified. The observed differences

are felt to be undesirable and unjustifiable.” But no actions are taken to address them

- ii. Gender-friendly organizations: defined as “in the organization both men and women feel at ease in their work and working environment and have equal opportunities. Efforts are taken to maintain this situation.” (provide room for discussion based on the fox-stork story which helped to convince the participants about Equality Vs.Equity and what it implies in the context of their projects when working with communities)

Output of the Scoping Workshop:

In addition to being gender sensitized and having gained a better understanding of the concepts, the adoption and understanding of the gender analysis tool i.e. GAM; to help gather information from each project in order to develop the GAPs at the next workshop to be held in Punakha can be considered as the main output of the activity. Participants left the Tarayana hall in Thimphu, equipped with the necessary tools to work on their respective GAMs.

2.3. Gender Mainstreaming Capacity Development Workshop

A Gender Mainstreaming Capacity Development Workshop was conducted on 20-22 May 2013 in Punakha, Bhutan. The workshop involved a total of 31 participants and out of these, 12 were women.

The objectives of the workshop were to:

- a. Enhance the understanding of key concepts and tools for GM in climate-change related projects, including the introduction of tools for gender analysis and planning

- b. Identify key gender concerns specific to the projects
- c. Understand how a Gender Action Plan (GAP) will contribute to achieving project results, and identify basic steps to designing a GAP with concrete activities and a monitoring and evaluation plan
- d. Identify critical points in project implementation where further support for GM may be required and where/how to obtain this support

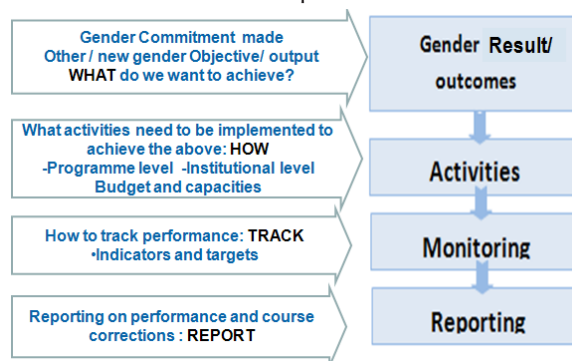
The primary intent of the workshop was to expose the participants to gender related issues in climate change, good practices in addressing these issues from international experiences and guide the participants to develop detailed action plans for gender mainstreaming.

Within the framework of their projects, the workshop helped the participants to identify specific gender concerns and challenges envisaged, and develop a concrete Gender Action Plan, which includes:

- i. Agreeing on a gender result or goal (what the project aims to achieve from a gender standpoint)
- ii. Planning specific activities to meet these gender results, which can be in two areas
- iii. Project implementation level actions;
- iv. Institutionalization of gender approach in the project or organization, to create the long-term capacity to implement the Gender Action Plan activities
- v. Designing a monitoring framework for

tracking the performance of gender activities

- vi. Integrating gender considerations in project documents, log-frames and annual work-plans[□]



This step is proposed to be undertaken once each of the projects have finalized their gender action plans.

Figure 2. Thinking through the Gender Action Plan

After the introductory session, each of the participating projects made a brief powerpoint presentation covering the project profile, gender focused activities presently planned and further opportunities. These are summarized below:

1. SRBE (Bhutan Sustainable Rural Biomass Energy)

Opportunities/entry points

- i. Training of CBOs (community based organizations) on stove construction with at least 1/3 participation of women
- ii. Women entrepreneurs to fabricate and supply metallic parts required for stove construction
- iii. Capacity development of field staff and CFMG members in sustainable nursery and plantation, ensuring at least 1/3 of the participants are women

2. LECBP (Low Emission Capacity Building Project)

Opportunities/ entry points

- i. Participation in Thematic Working groups and targets for training activities
- ii. Gender issues included and addressed in Project outputs: LEDS (Low Emission Development) and NAMAs (Nationally Appropriate Mitigation Actions)
- iii. Road Transport
- iv. Energy efficiency in housing/building sector
- v. Waste Management

3. CBDRC (USAID supported Capacity building in disaster and climate resilient construction)

Opportunities/ entry points

- i. Training of men and women engineers and community workers
- ii. Gender sensitive data collection for housing typologies
- iii. Involve women and consider their views in developing training materials
- iv. Women to be involved as demonstration instructors
- v. Engage women Vocational Training Institute (VTI) graduates
- vi. Integrate women's traditional knowledge in housing typology surveys
- vii. Since most house construction is mechanized, women can participate equally

4. NAPA II (National Adaptation Programme of Action) (under design)

Existing gender activities

- i. Training of women in technical aspects

of the project

- ii. Recruitment of more women in work force for DRR (disaster risk reduction)
- iii. Women's engagement in community based disaster risk management (CBDRM)

Opportunities/ entry points

- i. CBDRM and water harvesting components provide good opportunities for gender mainstreaming during implementation
- ii. Capacity building programme and inculcating gender mainstreaming in educational curriculum

5. PEI – JSP (Joint Support Programme)

- i. Environment, climate change and poverty (ECP) mainstreaming framework developed – which can be also adopted for mainstreaming gender concerns
- ii. Mainstreaming Reference Group has 8 women out of 19 members

Opportunities/ entry points

- i. Monitoring of indicators and targets and assess results from a gender lens
- ii. Explore whether gender is a criterion in the Gross National Happiness (GNH) screening tool
- iii. Opportunity to integrate gender concerns in the curriculum being developed on ECP mainstreaming
- iv. Integrate gender lessons during the upcoming evaluation of Rural Economy Advancement Programme (REAP)

This was followed by an exercise in which each of the participating projects reviewed their project document and rated themselves on gender-

responsiveness. The results are presented in Table 2.

Table 2. Responses to self rating exercise for participating projects

		Gender Indicators to look for	NAPA			LECB			SRBE			PEHJSP			DRC		
			Yes	No	N/A	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A
1	Project Document	<ul style="list-style-type: none"> Is the gender dimension highlighted in the relevance, justification and problem statement of the project? Provide a brief summary in bullet points of what is mentioned. 	✓			✓			✓			✓			✓		
2	Objectives	<ul style="list-style-type: none"> Do the objectives address needs of both women and men? 	✓			✓			✓			✓			✓		
3	Target Groups and final beneficiaries	<ul style="list-style-type: none"> Are men and women identified within the target group and final beneficiary? Provide a brief summary in bullet points of what is mentioned? 			✓		✓		✓			✓			✓		
4	Results and Indicators	<ul style="list-style-type: none"> Do the indicators measure the gender aspects of the results? Provide a brief summary in bullet points of what is mentioned? 		✓			✓		✓			✓			✓		

	✓	✓
✓		
✓	✓	
	✓	✓
✓	✓	✓
✓	✓	✓
	✓	
✓		✓
<ul style="list-style-type: none"> Are measures incorporated to ensure both women and men's inclusion and participation in the project activities? Is gender mainstreaming used as a method for project implementation? Provide a brief summary in bullet points of what is mentioned? 	<ul style="list-style-type: none"> Do the project partners include actors that have the capacity and experiences to work with both men and women? Provide a brief summary in bullet points of what is mentioned? 	<ul style="list-style-type: none"> Does the project staff include internal capacity to implement a gender mainstreaming strategy? Are measures to be taken in the project activities to increase the capacity to work on gender issues? Provide a brief summary in bullet points of what is mentioned.
Activities and methodology	Implementation Partners	Gender expertise in project
5	6	7

[illegible]

Key points from the discussion following the rating exercise were as follows:

- In all projects - in project documents - words like gender, women, women's participation/ income generation/ empowerment appear occasionally, mostly in problem analysis. However, the issue identification is mostly not followed through in terms of identifying concrete gender focused activities
- In most projects/ programmes, gender issues are considered as a cross-cutting issue. This at times has meant that it is discussed as a separate paragraph and not integrated adequately into the core programme components
- There is a need to develop the capacities of gender focal points in terms of application of gender concepts in the sub-sector context (gender and disaster, gender and energy access, gender and housing etc)
- Instead of looking for entry points in all programme elements, it is advisable to integrate gender into selected activities where it is most meaningful and where the linkages are most visible
- Gender focal points in organizations need to be a sufficiently senior level - staff that have decision-making position
- Monitoring – gender sensitive indicators is a must

Experiences and strategies from the following projects were shared:

- NAPA Cambodia
- Peru Rural Roads Project
- Improved cooking stoves programme

in Cambodia

- Women waste pickers in Bihar, SEWA (Self Employed Womens' Association) India

For day 2 of the workshop, it was originally planned that the participants would go and visit a disaster reduction project that UNDP has been implementing in Punakha district. However, given the upcoming elections, the plan was revisited and instead a few representatives (3 men and 3 women) from the community were invited to the workshop site to interact with the participants.

This was a lively session and provided insights into the involvement of men and women in DRR activities as well as their respective needs and priorities in a disaster situation. Discussion was also carried out to explore how receptive the community would be toward women training and operating as masons. Some of the points emerging from discussions are as follows:

- Traditionally, it has been a belief that men are more exposed and work out of the house, while women are more involved in household chores. However, mindsets are changing now and training for female masons (as proposed by one of the projects) would be welcomed by the communities and there are likely to be no restrictions on women working as masons. If women take up income generating work, men will take on some of the responsibilities of the household with some responsibilities. Ultimately, men are responsible for general wellbeing of the household
- In a disaster situation, support for single women, children and elderly during disasters is necessary. There is no need for specific interventions

from local governments, but local governments provide support to the disadvantaged groups. Exposure visits to other countries are useful to learn from mistakes and best practices

- The women feel that it would be useful to organize separate forum meetings for women for projects

Day 2 was concluded with a session on designing a gender sensitive monitoring and evaluation framework, and included a discussion on how to develop indicators, set targets and how to set up a monitoring plan.

Day 3 of the workshop started with an explanation to the participants of the various steps of formulating a Gender Action Plan. The participants worked in groups according to the project they are with, through the following steps:

- Highlighting/ understanding the gender commitments made in the Programme/ project document
- Identification of gender issues and challenges within the project
- Crafting of one or more gender result that the project wants to achieve
- Identification of specific activities that the group would implement towards each of the gender result, the time frame, budgetary requirement and internal and external support required to implement the same

With this guidance, each of the groups developed their Gender Action Plans. Given the time availability, the groups were instructed to complete the table for a single result and complete the rest of the table in their groups after the workshop. The subsequent sessions were devoted to group work, which was subsequently presented in the plenary

and commented on by the facilitators as well as other groups.

- As immediate follow up steps, it was agreed that each project will complete their action plan, these will be collected by the UNDP E&E team, refined and then forwarded to the consultants for a review. This is likely to be an iterative process and the consultants may have further questions and clarifications with each of the project teams. This process will also include integration of the planned gender actions within the Annual Work Plans
- It was suggested that out of all the projects, 2 to 3 in planning stage may be prioritized which have greatest potential for GM, have already identified concrete actions and have allocated a budget for this purpose. It is expected that these teams can move faster than others, and already start implementing gender actions in the current financial year. For other such as PEI, GM actions may be restricted to documenting the gender results and good practices in the upcoming evaluations
- There would also be a need to periodically take stock of the performance of the projects on gender aspects. This can be done through a learning cum write-shop next year

2.4. Development and finalization of Gender Action Plans by participating projects

Through an iterative process, each of the projects developed a Gender Action Plan, with

- Clearly defined goals in relation to gender equality
- Precise activities to produce outcomes that help to meet goals
- Budget allocation or re-allocation
- Clear timeframe for Implementation
- List of indicators to track progress
- A Monitoring and Evaluation plan

relations by making concerted efforts to promote and engage women in non-traditional roles in the project activities – as the success stories reveal later in the document

The progress and experiences of implementing the GAPs were presented in a write-shop conducted in April 2014

2.5. Implementation of Gender Action Plans

Between May 2013 and April 2014, each of the projects implemented a range of gender focused activities within the framework of their projects. Gender results were continuously monitored by the CO through quarterly reports and donor reports as well as the mid-year and annual review process of the portfolio. In reality, heightened or desirable level of gender sensitivity and gender responsiveness continues to be a struggle.

The need for CO team members to push, pull and ensure that IP colleagues pay (adequate) attention to the gender angle, the gender goals and aspects is still visibly high after the year-long exercise. Lack of consistency in participation by same members at the key events (*Annual Review Planning Workshop in Nov'12, Scoping Workshop in Apr'13, GM CB Workshop in May'13 and Write-shop in April'14*) also contributes to the struggle as it meant starting with the basics on every occasion before moving on, thus leading to a variety in levels of understanding, internalization, integration and ownership of engagement in the process as a whole.

The progress made thus far is largely stuck at the early level of ensuring numbers or percentages of women as participants in various capacity building activities, but some (SRBE and DRC in particular) are gently making in-roads into transforming gender

2.5.1. SRBE – Sustainable Rural Biomass Energy

Key gender focused activities undertaken

- Trained 26 female and 20 male Non Formal Education Instructors for construction of Improved stoves under Trashigang district (against target of 1/3 trainees to be women)
- Engaged NGO-Bhutan Association of Women Entrepreneur for construction of pilot stove project in Zhemgang district & trained 12 women and 13 men village technicians (against target to engage Women entrepreneurs to fabricate and supply metallic parts required for stove construction)
- Ongoing training for 12 women village technicians on construction of clay brick
- Trained 358 CFMG members in sustainable nursery and plantation in Tashigang, Tsirang, Sarpang and Samdrupjongkhar Dzongkhags of which 130 were female (against target of 1/3 trainees to be women)

Challenges faced in gender focused activities

- Very little incentive for the women as they are not actively encouraged nor supported to join the programme
- Women participants have to bear extra

expenditure to participate,(e.g. baby sitter)

- Physically weak to under-take some aspects of the manual works
- The existing budget allocated inadequate to achieve the gender results to train one woman from each household in addition to other targets

Lessons learned

- Social stigma still exists – (villagers are not ready to accept female technicians
- The need to provide adequate incentives and facilities to encourage more women participation
- Need to incorporate gender in planning and budgeting to not run into problems during implementation

2.5.2. LECBP – Low Emission Capacity Building Project

Key gender focused activities undertaken

- A target of 30% set for women representation in working groups/ trainings and workshops
- Gender mainstreaming in TORS of consultants
- Rapid gender needs assessment: as very little was known on areas to mainstream gender in LECBP it was decided by this team at the GM CB Workshop that a rapid gender needs assessment would be carried out immediately after. As a result of the GNA assignment that was carried out, following actions fell into place
- Improved reporting structure: gender

disaggregated data

- Member from NCWC & MRG invited to TWG
- Specific activities targeted in 2014 AWP (waste& Transport)
- Mainstreaming of the 2014 AWP

Challenges faced in gender focused activities

- No control over nominations to Working Groups/trainings and Workshops as it is mostly based on field of expertise, responsibility & availability of women in the required fields

Lessons learned

- Gender considerations during project formulation through engagement of Gender focal points from relevant sectors
- Value addition to the outcomes

2.5.3. CBDRC - Capacity Building in Disaster and Climate Resilient Construction

Key gender focused activities undertaken

- Instruct and Orient local leaders to include women participants
- Design training (Timing, location, period) convenient for women
- Provide Mason's tool kit for the women masons
- Hired one woman mason instructor for the practical demonstration

Key results

- Women Engineers and Technicians
- Target: 20%

- 100% Participation (all women who were present at the office during the training)
- Women Masons from the Villages
 - Target : 10%
 - Result : 31.84%
 - 71 out of total 223 masons trained were women

Lessons learned

- The ease of finding and bringing women to trainings was gained through orienting the local leaders. Once local leaders were sensitized on the importance of women's participation, they helped identify and encourage women to participate in the technical trainings
- With proper strategy and proper skills, it will be able to overcome the cultural barrier and inspire women masons
- The search and effort to find women actually led to the discovery of some exceptional women masons who were there deep in the community, carrying out this profession on their own using self-taught skills and based on experience

2.5.4. NAPA 2– National Adaptation Plan of Action

This project was in the development stage, and hence a number of ideas could be integrated in the planning stage:

- Gender exercise to mainstream gender concerns and opportunities together with IPs (GAM/GAP)

- PIF review for gender components
- Gender consideration during project design formulation included in budgeting, activities etc.
- Gender issues highlighted in the project document under "Gender and vulnerable groups"

Specific elements that have been included are:

In Disaster Risk Management component

- Target the informal sector: Home based workers and women in livelihood enhancement
- Target highly vulnerable categories of women –widows, women living below poverty level and unemployed women
- Ensure that equipment for rescue is in accordance with their physical strength and capability
- Capitalize on women's local knowledge about vulnerable members of the village, neighborhood, and community and about coping strategies in past disasters
- Safe shelter and housing: adequate lighting and provisions to protect security and privacy in shelter and housing
- Restoration of pre-school and child-care centers, schools, and community education programmes targeting women and girls (in the aftermath of a disaster)
- Mobile first-aid and medical services

In water harvesting component

- Women are the primary collectors, transporters, users, and managers

of domestic water and promoters of home and community-based sanitation activities

- Securing water for families has a direct bearing on women's health and access to education and employment; fetching water takes time and effort. Time saving has potential on women's livelihoods
- Women have a deep knowledge on water resource and coping strategies, but generally in many societies women's views are not systematically represented in decision-making bodies
- Women can be instrumental in realization of potential of health benefits of water supply schemes

Lessons learned to guide future plans for addressing gender in NAPA 2:

- Opportunity to address gender concerns during preparation of Annual Work Plan (with clear set of action plans)
- Climate change data collection and information sharing (must be elaborated in the prodoc)
- Perception survey for other activities as well to get a baseline scenario

2.5.5. PEI Phase II – Poverty - Environment Initiative

Key gender focused activities undertaken

- Document gender disaggregated impacts of Rural Economic Advancement Programme [REAP]
- Institutionalization of responsibility and knowledge of GECDP [Gender,

Environment, Climate Change, Disaster and Poverty] Mainstreaming in Local Governments

- Integration of gender results in the formulation of the new joint programme – Local Governance Sustainable Development Programme [eg. PBG mechanism focusing on GECDP mainstreaming, good governance and accountability rolled out]

Key results of the GAP:

- i. Documentation of gender disaggregated impacts of REAP
 - REAP Phase I evaluation [2010-2012; Total budget of BTN 45 million]
 - The need to include gender disaggregated data and impact of REAP intervention on promotion of gender equity considered in the ToR
 - The evaluation covered 6 of the 10 villages with 53% of women respondents

Program interventions include:

 - Capacity of targeted communities developed to increase agricultural productivity for income generation;
 - Increased agricultural productivity and diversification for food security;
 - Enhanced employment opportunities
 - Improved living conditions
- ii. Institutionalization of responsibility and knowledge of GECDP Mainstreaming in LGs

- Local Development Planning Manual (LDPM) for dzongkhags and gewogs was revised in 2014 to include cross-cutting issues
 - Framework to mainstream GECDP in the 11th FYP of the LGs [for 20 dzongkhags] was finalized in 2013
 - Assessment of the implementation of demand driven Capacity Development grant in 6 pilot dzongkhags, 13 gewogs, one thromde [2011-2012 with a budget of BTN 64 million] completed
 - To strengthen capacity of GAOs in GECDP mainstreaming, DLG with MRG conducted ECPM facilitation training for 185 GAOs [including 49 female GAOs]
- iii. Integration of gender results in the formulation of the new joint programme – Local Governance Sustainable Development Programme
- PBG mechanism focusing on GECDP mainstreaming, good governance and accountability enhanced [*environment and CC vulnerability assessment*]
 - Set up of Mainstreaming Reference Group initiated at the dzongkhag level
 - Momentum and innovation of GECDP mainstreaming initiatives in Bhutan maintained [update & implementation of Strategic Action Plan]
 - LG elected representatives and civil servants trained in the implementation of best sustainable practices and integrated local-area based planning
 - Opportunities for green & inclusive economic development at the local level explored
 - Strengthened access to demand-driven CD grant & implementation of CD strategy
 - Public participation, transparency and accountability of the LGs implemented [conduct leadership training for women to contest in LG election]
- Challenges faced:**
- Lack of gender disaggregated baseline data to measure the impacts of interventions [REAP, capacity building, Human-wildlife Conflict, etc.]
 - Clear understanding of the need to integrate/consider gender issues in the programme/project interventions amongst the IPs [eg. Gender analysis is hardly done while formulating interventions]
 - Commitment to provide additional resources to address/implement recommendations of the GAP [in case of gender analysis conducted mid-way through the project implementation]
- Lessons learned:**
- Important to make the concept of *GECDP mainstreaming* clear to the stakeholders [finding the entry points through policy, planning, budgeting processes, finding champions, etc.]
 - Very important to undertake *comprehensive gender analysis* during

the programme/project formulation [by combining the tools – LDPM, ECP Manual, GECDP Framework & GAM/GAP]

- Need to define *clear gender results/ outputs* if we are to address gender gaps based on gender analysis

the same done in Punakha workshop and gauge the difference if any, in how gender is being mainstreamed in their projects

From the stock-taking steps with presentations from participating projects and exercises to zoom and reflect on the specific actions, it was rewarding to see the progress made with few bold, solid and concrete gender actions taken by the projects. Focused actions as part of the GAP under the DRC which actually led to the discovery of female ‘role models’ in a male dominated trade such as masonry helped project to spread the scope of the gender action by taking these ‘exceptional women’ to act as trainers elsewhere to show that women can do it, and that women are already doing it.

In the spirit of the GAPs, despite local socio-cultural biases, both DRC and SRBE in particular managed to soar by engaging women in non-traditional trades. SRBE worked through a women’s NGO (BAOWE) to identify and train women to build ICS and carry out repair and maintenance works for which usually men are trained by default in the absence of focus on women!

The gender needs assessment as part of the GAP of LECBP led to stimulating many ideas for mainstreaming gender in public transport for eg. with support to sustain/maintain the move to have designated ‘women’s seats’ on city buses.

As for NAPA 2 being in early stages with the delays in project approval stages, the GAPs were focused on highlighting the opportunities to mainstream as the project move forward as presented under implementation of GAPS in the preceding section.

From the Gender self-assessments done in 2013 and repeated at the Write shop, it’s clear that understanding of gender has improved a lot, although lots still remain to be done with less push and pull by the CO. The results show a big swing for

2.6. Lessons Learned and Success Stories from the field

2.6.1. Write-shop

As a final step in the process of this gender mainstreaming exercise a Write-shop was organized to help participants of the gender mainstreaming exercise reflect, synthesize and write up the lessons learned, best practices and stories/anecdotes in a simple formats to capture the essence and messages. With these overall objectives in mind, a series of activities were carried out during the write-shop to facilitate the synthesis:

- Revisiting Gender and energy-environment-climate change concepts and applications, which was in the form of a quiz exercise
- Stock taking with brief presentations from participating projects on their Gender Action Plans, and actions taken
- Group exercise to reflect and identify the 2-3 gender related activities in which most progress was achieved and level of progress in these activities
- On how to present information: alternative communication outputs and brainstorming on what would be most feasible for each project
- Gender self-assessment once more by all the project teams to compare with

all 5 projects from being gender-blind and neutral to having become more gender sensitive by the end. For project teams, this was encouraging to see for themselves too, and everyone was pleased when the results were synthesized and presented:

Table 3. Results of Gender Scoring Exercise - A comparison between 2013 & 2014

Punakha, May 2013			
	Score	%	Category
NAPA	1	11%	E Gender blind
SRBE	7	88.88	B Gender sensitive
LECB	1	11%	E Gender blind
JSP-PEI	4	44.40%	D Gender Neutral
DRC	3	33%	D Gender Neutral
Paro, April 2014			
	Score	%	Category
NAPA	8	88.88%	B Gender sensitive
SRBE	8	88.88%	B Gender sensitive
LECB	6	66.66%	B Gender sensitive
JSP-PEI	9	100%	A Gender mainstreamed
DRC	6	66.66%	B Gender sensitive

A - Gender mainstreamed; B - Gender sensitive; C - Gender aware; D - Gender Neutral; E - Gender Blind

2.6.2. Success stories from the field

In leading the participants towards the main goal of the Write-shop i.e. to result in one or more outputs each with documentation of their successes, they were guided with a power point presentation with questions and pointers:

- What is your story? - documenting small encounters from the field
 - Should not be as detailed as case studies
 - Should focus more on telling the story of what was done and how it was done
 - Is prepared in a narrative form and

ranges from one paragraph to two pages

- Is user-friendly and more accessible/understandable to development workers
- Uses pictures to make it more visually interesting

- Drawing lessons on what strategies worked/are necessary for
 - Overall project planning
 - Community mobilization/engaging with women and men in rural areas
 - Documentation/reporting results

Below are brief descriptions of the success stories, the complete Stories may be found in the annexes.

2.6.2.1. The SRBE story

Cooking is a traditional gender role of women and biomass remains the predominant fuel used for this purpose. Indoor air pollution from the burning

of solid biomass in unventilated spaces using traditional cooking stoves, lead to increased diseases and morbidity among poor women and children in rural areas of Bhutan.

The SRBE story with a brief write-up, graphs, flow-chart and pictures titled “Improved cooking stoves for health and sustainable energy” captures the process and outcome of implementing the GAP that was developed as part of this GM Initiative. The story brings to life a baseline study conducted by DRE in which the analysis of the impact of indoor pollution from traditional cook-stoves points to the fact that more women (45%) followed by children’s health were negatively affected compared to men (being least prone).

2.6.2.2. The LECB story

Similarly “The gender journey of the low emission capacity building project” highlights the gender-blindness at the start, to crystalized plans to support few concrete gender specific actions in the transport on continued support to create awareness on designated seats on city buses for pregnant women, the old and disabled and support to install CCTV on public transport for safety of women and girls. In the waste sector the project will support waste segregation of the Centenary Farmers Market.

2.6.2.3. The CBDRC story

Among other highlights to showcase the achievement of the GAP, the CBDRC story shed light on the happy discovery of self-taught female mason Tshering Yangzom from Paro and promoting her as a role model through project sponsored trainings to show that women are as good – if not better masons than men.

2.6.2.4. The NAPA 2 story

The key message of the story is that the GM exercise or Initiative was instrumental for mainstreaming gender into NAPA 2 prodoc and hence the PIF got thoroughly scrutinized from the gender angle as part of the GAP.

2.6.2.5. The PEI-II story

Yet again, it is a story that reveals the gender blindness in its approaches earlier despite gender being a cross-cutting theme. It seems that no specific gender actions/results had been formulated and hence the blindness. Current GAP under the GM initiative forced the team to do a gender analysis using the GAM and formulate key outputs for the future as well as discover gender results which are demonstrated in the tale of the Dak community.



REFLECTIONS ON THE GM PROCESS

At the end of the last step i.e. the Write-shop in April 2014, the participants expressed how and to what extent the programme had benefitted them through the following feedback:

- “The overall exercise was very useful to me specially looking through gender lens for my project. I wish had enough time/ownership from my project partners
- The GAM/GAP from April & May 2013 set the process in realizing project interventions from a gender lens. This is also a useful tool to track gender related project progress
- Professionally and personally, I have learnt a lot from the GM capacity building program. I look forward to championing the cause of gender mainstreaming in my own way
- It was encouraging to see gender mainstreaming being incorporated in various activities. The best practices will be adopted and incorporated in any future activities that we implement in rural communities
- Enlightened on Gender considerations. The whole exercise has been quite useful
- Determined and Committed. Ensure gender issues are addressed adequately at all levels
- UNDP needs to support the govt. in planning more gender sensitive programs through projects and programs in similar manner/methodology
- The write-shop was useful in inculcating and making me more gender responsive
- The meeting has also made me aware of social, economic, environmental and gender interconnectedness
- Was Gender blind, but gender sensitized and more satisfied after attending this workshop
- In fact I was gender blind and it was the first kind of workshop I have ever attended
- This was very much a gender awareness program for me
- I realized and learnt that I can involve more women in implementing the projects for greater impact
- Satisfied, Inspired to work hard
- Liked the flow of how all the gender workshops were conducted by the consultants
- Started with basics/awareness
- More wholesome exercises
- I feel I am now gender expert in my own little ways
- Liked the locations for the workshop chosen by UNDP, out of Thimphu where we can really concentrate on what we do

- I am now confident that I can participate in mainstreaming gender in my own little ways
- I now know how to document the results of gender mainstreaming activities. I have also learnt that small activities have big impacts
- Write-shop has been useful not only in terms of documenting work but approaching the whole topic in a more open manner
- Getting into perspective what has worked. What has not, and most importantly how one can be gender responsive in the planning, implementation and evaluation of projects or programs, thus allowing lessons to be taken for future work
- More clarity on gender issues
- Learnt to be gender sensitive and socially inclusive
- More capacity building for government counterparts



WAY FORWARD: REFLECTIONS AND RECOMMENDATIONS

4.1. Reflections

Reflections and discussions to summarize the lessons learned in terms of what went well and what did not, revealed that the following were the key factors that stood in the way of good GM practice:

i. Time

The aspect of time needed for gender mainstreaming is almost always underestimated whether it is that of CO or IP staff or identification of consultants etc. Gender mainstreaming is still an add-on activity largely and hence time has not been well estimated for it.

ii. Capacity, Expertise and Focus for gender analysis and planning

Owing to limited capacity in IPs and lack of expertise on gender and environment/energy as well as dedicated staff on the subject matter within both the implementing partners and the CO, GM process receives less attention and lacks necessary focus. As one participant pointed out, GM still remains largely 'donor driven'. Regular capacity building is still the need of the day for enhanced understanding, optimal internalization and effectively mainstreaming gender for a sustained impact. Gender mainstreaming approaches and GA tools need to be mandatorily applied for better planning.

iii. Budget

When guided in this round of the exercise, IPs

could formulate and propose good GAPs yet they struggled in its implementation as it was an ad-hoc set of activities for which budget allocations had not been planned and incorporated. Participants of the GM process realized the importance of having adequate and dedicated allocations for gender.

iv. Planning and monitoring

To sum up, participants realized the importance of integrated Planning and monitoring framework in order to ensure effective GM process. Without incorporating gender objectives and results right from the start of any project/programme, insertions mid-stream would not only be ad-hoc add-ons but a wasted effort with minimal impact. Mainstreaming gender into projects is sustainable when gender-disaggregation and gender indicators can be integrated into the existing project indicators and gender tools into the existing M&E framework, including user surveys, rather than carrying out separate, stand alone activities.

4.2. Recommendations

Therefore, to build on the progress achieved through the year long GM exercise, a few broad but key recommendations are being proposed which would facilitate a process to institutionalize the learning. The current exercise brought some IPs from being totally gender-blind and gender neutral to a level where they are much more aware/gender-sensitive while others attempted to be more gender responsive if not for the issues or bottlenecks related to time, expertise and budget.

From a need to 'push and pull' gender into the mainstream of the work and seriously move forward for a sustained pro-poor and pro-women impact of the EE programmes and projects, one major requirement of course is full support at the managerial level and committed political will both in the CO and with IPs. Following this, the

propositions being made will deliver desirable and meaningful results at the following levels and areas:

4.2.1. At the level of analysis and planning

- Execute – at institutional, programme and project level – gender analysis, gender budgeting and gender impact analysis on natural resources conservation and management, and translate these into actions
- Integrate research on gender into baseline surveys
- Ensure that the collection of sex-disaggregated data is systematized within the overall project management database
- Apply sex-disaggregated data, criteria and indicators in planning, monitoring and evaluation
- Make monitoring and evaluation systems gender-specific, collect gender-specific data, and apply social and gender auditing at regular intervals
- Apply gender-inclusive participation strategy in all stages of project design, development, and implementation
- Design a GAP to integrate gender features and

women's participation in the project/program design with concrete targets and indicators for monitoring and impact assessment

- Assess the gender benefits of the project or initiative

4.2.2. In the area of Knowledge Management

- Support the systematic documentation of traditional knowledge, and the bottom-up development of locally owned, traditional energy and environmental related knowledge and practices
- Document women's knowledge, skills and survival strategies in rural areas
- Find the 'invisible gems' – female role models and document women's stories in non-traditional sections of the EE sectors highlighting their aspirations, successes and struggles
- Ensure that in all relevant TORs, consultants are required to address gender and poverty issues and provide them with adequate resources/guidance on how to do this meaningfully
- Develop and keep ready Gender checklist for researchers, consultants and as a requirement for in-house communications and publications

A project should:

- Incorporate the insights from a gender analysis into project design
- Give importance and recognition to women's responsibilities, roles and contributions.
- Identify concrete, gender-relevant objectives, and make links to key expected results and initiatives.
- Develop gender-sensitive indicators for monitoring and evaluation.

Source: UNDP, 2002

4.2.3. In terms of Expertise

- Advocate for a full-time gender specialist within the EE Portfolio with gender focal points at managerial levels with all IPs
- Promote and establish a small gender task force in each IP where UNDP works with for greater critical mass to work with
- Strengthen expertise on gender, energy and environment and build a roster of specialists
- Work on developing a network of research institutions and individuals that spans many disciplines

4.2.4. At the level of Policies and Advocacy

- Many international and national commitments have been agreed upon in the area of women, energy, environment and climate change; a first step would be to draw attention of policy makers to this big picture and support them to implement / realize the commitments
- Sensitize policy/decision makers, promote gender mainstreaming and ensure that agenda items in country level policy dialogues incorporate gender equality and equity considerations
- Build gender awareness among policy makers, government agencies, and EE partners through targeted capacity development and training programs

4.2.5. Networking and Updating

- Periodic update meetings with participating projects
- Informing key stakeholders on the gender actions and results on a regular basis
- In project workshops, ensure that gender issues

are brought to the forefront through discussions

4.2.6. Budget

- Make sure the GAPs are well integrated into AWP of IPs and comfortably resourced to ensure implementation
- Advocate for allocating adequate technical and financial resources to support women directly in EE and CC projects and ensure sustainability of finances
- UNDP must apply Gender Responsive Budgeting principles and norms and ensure certain percentages of project funds are spent to deliver gender results with good GAPs

4.2.7. Empowering Women

The key success of systematic and concerted GM efforts in the EE and CC initiatives should be gauged by the larger strategic outcomes that transform society with more gender equal/equitable relations between men and women. It can be achieved by contributing directly or indirectly through:

- Creating environments that empower women and engage them as full partners in efforts to work on the environment and energy portfolios
- Empowering women as resource managers through capacity-building of individuals and grass root organizations
- Improving women's access to information, technology, management processes, training and legal systems
- Supporting, strengthening and involving women's organizations and networking on energy, environment and CC issues. Facilitating dialogues

with these organizations and gender experts

- Promoting leadership and participation of women in decision-making levels and processes, raising their visibility and ensuring women's voices are heard at the very least within the gamut of energy and environment sectors
- Promote and support labor-saving technology and options to free up women's time to take part in EE projects
- Promote and maximize opportunities for women's employment in the EE sector especially to take up non-traditional roles to break the gender stereo-types
- Implement education programs building upon women's important roles in households and in communities and encouraging / value role of men and boys at home

4.2.8. Gauging Gender benefits – for a transformative agenda

Finally, for possible impact of proposed project interventions from a gender perspective, ask yourself the following questions:

- Would the proposed project interventions contribute to empowering women and/or narrowing gender gaps
- Is there a transformative agenda

in your planned/proposed gender actions. Will project activities address unequal gender power relation issues and promote non-traditional roles for women and girls

- Does your project address strategic gender needs or does it only address practical gender needs of women
- What project design features are necessary to ensure greater gender benefits for a transformative agenda. Through what measures and approaches (e.g., reduced workload, improved welfare, increased income, generated employment, enhanced household decision making, improved community facility) can these be achieved

In order to be aware of the possible negative impacts of your project/interventions:

- Be aware of increased gender-specific risks e.g. job loss, human trafficking, increased workload, that can disproportionately affect women (environmental degradation, resettlement) due to the project
- What prevention and/or mitigation measures should be included to counter these so that project does not lead to deepening of gender stereotypes and further subordination of women in the communities

Involving both women and men

With an emphasis on increasing women's participation at decision-making levels, participatory measures need to address:

- Power imbalances within communities
- Intra-household and intra-family relations
- The various constraints on participation
- Varying abilities to participate
- Perceived benefits of participation 2002

Source: UNDP



ANNEXES

5.1. Gender Analysis Matrix& Gender Action Plans of Selected Projects

5.1.1. Project Title: Sustainable Rural Biogas Energy (SRBE) project

5.1.1.1. Gender Analysis Matrix – SRBE

	LABOUR	TIME	RESOURCES	CULTURE
Women	<ul style="list-style-type: none"> + Reduce workload(carrying fuel wood) - More women engaged in fuel wood plantation - Lots of difficult works, like digging & building stoves including , Operation& Maintenance of stoves + Learn new skills of work. 	<ul style="list-style-type: none"> + Saves time in cooking + Get more time for other productive works - Time consumed in fuel wood plantation - less time for family 	<ul style="list-style-type: none"> + Engage in income generating works + Improve living standard by generating more income + Resource available near homestead after fuel wood plantation (minimized collection time/ distance). +Improve health 	<ul style="list-style-type: none"> -threat in extinction of traditional stove + Opportunity to participate in community project and social gathering + No fear about personal security/less crime +exposure to improved technology + more empowered women

	LABOUR	TIME	RESOURCES	CULTURE
Men	<ul style="list-style-type: none"> +Reduce workload (carrying fuel wood) - Lots of difficult works like digging & building stoves including O & M. + Learn new skills of work. - More men engaged in fuel wood plantation 	<ul style="list-style-type: none"> -Takes more time to build stoves - less time for family - Time consumed in fuel wood plantation 	<ul style="list-style-type: none"> -Has to forgo income from stove related activities + More opportunity to involve in other income generating activities. +Resource available near homestead after fuel wood plantation (minimized collection time/ distance) 	<ul style="list-style-type: none"> + More time for men for cultural activities in the village/community -in acceptance of women empowerment / competence by men
Household	<ul style="list-style-type: none"> +learn new skill of works - Labor contribution for fuel wood plantation - more work load 	<ul style="list-style-type: none"> - less time for family 	<ul style="list-style-type: none"> + Improved living standard and health. + More fuel wood resources through plantation + pay less electricity bill + More opportunity to involve in others income generating activities. -Less attention to children +afford better education for children 	<ul style="list-style-type: none"> + Clean house & kitchen for the family
Community	<ul style="list-style-type: none"> + Train/capacity building of community for improved cook stoves and raising tree seedling nursery 	<ul style="list-style-type: none"> -less time for community gathering 	<ul style="list-style-type: none"> +less consumption of electricity + Improved better health for the community. + Reduce GHG emission. + Sustainable use of resources + Enhance fuel wood sharing mechanism (equity and equality) + Availability of seeds and seedlings for plantation 	<ul style="list-style-type: none"> +Clean environmentforthe community + Safeguard the forest cover + Enhance traditional labor sharing system + More time for village festivals, community rituals, etc. -in acceptance of women empowerment / competence by community.

5.1.1.2. Gender Action Plan– SRBE

Team members: Ugyen (Project Manager), Tashi Wangchuk (SFED), Nawaraj Chhetri (UNDP), Cheki Dorji (DRE), Minjur (DRE)

Background

The SRBE Project is a 3-year programme for reduction of greenhouse emission through sustainable production of biomass by promoting efficient cook stoves in rural areas of Bhutan and demonstrating biomass energy technologies in relevant industries. This will be achieved through supporting market mechanisms, mainstreaming sustainable biomass energy in policy formulation and building capacities in the management of community forests and production and utilization of biomass energy technologies using wood as fuel.

In order to facilitate systematic gender mainstreaming in this project, this is a Gender Action Plan (GAP) for the SRBE project has been developed. The GAP has been prepared as an output of the UNDP-Bhutan Initiative on Mainstreaming gender into Climate Change Policies and Programmes in Bhutan, wherein SRBE is one of the participating projects.

The context: Gender concerns faced by the communities

- Women and children are involved in collection of fuelwood. In doing so, they face risks related to drudgery, health, and security, especially when they have to venture far from their homes
- Women and children are at the forefront of inhaling indoor air smokes caused by the burning of biomass fuel
- There is a burden of labor contribution in fuel wood plantation for women and children

- Possibility of conflict of interest if women participated in the works usually carried out by men

Gender commitment in the SRBE project

The SRBE project document has gender as a cross cutting issue. It goes on to highlight the following aspects of the gender relations of relevance to the project:

- Access and control over resources: The need to ensure that women and men get equal opportunity to become technically skilled to construct and install cook stoves
- Impacts on women's health: Introduction of efficient cook stoves could reinforce socially determined gender roles, but could improve women's situation and health
- Women's role in community decision making: The need to recognize the passive role women play in participating in community meetings and help create an environment where women take part in decision-making, addressing more strategic needs of women in the community
- Focus of skill training: The need to study and analyze the gender division of labor in stove-related activities and other project interventions, so that the skills trainings are imparted to the right gender and women are engaged more actively and systematically. Specifically
 - At least 10 persons including men and women will be trained for installation of stoves from which at least 1/3 will be women
 - Preference will be given to female

entrepreneurs for fabrication of metallic parts

- The project will identify at least 1 local fabricator on the production of stoves with preference given to women entrepreneur
- Both men and women will be trained and participate as technicians in the construction and installation of stoves

Proposed Gender Goals/ results for the Project

- At least one women in every cook stove owning household trained in basic O&M of ICS
- Improved health of women and children by use of the ICS
- Both men and women will participate in the fuel wood plantation

Expected Results and Planned Activities:

i. At least one women in every cook stove owning household trained in basic O&M of ICS.

- Create awareness about ICS in the community
- Identify potential women participants for the training for O&M of ICS
- Train at least one woman from each household who owns an ICS
- Develop pictorial manual for the O&M of ICS

ii. Improved health of women and children by use of the ICS.

- Carry out a baseline study on health of women and children while using the traditional cook stoves and after the use of ICS

iii. Both men and women will participate actively in the fuel wood plantation and management.

- Create awareness on multi-purpose tree species (fuel wood and fodder species)
- Identify potential women participants for the training on fuel wood and fodder tree management
- Train at least 1/3 of user group with women representation for fuel wood and fodder tree management
- Develop pictorial manual for fuel wood harvesting (silviculture) and fodder management

Budgetary implications

The existing budget allocated to train 1/3 women representation is not enough to achieve the gender results to train one woman from each household, develop training materials and manuals. Additional budget required to carry out activities by DRE for training materials and manuals and to carry out baseline study is **Nu.3,867,000.00**

However, it was decided to take up these activities within the already allocated project cost.

Gender Action Plan Matrix (SRBE)						
Gender result	Activities	Detailed sub activities	Time frame	Approximate resource requirement (in Nu)	Indicators and targets	Support needed to implement activity
1. At least one woman in every cook stove owning household trained in basic O&M of ICS.	Activity 1: Create awareness of the Improved Cook Stove (ICS) in the community.	Conduct one-day awareness workshop in concerned Gewogs	Q3/Q4, 2013	Nu. 6,22,000	One woman in each of the 17000 selected ICSs households trained on O&M Disseminated ICSs adopted, used and well maintained among households Improved awareness among user women on the use and maintenance of ICS, captured through baseline and end of project surveys.	Funding support needed and local government support is required.
	Activity 2: Identify potential women participants for training for Operation & Maintenance (O&M) of ICS.	For the O&M 1700 households to be identified.				
	Activity 3: Train at least one woman from each household who owns an ICS					
	Activity 4: Develop pictorial manual for the use & maintenance of ICS.	Print, Laminate and distribute 1700 pictorial manual to the ICS users.	Q4, 2013	Nu.1,70,000/-	1700 pictorial manual distributed	Funding support needed

Gender Action Plan Matrix (SRBE)

Gender result	Activities	Detailed sub activities	Time frame	Approximate resource requirement (in Nu)	Indicators and targets	Support needed to implement activity
2. Improved health of women and children by use of the ICS.	Activity 5: Carry out a baseline study on quality of life aspects affected by use of ICSs such as drudgery in collection of firewood, exposure to indoor air pollution etc of women and children while using the traditional cook stoves and after the use of ICS.	-Hire a local consultant to Carry out baseline study on health of women and children while using the traditional cook stoves under 2 Dzongkhags (T/gang & Zhemgang).	Q4, 2013	Nu.345,000 /-	Base line study carried out. Baseline data documented on: Women's and men's time use, time and effort spent in fuelwood collection, fuel processing and cooking Exposure to indoor air pollution caused by biomass smoke	Funding support needed.
3. Both men and women will participate actively in the fuel wood plantation and management.	Activity 1: Create awareness on multi-purpose tree species (fuel wood and fodder species)	One day awareness workshop (6 workshops) for 1100 households, covering six Dzongkhags.	Q3, 2013	Nu.4,00,600/-	Created awareness for 1100 households on multi-purpose tree species (fuel wood and fodder species)	Budget support required. Support required from Dzongkhag Forestry Sector.

Gender Action Plan Matrix (SRBE)

Gender result	Activities	Detailed sub activities	Time frame	Approximate resource requirement (in Nu)	Indicators and targets	Support needed to implement activity
	Activity 2: Identify potential participants (men and women).					
	Activity 3: Train at least 1/3 of the user group as women for both fuel wood and fodder tree management.	One day Training on fuel wood and fodder tree management.	Q4, 2013	Nu.4,00,600/-	Trained 1100 households covering at least 367 women (33% women).	Budget support required. Support required from Dzongkhag Forestry Sector.

5.1.2. Project Title: Low Emission Capacity Building Project

5.1.2.1. Gender Analysis Matrix – LECB

Sectors of Focus:Transport, Municipal solid Waste, Housing(energy efficiency), Industries(with overall objective of reducing GHG emission)

	LABOUR	TIME	RESOURCES	CULTURE
Women	+women stakeholders empowered through capacity building in identified sectors (transport, waste, housing, industries)	+/- need to allocate more time for meetings/ stakeholder consultations	+Income generation +improve living standards	+Women empowerment (in transport, waste, housing, industries) + opportunity to take part in meetings/ gatherings and decision making
	+ awareness/capacity building on gender mainstreaming, use of energy efficient technologies and cross cutting issues in identified sectors of waste, transport, housing and industries	+/-need to allocate more time for waste segregation/disposal (has long term benefits in GHG reduction)		Improved public transport services with special facilities for pregnant women, children and older citizens
	Employment opportunities for women through private sectors (transport, waste) - increased workload in waste segregation/ disposal			+safe and improved waste management systems +safe/healthy working environment in industries
Men	+ men stakeholders empowered through capacity building in identified sectors (transport, waste, housing, industries)	+/-need to allocate more time for meetings/ stakeholder consultations	+ Income generation +improve living standards	+ take part in meetings/gatherings + safe and improved public transport services
	+Build awareness+ capacity building on gender mainstreaming and cross cutting issues in identified sectors of waste, transport, housing, and industries	+/-need to allocate more time for waste segregation/disposal (has long term benefits in GHG reduction)		+safe and improved waste management systems in place +safe/healthy working environment in industries
	+Employment opportunities in private sectors(waste+transport) - increased workload in waste segregation/ disposal			

Household	<p>+more awareness on waste and waste management</p> <p>+ more awareness/ practice energy efficient measures at work and home</p> <p>+improved health through reduction of indoor pollution through energy efficient housing/ building standards (revisit/ revise guidelines)</p>	<p>+/-need to allocate more time for waste segregation/disposal (has long term benefits in GHG reduction)</p>	<p>+Save resources through energy efficient practices</p> <p>+reduce fuel wood use</p> <p>+improved awareness on conservation of energy (Improved energy efficiency)</p>	<p>+ take part in community meetings/gatherings</p> <p>+more awareness and information sharing on GHG emission and its link to the identified sectors</p> <p>+better waste mgt at home</p> <p>+Reduce indoor pollution</p>
Community	<p>+Improved services (transport/housing-energy, waste and industry sectors) which will benefit the public at large and with the ultimate objective of GHG reduction</p>	<p>+/-allocate more time for meetings, consultations</p>	<p>+ RGOB to allocate additional resources to implement the activities and have systems in place</p> <p>+save cost from use of public transport</p> <p>+improved awareness on conservation of energy (improved energy efficiency)</p>	<p>+Clean and healthy environment through GHG reduction</p> <p>+ improved public transport facility/services / infrastructure targeting women, old, children, disabled</p> <p>+safe and improved waste management systems in place</p>

5.1.2.2. Gender Action PlanMatrix– LECB

GENDER RESULT	ACTIVITIES	DETAILED SUB-ACTIVITIES	TIME FRAME	APPROXIMATE RESOURCE REQUIREMENT FOR SUB-ACTIVITY (NU.)	INDICATORS AND TARGETS	SUPPORT NEEDED TO IMPLEMENT ACTIVITY
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Attention to gender issues reflected in NAMAs in housing, waste and transport and LEDs in transport and industries	Rapid assessment on gender and mitigation in sectors of transport, housing and solid waste and industries	Develop TOR of local consultant	June-August 2013		Approved by task force and working group	Working group, taskforce
		Recruit consultant to carry out assessment (2 weeks)	June-August 2013	USD 5,000-7,000	Report reviewed and approved by taskforce	Working group, UNDP, NEC
		Meetings with working groups/ stakeholders to compile information for the assessment	July-August 2013	USD 200	2-3 meetings with each working group 1 final meeting to present the report (min. 30% women participation)	NEC, MOEA, MOWHS, MIOC, TT, NCWC, GNHC, NHDC and other relevant organization
	Gender mainstreaming in TORS of consultants	Organize a 1/2 day learning workshop for project stakeholders to sensitize on gender, its concepts and linkages to the LECB identified sectors of NAMAs and LEDs	July-August	USD 300	1 workshop organized with stakeholder representation	All stakeholders
		Draft TOR and shared with task force and working gp members	2013-2015	No cost	workshops organized- minimum 30% women	NEC, MOEA, MOWHS, MIOC, TT, NCWC, GNHC, NHDC
	Gender mainstreaming in TORS of working groups	Organize meeting to present the TORs to the working groups	23 May		1 workshop organized with minimum 30% women representation	NEC, MOEA, MOWHS, MIOC, TT, NCWC, GNHC, NHDC

2. 30% women representation in the identified working groups/ trainings and w/ shops	Capacity building in NAMAs(housing, transport, waste), LEDS, MRV	Integrate gender into international consultants TOR who will carry out capacity needs assessment. Gender Rapid assessment as a guiding document for formulation of Strategies(in transport and industries) and projects in housing, waste and transport	2013-2014		Report 1-2 workshop 1-1 meetings with working groups and taskforce capacity building trainings as per recommendations in the needs assessment report	NEC, MOEA, MOWHS, MIOC, TT, NCWC, GNHC, NHDC
		Capacity building to include modules on gender mainstreaming and linkages in the identified sectors	2013-2014			

5.1.3. Project Title: CBDRC

5.1.3.1. Gender Analysis Matrix – CBDRC

	LABOUR	TIME	RESOURCES	CULTURE
Women	- Additional workload + New skills on safe construction practices	-women will need to put in more time apart from their household chores and other responsibilities.	+Income generation	+new culture of breaking into men dominated profession + Empower women through capacity building training -acceptance by family or community
Men	+Employment opportunities + New skills on safe construction practices -/+ lesser workload	+ more time for other productive work	+Income generation -Lesser income	+ more number of professionally trained artisans
Household	+more workload	- Less time for family	+More income +better standard of living	+ Stronger and better houses in case of earthquake - Acceptance by family
Community	+ more community involvement	-less time for community activities	+more expensive houses initially but cheaper in the long run. +better artisans to build better houses +standard of living would improve	+stronger and better houses in case of earthquakes but will still take care of the tradition + new culture of breaking into men dominated profession + Empower women through capacity building training

5.1.3.3. Gender Action Plan– CBDRC

Names of team members: Dago Zangmo

Background

Capacity Building on Disaster and Climate Resilient Construction (CBDRC) is a one year project that is being implemented in 2013, with the objective to enhance capacities and develop skills in disaster resilient construction that would directly contribute to meeting some of the immediate priorities of recovery and reconstruction. Promotion of disaster-safe housing would be a major activity.

The main gender issue faced by the project is that the professions of engineering, masonry and carpentry are considered to be male dominated professions, and the involvement of women is negligible. However, this may be more to do with mindsets and attitudes rather than any real, practical justifications.

Gender commitment in the CBDRC project

Under its first component on training and capacity building of engineers and artisans (Capacity building in the 10 districts on earthquake safe construction practices for both men and women engineers, masons and carpenters), the project commits to including a gender-specific component, which aims at training and sensitizing women across all the groups: engineers, masons, home-owners, etc. Specifically, two activities that involve women are planned:

- Inclusion of women in the capacity building trainings
- Create awareness among home-owners about safe construction practices.

The Gender Action Plan: Expected Gender Results and Planned activities

- 10% women to be trained as artisans and 20% women to be trained as engineers on earthquake safe

construction practices

- Instruct and orient the local leaders to include women participants for the training.
- Give masons tool kit for the women participants to encourage them to join masonry training.
- Design the training and training period in such a way that it is convenient for women to join.
- Provide accommodation allowance for the women participants during the training period.
- 50% of the household members sensitized on safe construction will be women.
- Instruct and orient local leader to encourage women to join the sensitizing meetings.

GENDER ACTION PLAN MATRIX								
GENDER RESULTS	ACTIVITIES	DETAILED SUB ACTIVITIES	TIME FRAME	APPROXIMATE RESOURCE REQUIREMENT FOR SUB-ACTIVITY (Nu.)	INDICATORS AND TARGETS	SUPPORT NEEDED TO IMPLEMENT ACTIVITY	PERSON RESPONSIBLE	EXPECTED CHALLENGES AND FEASIBILITY OF ACTION
1. 20women engineers to be trained as engineers on earthquake safe construction practices	Capacity building training on earthquake safe constructions in 10 districts.	Training on earthquake safe constructions for engineers in 3 regions covering 10 districts. <ul style="list-style-type: none">• Instruct local leaders to include existing women engineers under them in the training.• Design the training (timing/ location etc) so it is convenient for women to participate.• Provide accommodation allowance for the women engineers.	Q3 2013	Expecting 40 women engineers, and will pay an accommodation allowance of Nu200 for each women participant for a training period of 4 days, this will cost a total of Nu. 32,000/-	Base line: Zero Target:100 engineers trained on earthquake safe constructions, of which 20% will be women.		Project Manager Dzongdags, District Engineers, Disaster focal persons, Local Leaders.	20% women participation seems feasible But it will depend on the number of women engineers already employed with the Districts.

2. 30 women artisans trained on earthquake safe construction.	Training on earthquake safe constructions for artisans in 3 regions coverings 10 districts.	<p>Training on earthquake safe constructions for masons and artisans in 3 regions covering 10 districts.</p> <ul style="list-style-type: none"> • Instruct and orient local leader to include women in the training. • Provide masons tool kit for the women masons for free to encourage them for the training. • Design the training and training period so it is convenient for them to participate. • Provide accommodation allowance for the women artisans. 	Q3 2013	<p>Expecting about 30 women masons, total expenditure on each tool kits (for 30 women @ Nu. 2,500 per toolkit) is approximately costing Nu 75,000/-</p> <p>Also provide accommodation allowance of Nu 200 for each women artisan for a training period of 4 days, this will cost Nu. 24,000/-</p> <p>Grand total would be approximately Nu. 1,31,000/-</p>	<p>Base line: capacity building Training on earthquake safe constructions for engineers in 10 districts.</p> <p>Zero</p> <p>Targets:</p> <p>300 artisans trained on earthquake safe constructions, of which 10% will be women.</p>	<p>Project Manager Dzongdags, District Engineers, Disaster focal persons, Local Leaders</p>	<p>There are no women artisans but will encourage them to join the training. So getting women participation would be a challenge.</p>
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5.1.4. Project Title: NAPA-II

Sectors of focus – Water supply, Landslide risk mitigation, enhancing hydro-met stations for weather forecasting, rainwater harvesting, forest-fire management, Disaster Risk Reduction

5.1.4.1. Gender Analysis Matrix – NAPA-II

	LABOUR	TIME	RESOURCES	CULTURE	OTHER BENEFITS
Women	+new skills developed in water resource management +less work in terms of water collection +labour saved can be invested in other activities (community bonding, income generating activities)	+spare time available for other activities -community participation in disaster planning and management including other community consultations	+opportunity for more income generation from business opportunities (shops and restaurants, weaving etc.) +easy and continuous access to water +adequate and reliable hydro-met information to plan for agriculture activities	+more time to increase community vitality +women empowerment +better preparedness in saving lives and properties (natural disaster such as storm and landslides)	+improved health and sanitation + significant risk reduction on the lives of women and children (considering women and children form a major number in terms of casualties during natural calamities)
Men	+new skills developed in water management +most men involved in current water supply maintenance can be engaged in other productive activities	+spare time available for other activities -community participation in disaster planning and management	+opportunity for more income generation +easy and continuous access to water	+/-encourage women participation +responsibility shared by women +better preparedness in terms of natural calamities	+improved health and sanitation
Household	+ reduced labor for water supply/ management + saved labor can be used for other productive works benefiting the households	+time saving from having easy access to water	+more income generation through expanded business constraint by existing water shortage (ex. Small scale business) +easy and continuous access to water resources	+/-encourage women participation +responsibility shared by women +better preparedness -away from families	

Community	+new skills development + reduced labor requirement for water supply line maintenance	+more time available for other activities -time required for community participation and planning of the project	+reliable water supply +easy and convenient access to water resources +more income generation activities, presently constrained by shortage of water +awareness on water saving and conservation +community participation in disaster planning and management	+communities become resilient to disaster related to landslides +proper planning on agriculture activities; eg; plantation timing due to enhanced climate information +increased protection of personal properties, religious monuments from forest fire +mitigating landslide risks (lives and properties)	+improved health and sanitation (water supply)
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5.1.4.2. Gender Action Plan Matrix – NAPA-II

GENDER RESULT	ACTIVITIES	DETAILED SUB-ACTIVITIES	TIME FRAME	APPROXIMATE RESOURCE REQUIREMENT (Nu.)	INDICATORS AND TARGETS	SUPPORT NEEDED TO IMPLEMENT ACTIVITY
1. Enhancing adaptive capacity of women and children from climate-induced floods and landslides (Pasakha and Phuentsholing)	Activity 1: Create awareness on active participation by both men and women in addressing CC related disaster such as floods and landslides	One-day awareness workshop conducted for vulnerable communities.	Q3/2014	1,50,000	At least 20% women participation in awareness workshop.	

2. Enhanced adaptive capacity at community level, on climate resilient water harvesting, storage and distribution systems, and community-level water resource inventory development.	Activity 1: Training of both men and women on water resource management	Conducting community (including schools) awareness on efficient water use Training of both men and women on water resource inventory development	Q4/2014	300,000	Two community awareness programs with at least 30% women participation At least 30 % women participation in the development of water resource inventory and its uses	
	Activity 2: Production of pamphlets/manual on simple rain water harvesting techniques implemented at community/household level	Consultation with the communities on gender friendly design of the rain water harvesting system finalized, designed, printed and distributed.	Q2/2015	3,00,000	At least 20% women participation in the design of household/ community level rain water harvesting techniques	
3. Enhanced national capacity to manage climate risk through enhanced climate data in the Dzongkhags and the effectiveness of National Weather and Flood Forecasting and Warning Center.	Activity 1: Capacity building of men and women on addressing CC risks and vulnerabilities	Community awareness on formulation and implementation of community based disaster risk management concept (CBDRM) Training of Trainers conducted for the communities on CBDRM and its implementation	Q3-Q4/2014	300,000	At least 25% women participation in consultation process At least 25 % participation is women	
	Activity 2: Capacity building lead agencies in O&M of weather stations, information collection and processing including weather forecasting and flood warning.	Capacity building of lead agencies in collection of climate information, analysis and interpretation of climate data for weather forecasting	2014-2018	Costing can be arrived only after Capacity Needs Assessment	At least 25% women participation in these training programs.	

5.1.5. Project Title: Poverty-Environment Initiative (PEI)

Case from Rural Economic Advancement Programme (REAP) with specific focus on Human-Wildlife Conflict Management at the community level

5.1.5.1. Gender Analysis Matrix – PEI

	LABOUR	TIME	RESOURCES	CULTURE
Women	<ul style="list-style-type: none"> +less work in terms of guarding crops. +new skills developed through training and non-formal education. +/-more responsibility for other income generating activities. 	<ul style="list-style-type: none"> +saves time in guarding crops at night and during day time. +more time with family & children. +more leisure time. +/-more time for other income generating opportunities (weaving; vegetable growing; livestock rearing etc.) 	<ul style="list-style-type: none"> +opportunity for more income generation +continuous access to land and its produce. +because of improved skills and knowledge, more control over land and family property. +easy access to credit to start new business venture. 	<ul style="list-style-type: none"> +with increased skills and knowledge, opportunity for more women to participate and engage in community projects. +women empowerment for other gender roles besides looking after family and household chores.
Men	<ul style="list-style-type: none"> +Learned new skills and technology to manage HWC. +more opportunity for unemployed youth to take up maintenance of electric fence. 	<ul style="list-style-type: none"> +more time for other opportunity (farm and off-farm) +more time with family and share other household responsibilities +/-leave farm to take up other income generating opportunities in the urban areas. 	<ul style="list-style-type: none"> +continuous access to farmland and its produce +/-more control over income through sale of surplus farm produce. +/-more control over family decision by way of remittances. 	<ul style="list-style-type: none"> +/-encourage women participation in community projects. +supportive of women's skill development.

	LABOUR	TIME	RESOURCES	CULTURE
Household	<ul style="list-style-type: none"> +labour shortage addressed with new/improved technology; +skills of hh members developed. +better prepared to address HWC issues. +new opportunity for the entire family. 	<ul style="list-style-type: none"> +hh members will have more time for other opportunities (farm work as well as off-farm) +more time with family and children thereby increasing family bond. 	<ul style="list-style-type: none"> +increase farm produce +food security and self-sufficiency enhanced for the hh. +increase family income from other opportunity. 	<ul style="list-style-type: none"> +/-increased role for women in the hh with more time. +/-gradual acceptance of change in gender role both in farm and business opportunity.
Community	<ul style="list-style-type: none"> +community participation +Community group formed to maintain electric fencing; +community group established to manage livestock and crop insurance scheme. +women group established to start livestock/agri/ weaving enterprise +community's skills developed 	<ul style="list-style-type: none"> +more time available for community engagement to enhance community participation for the success of project intervention. -more community meetings to attend. -less time for individual's business or farm activities. 	<ul style="list-style-type: none"> +equal access to community service (electric fencing; health; drinking water, electricity, etc.) and natural resources (timber, fuel wood, NWFP, water for irrigation, grazing land, etc.) +increase income and food self-sufficiency. 	<ul style="list-style-type: none"> +increased interaction amongst community members thereby enhancing community vitality. +raised standard of living +increased acceptance of the change in gender roles in the community.

5.1.5.3. Gender Action Plan– PEI/JSP

Team members: Tashi Dorji & team

Background

The Poverty-Environment Initiative or PEI/ JSP (2010-13) was conceived to address environment, climate change and associated poverty concerns to help the government of Bhutan to better mainstream these issues into national policies and programmes and local development plans (targeting the 11th Five Year Plan). The Programme was meant to supplement capacity development under the Local Governance Support Programme (LGSP) and consolidation of the annual capital grant transfer mechanism which would substantially increase Gewogs' development budgets. The Programme supports capacity development of central and LG individuals, officials and institutions, and prepare guidelines to help sustain the mainstreaming process.

In order to facilitate systematic gender mainstreaming in this project, Gender Action Plan (GAP) for the PEI project was developed. The GAP has been prepared as an output of the UNDP-Bhutan Initiative on Mainstreaming gender into Climate Change Policies and Programmes in Bhutan, wherein PEI is one of the participating projects.

Gender commitment in the PEI project

The PEI Project Document mentioned Gender equality as one of the cross cutting issues: "The aims of the Joint Support Programme, within the overall framework of the 10th FYP and the NPAG, will be to monitor the development in the indicators and if required, support the enforcement of the above legal and gender mainstreaming needs to: enhance women's participation in the local planning processes to promote that women's priorities are adequately reflected; encourage the development of integrated mainstreaming guidelines, which could provide a template for other "sector-specific" mainstreaming guidelines, including those related

to gender and finally, collection, analysis and dissemination of gender disaggregated data of those receiving capacity development support under the JSP and male and female beneficiaries of local capital investments."

Specifically the following actions have been mentioned:

- Integrate pro-poor environment and climate change issues into policies, plans and programmes both at the national and local level
 - ECP Mainstreaming Guideline which included six step process for Integrating Pro-poor Environment and Climate change considerations into plans and programmes was developed and adopted by GNHC and incorporated into the 11th Plan Guideline
 - Conducted public environmental expenditure review (PEER) for the 9th FYP (2002/03-2007/08) & 10th FYP (2008/09 & 2009/10).The Ministry of Finance is in the process of institutionalizing PEERs through its in-house capacity. MoF has identified green budget codes by integrating the two systems - Multi-Year Rolling Budget (MYRB) and Public Expenditure Management System
 - Awareness and training on ECPM concepts and the application of tools such as Environmental Overview, GNH Policy Screening Tool, Strategic Environmental Assessment etc. targeting different level of audiences (policy makers, senior level officials, implementers,

- technical & planning, local government officials, and CSOs and private sectors)
 - Reviewed policy protocol and integrated environmental sustainability, climate change and other cross cutting issues as a requirement for any public policy formulation. Environmental overview and GNH Screening tools applied to draft policies and have helped improve the policies to respond to pro-poor and environment sustainability aspects
 - Formed ECP Mainstreaming Reference Group with cross sectoral representation to facilitate and serve as reference point for sectors to mainstream ECP into their plans and programmes
 - To sustain ECP mainstreaming efforts in Bhutan, capacity assessment was conducted for nine in-country training institutes in 2011 and identified capacity development responses. In 2012, GNHC & NEC partnered with three institutes - Royal Institute of Management, College of Science & Technology, and Sherubtse College to review and enhance existing curricula/modules to build in ECPM, develop new courses with special attention to ECPM topics
- Support the enforcement of NPAG, LG Act and gender mainstreaming needs to enhance women's participation in the local planning processes
- Local development planning manual formulated and is currently under review for revision to include all cross cutting issues including gender
- Non-Formal Education has played an important role in translating ECP curriculum (such as bio-gas technology, rain water harvesting, improved cook stoves, waste management, and biodiversity conservation) developed in 2011 into practical action through its network in all the 20 districts. In 2011 & 2012, NFE has trained about 874 instructors and learners [56% representation of women] covering 20 districts and one municipality on the ECP curriculum. With increased capacity of the NFE instructors and learners on some of the green technologies, Department of Renewable Energy through a UNDP/GEF funded project will partner with NFE from 2013 to train and build different models of energy efficient wood stoves (13,522) in the rural homes across the country, which is expected to result in reduction of fuel wood consumption for energy use in households and industries by 183,200 tonnes, and a mitigation of GHG emissions by 19,700 Tonnes of Carbon dioxide Equivalent (tCO₂e)
- Collection, analysis and dissemination of gender disaggregated data for those sectors receiving capacity development support

Some gender concerns faced by the project and communities:

- Limited capacity to identify and address specific gender needs
- Access to and control over resources (water, community forestry, land, NWFP) by women
- Rural-urban migration by men, which changes the workload, status and vulnerability of the women left behind in rural areas
- Women headed households where poverty is deeper and work burden heavier
- Adverse impacts of climate change causes environmental degradation and poses risks to community
- Increased Human-Wildlife Conflict (HWC) in rural communities affect their livelihood and food security

Specific windows of opportunity are:

- The upcoming REAP (Rural Economic Advancement Programme) evaluation
- Training of NFE instructors on improved cook stoves (training into something sustainable like Training them to set up a local enterprise owned and run by women members who can be outsourced by project to install cook stoves, maintain them etc. and for future maintenance for a fee. This would be a strategic outcome)
- Integration of Gender, Environment, Climate Change, Disaster and Poverty mainstreaming as the key component of the joint programme “Local Governance Sustainable Development Programme”

LGSDP which is currently under formulation. The programme is for five years [2013/14 to 2017/18]

Proposed Gender Goals/ results for the Project:

- Gender disaggregated impacts of the REAP documented
- Performance-Based Grant Mechanism focusing on Gender, Environment, Climate change, Disaster & Poverty (GECDP) mainstreaming, Good Governance and Accountability rolled out
- Institutionalization of responsibility and knowledge of GECDP mainstreaming in LGs initiated

Relevant document where it would be most relevant to incorporate gender issues is the UNDAF (One UN Programme 2014-2018); LGSDP (2013/14 – 2017/18).

GENDER ACTION PLAN MATRIX							
GENDER RESULTS	ACTIVITIES	DETAILED SUB ACTIVITIES	TIME FRAME	APPROXIMATE RESOURCE REQUIREMENT FOR SUB-ACTIVITY	INDICATORS AND TARGETS	SUPPORT NEEDED TO IMPLEMENT ACTIVITY	PERSON RESPONSIBLE
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Gender disaggregated impacts of REAP documented	Activity 1: Integrate gender in REAP evaluation.	<ul style="list-style-type: none"> • Include the need for gender analysis in the evaluation ToR/methodology. • Provide guidance to evaluation team on gender analysis • Disseminate findings through validation workshop. • Monitor the implementation of gender related recommendations by assigning accountability to responsible agencies in the follow-up REAP in 1st FYP [from July 2013]. 	Q3 - 2013	US\$ 13,500	Specific gender related findings, good practices, lessons and recommendations included in evaluation report. No. of recommendations on gender mainstreaming that inform planning/ formulation of next phase of REAP & LGSDP. Target: TBD	GNHC/RED (Lead); LG (IP); DPs (resources and guidance); Sectors (partners); CSOs (IP).	RED/GNHC
<p>Local Governance Sustainable Development Programme (LGSDP) – 2013/14-2017/18: The LGSDP has been designed to channel multi-donor support to strengthen good governance and promote inclusive green socio-economic development at the local level. It aligns with the timeframe and strategic context of the draft 11th Five-Year Plan 2013/14-2017/18 which has an overall goal of “self-reliance and inclusive green socio-economic development.” It merges, and builds on, the ongoing Local Governance Support Program and Joint Support Program on Capacity Development for Mainstreaming Environment, Climate Change and Poverty Concerns in Policies, Plans and Programs. It is not a linear extension of the ongoing programs but an integrated program to advance the core areas of good governance and green socio-economic development at the local level in mutually-reinforcing ways.</p> <p>The program has three major outcomes or ‘components’: (a) equitable socio-economic development at local level; (b) conservation and sustainable use of environment at local level; and (c) strengthening good governance at the local level.</p> <p>Within the scope of the three outcomes, the following gender key results and action plan has been identified to be integrated into the programme document for implementation from 2013/14.</p>							

Performance-Based Grant (PBG) Mechanism focusing on Gender, Environment, Climate change, Disaster & Poverty (GECDP) mainstreaming, Good Governance and Accountability rolled out.	<ul style="list-style-type: none"> Conduct environment and climate change vulnerability assessments (with particular attention to gender and pro-poor outcomes) in LGs not yet covered by previous interventions. Conduct capacity needs assessment and gender needs assessment for LGSDP. Institutionalization of responsibility and knowledge of GECDP mainstreaming in LGs. Establish a Gender Mainstreaming Committee (or equivalent) in each Dzongkhag Develop and deliver sensitization and awareness training for the members of the DMC in each Dzongkhag 	<ul style="list-style-type: none"> Review the vulnerability assessment framework and include gender issues specific to the project. Provide training on vulnerability assessment to identify key gender, environment, climate change and other cross cutting issues within the local government plans and programmes. Conduct vulnerability assessment in at least 6 districts & 13 gewogs. Conduct capacity needs assessment of local governments and DLG for implementing the framework Implement gender specific activities identified in the framework Roll-out of performance based grants in the above LGs. ToR for the Dzongkhag Mainstreaming Committee - DGMC Consultations with each Dzongkhag to confirm the appropriate structure of the DGMC for that Dzongkhag. Formalizing the DGMC, its membership, and modus operandi for each Dzongkhag. Capacity needs assessment of GECDP training appropriate to both LG civil servants and elected officials. Develop tools and enhance capacities to not only reject 'unsustainable' economic development plans, but also 	Jan – Dec. 2014 2013/14 – 2017/18	US\$ 9.360 Million	<p>Number of LGs supported with PBG</p> <p>Target: PBG rolled out to a minimum of 19 LGs (6 Dzongkhags and 13 Gewogs) Utilization and performance of ACGs in terms of GECDP mainstreaming, good governance, and accountability</p> <p>Target: PBG results in environmentally securing at least 70% of the farm roads in targeted Gewogs</p> <ol style="list-style-type: none"> 1. GECDP-mainstreamed local development plans and programs 2. Existence and functioning of DMCs or GECDP mainstreaming mandate as an integral part of an appropriate existing administrative set-up at LG level <p>Target: DMCs created or GECDP mainstreaming mandate built into an appropriate existing administrative set-up supported with ToR, training and tools, in all Dzongkhags</p>	<p>Resources (financial and TA); DLG (Lead) LG (IP); Finance (partner); DP (partner) NCWC (partner)</p> <p>Financial resources & TA RED/GNHC (Lead); DLG (partner); NEC (partner); relevant sectors (partners); LG (IP)</p>	LDD/ GNHC LG

Capacities of LG officials built in gender-sensitive sustainable practices and integrated area-based planning.	<ul style="list-style-type: none"> Elected Local Government and civil service officials trained in the implementation of gender-sensitive sustainable practices and integrated local area-based planning. 	to work with those proposing economic development, to help find opportunities that sustainably use natural resources.	2013/14 – 2017/18	US\$ 0.818 Million	<p>1. Level of knowledge and skills among LG officials (elected and civil service) in best sustainable practices and integrated local area-based planning</p> <p>2. Availability and spread of information on best sustainable practices and integrated local area-based planning</p> <p>Target:</p> <ul style="list-style-type: none"> Best examples, from Bhutan and outside, of local area practices in integrated local area-based planning and development reviewed, documented and disseminated to all LGs. Relevant officials in all LGs trained using the results of the above documentation. 	Financial resources & TA RED/GNHC (Lead); DLG (partner); NEC (partner); relevant sectors (partners); LG (IP)	R E D / GNHC LG
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5.2. Success Stories from the Field

5.2.1. Project Title: SRBE Project

5.2.1.1. Improved Cook Stoves for Health and Sustainable Energy

The Sustainable Rural Biomass Energy(SRBE) project is a 3-year programme contributing to the reduction of greenhouse gas emission through sustainable production and utilization of biomass resources through promotion and dissemination of efficient cook stoves in the rural areas of Bhutan, as well as demonstration of biomass energy technologies in relevant industries. This will be achieved through supporting market mechanisms, mainstreaming sustainable biomass energy in policy formulation and building capacities in the management of community forests and production and utilization of biomass energy technologies using wood as fuel.



Figure 3. Traditional cooking stoves (above) vs. improved ones (below)

The primary source of energy used by the households is electricity (69%) followed by fuel wood (21%) and LPG (10%). However, rural areas top fuel wood usage with 96.3 percent against urban usage of 3.7 percent. The urban areas depend on LPG as their primary source of energy.

The per capita annual consumption of fuel wood is computed at 1.17 tons. The monthly per-capita

consumption is computed as 97.3 Kg. The highest annual per capita consumption revealed by the survey is primarily due to usage of fuel wood for space heating followed by cooking fodder in the rural areas.

In most rural households in Bhutan, the kitchen is the family room. Over time, these traditional cook stoves were proven not just inefficient but also dangerous. Excessive smoke from the stoves resulted in poor sanitary conditions, respiratory problems and eye diseases. The Department of Renewable Energy conducted a baseline survey on health related issues due to indoor pollution caused by traditional stoves. The results of this study is very revealing and points to the traditional as being both inefficient and a serious health hazard.

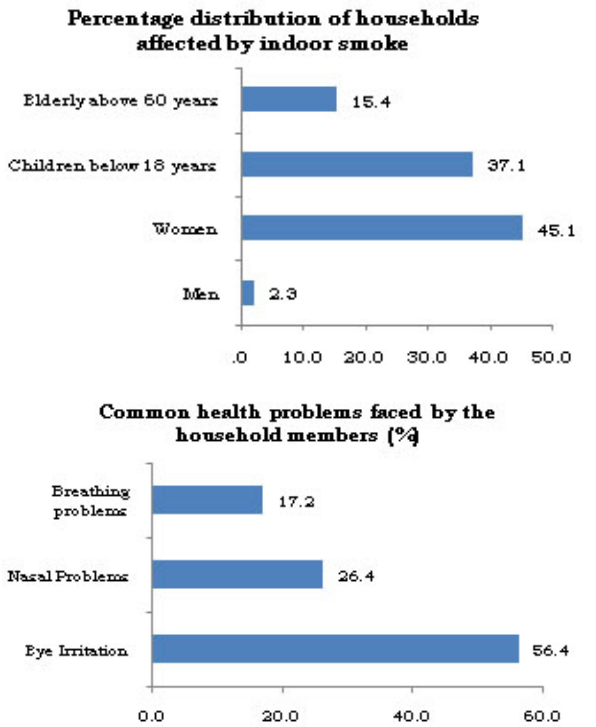


Figure 4. Health effects of traditional cooking stoves

Due to the nature of responsibilities shouldered by women folks as well as the prolonged burning of fuel wood, indoor smoke harm mostly women folks (45.1%), followed by children under 18 years

(37.1%), and elderly above 60 years (15.4%). Respondents felt that men are least prone to impacts of indoor smoke.

One of the objectives of the Sustainable Rural Biomass Energy (SRBE) project is to reduce these health hazards thereby enhancing rural livelihoods and alleviating poverty through use of sustainable energy. As part of the project, rural communities (both men and women) are being trained on the construction and use of fuel efficient stoves. This will not only drastically reduce the use of the scarce biomass resources, but also improve health and sanitary conditions of rural households thereby minimizing associated health hazards.

A similar survey will be conducted at the end of the project to document the results of the project, as well as to assess the benefits derived, especially in terms of the changes in health and sanitary conditions of rural households.

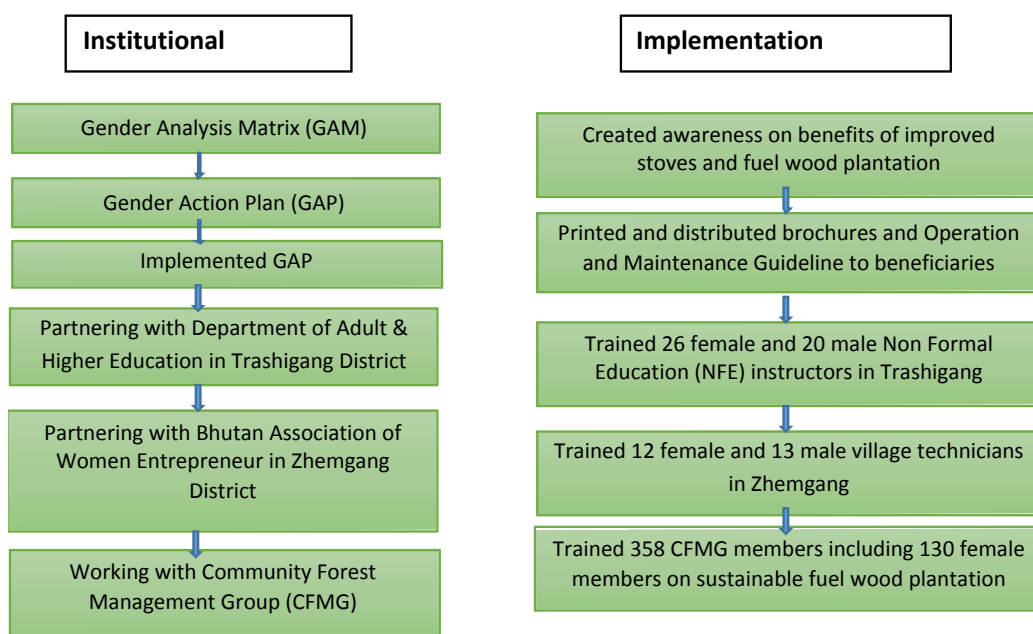
5.2.1.2. Community forests – a future source of fuel wood for rural population

The “Sustainable Rural Biomass Energy (SRBE) project being executed by the Department of Renewable Energy (DRE), Ministry of Economic Affairs and Department of Forest and Park Services, Ministry of Agriculture, aims to, among others - reduce GHG emissions through use of more efficient fuel wood technologies resulting in reduction in the annual biomass/fuel wood consumption and sustainable forest biomass generation.

One of the components under the project deals with fuel wood plantation in the Community Forests (CFs). The main objective of establishing fuel wood plantation in CFs is to contribute to the overall project goal of reducing greenhouse gas emissions through creation of carbon sinks by planting tree saplings.

In addition, since rural communities depend heavily on nearby forest resources for fuel wood and other forest products, the plantations raised through this project will contribute towards meeting future

GENDER MAINSTREAMING ACTIVITIES (SRBE):



demands for forest resources, such as timber, fodder, non-wood forest products, etc. The project is expected to rehabilitate significant areas of barren and degraded forest areas, as well as help alleviate poverty by fulfilling the demands of local communities.

One of the beneficiaries of the project is the Khaling Community Forests (CF) Management Group. The Khaling Community Forest stretches on both sides of the highway and is composed of partially degraded forest and barren areas. The community forest group members planted the lower portion of barren area (as shown in the picture below).

The Community Forest Management Group (CFMG) members are very keen to take up fuel wood plantation since they depend on the CF mainly for timber and firewood. With support from the SRBE project, the CFMG established a total of 4.56 hectares of plantation in the barren area which would be a source of fuel wood and forest produce for the group in the future.

119 CFMG members of Khaling Community Forest were trained on sustainable wood energy management out of which 45 were female.

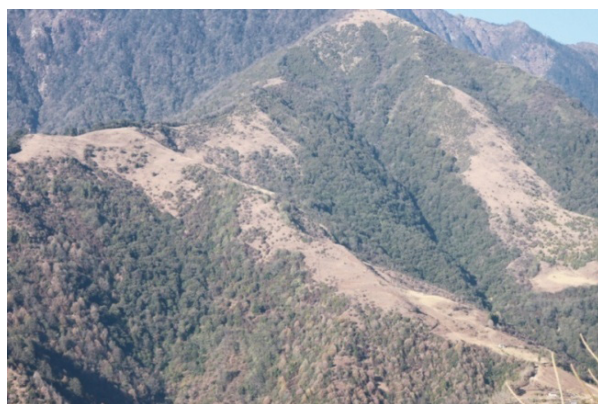


Figure 5. Community Forests

The participants of the training included mainly CFMG members and each household was represented by a member. Despite the timing of the training during the potato-planting season, a



Figure 6. Training for CFMG members



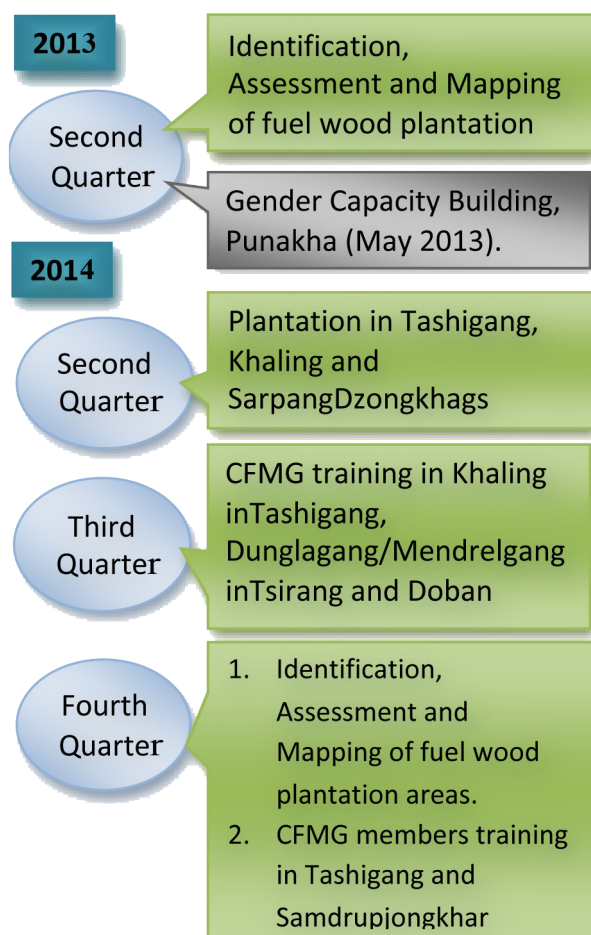
Figure 7. Seedlings being distributed to members

sizeable number of women also participated in the training. The Dzongkhag Forestry Sector and Geog Administration supported the training and encouraged women's participation in line with the objectives of the project.



Figure 8. A woman with baby on her back shows keen interests in learning during the CFMG training

The cost of 7,296 seedlings (@ rate of Nu. 10.00 per seedling) was supported by the SRBE Project. The total cost of seedlings was Nu. 72,960.



5.2.2. Project Title: Low Emission Capacity Building Project

5.2.2.1. The Gender Journey of the LECB

Background & Objective:

Bhutan's LECB project focuses on; 1) providing training for awareness and understanding of climate change and the importance of GHG inventory systems for Low Emission Development Strategies and action planning in all the sectors of GHG emission sources and sinks, 2) enhancing GHG Inventory System through support to the Environment Information Management System (EIMS) at the

NEC and the National Forest Inventory (NFI) in the Department of Forest and Park Services (DoFPS), 3) Three energy efficiency of NAMAs developed in the transport, housing (residential & institutional) and municipal solid waste management sectors, 4) design low emission development strategies (LEDS) in the context of national priorities for industrial and transport sectors, and 5) design systems for MRV of identified NAMAs and LEDS. The LEDS will elaborate and identify specific actions building on the recommendations from "National Strategy and Action Plan for Low Emission Development 2012".

The project will complement Bhutan's Carbon Neutral Declaration at COP15 of UN FCCC as well as the subsequent "National Strategy and Action Plan for Low Carbon Development 2012."

The expected outcomes of the project are:

- GHG inventory data management system through improvement of EIMS and NFI
- Three energy efficiency NAMAS developed in transport, housing (residential and institutional) and municipal solid waste management sectors
- LEDS prepared for industrial and transport sector
- MRV system designed for identified NAMAS and LEDS

Gender Issues:

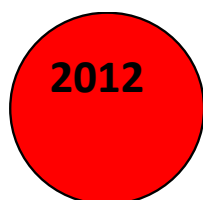
Gender issues in the different sectors were not considered during the conceptual stages of the project. Since this is a technical project focusing on reducing carbon emissions and capacity building, gender issues were considered irrelevant at the time. Through the gender-mainstreaming exercise of the energy and environment portfolio of UNDP, a gender gap analysis was conducted to identify gaps and entry points for gender mainstreaming.

Results:

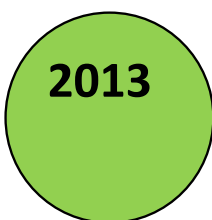
The result of the gender gap analysis was very interesting and it revealed opportunities and entry points for gender mainstreaming. A gender analysis matrix and gender action plan was developed to integrate gender issues into the project. The action plan is now being implemented through the various

components of the project. While the project is highly technical in nature with a largely policy-orientation, there are opportunities for gender mainstreaming in the formulation of Nationally Appropriate Mitigation Actions (NAMAs) in the identified sectors and Low Emission Development Strategies (LEDS) that the project will develop.

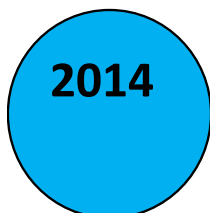
GENDER JOURNEY IN LOW EMISSION INITIATIVES



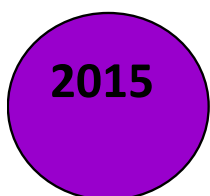
- Project Proposal approved and signed (Gender Blind due to technical nature of the project)



- Gender Mainstreaming Workshop held in Punakha May 2013
- Project team receptive to gender issues
- Rapid gender needs assessment completed
- Reporting structure improved with gender disaggregated data
- TOR of consultants gender mainstreamed
- Maintain 30% women representation in thematic working groups



- 2014 AWP –includes gender specific activities in transport(CCTV installation as safety measures for women and girls, promote awareness of designated seats in public transport). In Waste sector create awareness among waste pickers and work with centenary farmers group on composting vegetable waste.
- Capacity building programmes to incorporate gender trainings
- Involve GFP during formulation of NAMAs and LEDS



- Gender mainstreamed in the 3 NAMAs of waste, housing and transport
- Gender sensitive LEDS in transport and Industries

5.2.3. Project Title: CBDRC

5.2.3.1. Who Says Women Can't be Engineers, Carpenters or Masons?

Background:

Capacity Building on Disaster and Climate Resilient Construction is a one year project implemented from Jan 2013 to Apr 2014 with the objective to enhance capacities and develop skills in disaster resilient construction and promotion of disaster-safe housing in Bhutan.

The main executing agency is the Engineering Adaptation and Risk Reduction Division (EARRD) under Ministry of Works and Human Settlement (MoWHS). The project is funded by USAID and UNDP.

The EARRD developed a training manual on earthquake safe construction for stone masonry and conducted trainings in 11 districts where stone masonry is most popular. The training was divided into 2 days of lectures and 2 days of hands-on practical sessions. The participants included engineers, technicians, masons and carpenters, 10% of which were women.

This project was among the 5 selected for a gender mainstreaming initiative under UNDP's Energy and Environment Portfolio—where gender mainstreaming gaps/opportunities were identified and gender action plans formulated and implemented for enhanced gender results.

As per the gender action plan, the project set a goal of training at least 20 female engineers and technicians and 30 female masons from rural villages in Bhutan.

Activities proposed in the Gender Action Plan to encourage participation of women:

Provide specific instructions to local leaders to include women participants in the training programs.

Design the training (time/period/location) to suit the

convenience of local women.

- the timing of the training was important so as to ensure that it doesn't coincide with the busy farming period, rainy season, annual festivals, etc.
- the duration of the training should be reasonably short so as not to keep the participants (especially women) away from their homes for too long
- the location of the training is an important consideration so as to allow greater participation of women
- making special accommodation arrangements for women so they are comfortable and able to engage themselves

Provide additional incentives to women participants—such as mason's toolkits so as to encourage them to take up the trade.

Provide accommodation allowance for women participants

Results Achieved:

Overall, more than 200 people were trained on safe construction practices all over Bhutan. Among these, there were 50 women engineers and technicians and 71 women masons, from rural villages of the 11 districts, who were also trained on safe construction practices.

The local government functionaries were very appreciative of the training and skills imparted and there was overwhelming support to take this idea forward. Given that most parts of Bhutan was affected by the 2009 and 2011 earthquake, the need for such skills for carpenters and masons—they said—was a requirement to ensure safety and long-term resilience of communities all over Bhutan. The local leaders also highlighted the strong need for

specific codes and standards for rural housing.

Challenges, Constraints and Lessons:

While the results of the gender mainstreaming initiative under this project were impressive, the following were some of the challenges/constraints encountered in trying to ensuring women's participation/engagement in implementation.

In the Bhutanese context, especially in rural areas, there is an apparent cultural barrier where women are usually shy and expect men to take the lead. But given the opportunity women do come forward and take active roles in decision-making and voicing their concerns. The key is to create a conducive environment for them to participate and take leadership roles.



Figure 9. Ms. Tshering Yangzom is one of the few women masons in Bhutan

Women are also not very confident and feel embarrassed initially to take part in the practical training sessions. But once that barrier is broken, they do perform as good as their male counterparts.

The profession of engineering, masonry and carpentry is mainly male-dominated and the engagement of women in this trade is a challenge due to this preconceived notion. However, there are

examples of women taking up this profession, even in rural areas. The project was able to showcase some of these champions at the training sessions and this proved very effective in encouraging others to take up the trade.

From a very young age, Tshering Yangzom has always been a little different from the rest of her friends. Her parents and acquaintances say that while the other friends were playing with household items and toys, she used to always play with boulders and pretend to be building houses.

She has maintained and nurtured this interest in construction and learnt the skills alongside men and started working at construction sites in her native village in Paro. She has now built more than 4 houses as head mason and carpenter.

During the training sessions, she was the only women participant who asked questions during the lecture sessions. She had no problem participating in the practical training sessions and was in fact very proactive in demonstrating her skills to others. Some of the male participants were impressed with her skills and knowledge on construction, some of which even they did not possess.

Tshering was an inspiration to other women and also was a good example to demonstrate that there are female masons in Bhutan and that they are as good as male masons.



Figure 10. Women masons demonstrating their skills

5.2.4. Project Title: NAPA-II

5.2.4.1. Gender Mainstreaming of the NAPA II Project

The NAPA-II project (Addressing the Risks of Climate-induced Disasters through Enhanced National and Local Capacity for Effective Actions) was formulated to implement the following climate change interventions in selected areas in Bhutan: Flood and landslide mitigation in Phuentsholing, augmentation of water supply (urban and rural), disaster risk management, forest fire management and policy level CC adaptation interventions. This is the biggest CC adaptation project in the world funded under GEF/LDCF.

Bhutan is among the countries most vulnerable to climate change in the Asia-Pacific region because of its vulnerable mountain terrain and volatile ecosystems. The country is exposed to multiple hazards, in particular glacial lake outburst floods resulting from glacial melting, flash floods, landslides, windstorms, forest fires, localized changes in rainfall patterns and increasing droughts during dry season. Climate change is projected to significantly magnify the intensity and frequency of these hazards, as has already been evidenced by for example the glacial lake outburst flood of LuggeTsho in 1994 and more recently the high intensity cyclone Aila which caused major damages in Bhutan in 2009. The National Adaptation Programme of Action, Second National Communication and National Human Development Report 2011 give an account of a number of recent, climate-related disaster events that have impacted national and local economies and livelihoods.

This project has been conceived with the objective to enhance national, local and community capacity to prepare for and respond to climate-induced multi-hazards to reduce potential losses of human lives, national economic infrastructure, livelihoods and livelihood assets. The project has been designed

to address the immediate and urgent climate change adaptation needs prioritized through the update of the NAPA undertaken in 2011, involving review and updating of the earlier NAPA produced in 2006. It has three broad outcomes.

The following are some of the approaches applied in the project to address gender concerns during implementation

- a) Ensure women and other vulnerable groups participate in a meaningful way in the water resource and climate change impact inventory process. The design of household survey questionnaire for national water resource inventory among other things to derive gender-disaggregated data
- b) Tarayana's community development and empowerment approach will identify and support gender equality and gender sensitive development activities that aim to enhance resilience of communities and ecosystems especially to projected climate change impacts on water sources
- c) DDM's capacity development package and local institutional DM design will ensure that most vulnerable groups participate and benefit equally from the project
- d) Implement specific activities that strengthen resilience of vulnerable groups identified with support from Tarayana's community development and empowerment approach
- e) Implement specifically targeted capacity development activities for vulnerable groups, addressing specific needs and roles in disaster management

Gender consideration in NAPA II project

The first Gender Mainstreaming Workshop was organized by UNDP Office, in Punakha in the month of May, 2013. The NAPA II Implementing Partners were invited to the workshop and were sensitized on gender concepts. The gender workshop came at the right time when the NAPA II Prodoc was being formulated. One of the outcomes of the gender workshop was the preparation of Gender Analysis Matrix (GAM) and Gender Action Plan (GAP) for the NAPA II Project.

The consultants who were recruited to formulate the project document were instructed to give due attention on gender issues while formulating the project. The gender concerns were addressed under a separate chapter under “Gender and Vulnerable Communities”, which provides a broad overview of climate change and its linkages on gender in the respective components of the project. The project implementing partners also realized the importance of highlighting gender considerations as well as gender budgeting into the project during the project formulation stage.

What was done as part of the GM exercise?

- 1. NAPA 2 PIF reviewed through a gender lens
- 2. Prepared Gender Analysis Matrix (GAM) and Gender Action Plan (GAP)
- 3. Completed ‘Vulnerability and risk perception on flood and landslide risk’ (sex disaggregated data)
- 4. Incorporated gender concerns in the NAPA 2 Project document

Activities:

- 1. Create awareness on active participation by both men and women in addressing CC related disaster such as floods and landslides
- 2. Training of both men and women on water resource management
- 3. Capacity building of men and women on addressing CC risks and vulnerabilities
- 4. Capacity building of lead agencies in O&M of weather stations, information collection and processing including weather forecasting and flood warning.

Reference documents:

- 1. NAPA 2 PIF (concept proposal)
- 2. Prodoc for NAPA II Project : Addressing the Risks of Climate-induced Disasters through Enhanced National and Local Capacity for Effective Actions
- 3. Gender Analysis Matrix and Gender Action Plan

Contact details:

- Mr. Pema Dorji, UNDP, Thimphu
- Mrs. Sonam Lhaden Khandu, NEC, Thimphu

5.2.5. Project Title: Poverty Environment Initiative (PEI)

5.2.5.1. Integrating Gender and Environment for Pro-poor Development

Introduction/Background:

The PEI/ JSP (2010-13) was formulated to address environment, climate change and associated poverty concerns to help the government of Bhutan to better mainstream these issues into national and local development policies and programmes

(targeting the 11th Five Year Plan). The Programme supports capacity development of central and LG individuals, and formulation of guidelines to help sustain the mainstreaming process. The planning brief highlights the application of gender analysis tools (GAP & GAM) into the PEI project to influence planning budgeting process of the government.

Consideration of gender issues:

The project identified gender as a cross cutting issue and reflects the following actions to address some of the gender issues:

- Integrate pro-poor environment and climate change issues into policies, plans and programmes, both at the national and local levels
- Support the enforcement of National Plan of Action on Gender (NPAG), Local Government (LG) Act and gender mainstreaming needs to enhance women's participation in the local planning processes
- Collection, analysis and dissemination of gender disaggregated data for those sectors receiving capacity development support

However, some specific gender concerns that are likely to impact the project and communities have not been specifically reflected in the programme outputs. These are:

- Access to and control over resources (water, community forestry, land, non-wood forest produce) by women
- Adverse impacts of climate change which causes environmental degradation and poses risks to communities
- Increased Human-Wildlife Conflict (HWC) in rural communities that affect livelihoods and

food security

Approach to mainstream gender:

The above gender concerns were not incorporated into the programme document as the programme formulation team did not foresee the requirement for a detailed gender analysis. In order to facilitate systematic gender mainstreaming in the project, the gender mainstreaming exercise came up with a Gender Analysis Matrix (GAM) based on which a Gender Action Plan (GAP) was developed focusing on specific windows of opportunity. As the project is nearing completion, there was limited opportunity for the exercise to incorporate gender results. The proposed gender results for the project are:

- Gender disaggregated impacts of the Rural Economic Enhancement Programme (REAP)
- Performance-Based Grant Mechanism focusing on gender, environment, climate change, disaster & poverty (GECDP) mainstreaming, good governance and accountability rolled out
- Institutionalization of responsibility and knowledge of GECDP mainstreaming in LGs

The gender analysis of the project enabled project implementers to consider strong gender results in the REAP Phase I evaluation. The case study in the box below highlights how gender results have been captured in the REAP Phase I evaluation. The need to incorporate gender results of the REAP intervention was included within the scope of the evaluation of the consultant's ToR.

Gender Results of REAP Phase I Evaluation

- GNHC launched the Rural Economy Advancement Programme (REAP) as a targeted poverty intervention programme in the 10th FYP [2008-2013] to accelerate poverty reduction for certain sections of the population.
- The program aimed to address the specific needs of the extremely remote and hard-to-reach communities through enhancing agriculture productivity, access to market and skills development.
- The evaluation covered field verification of 6 out of the 10 villages covering 86 women of the total 174 respondents.
- 88% of the respondents have reported improvement in their ability to earn cash income by the end of the program - reporting an increase in average savings of BTN 15,960/annum post REAP I compared to BTN 6,530 pre REAP.
- Respondents reported improved access to health (83%); education (84%); better roads (52%); and housing (80%).
- 58 eco-friendly houses constructed and CGI sheets supplied to 28 households.
- 65 eco-friendly toilets and over 58 garbage pits constructed.
- Micro-credits and saving schemes were introduced in Lamtang by Tarayana Foundation at 7% interest without having to provide any guarantee. This has allowed many women farmers to either start small businesses including purchase of horses and agricultural implements.

Results of the Gender Mainstreaming Exercise:

This gender analysis revealed the need to consider concrete gender outputs in the new joint programme – Local Governance Sustainable Development Programme [LGSDP], the outcome and outputs of which are presented below:

Where are we now?

The implementation of the GAP has resulted in uncovering other issues to consider gender issues both in the implementation and reporting of project progress. These are:

- The project was able to capture gender results from the field [Case of Dak community from Mongar]
- The project implementers – Department of Local Governance - included gender concepts and tools [GAM & GAP] in the curriculum of the facilitation training for Gewog Administrative Officers (GAOs)
- The role of multi-sectoral Mainstreaming Reference Group has been also recognized as an important element to sustain mainstreaming of gender and other cross-cutting issues into policies, plans and budgeting processes

Key gender outputs reflected in the Local Governance Sustainable Development Programme

LGSDP [2014-2018] is designed to channel multi-donor support to strengthen good governance and promote inclusive green socio-economic development at the local level. It aligns with the strategic context of the 11th Five-Year Plan with an overall goal of “self-reliance and inclusive green socio-economic development.”

The program outlines 3 outcomes - (a) equitable socio-economic development at local level; (b) conservation and sustainable use of environment at local level; and (c) strengthening good governance at the local level. Within the scope of the 3 outcomes, the following gender outputs were identified for implementation:

- Performance-Based Grant mechanism focusing on GECDP mainstreaming, good governance and accountability enhanced;
- GECDP Mainstreaming Reference Group institutionalized at the local level;
- Green & inclusive economic development fostered at the local level;
- Strengthened access to demand-driven CD grant & implementation of CD strategy; and
- Public participation, transparency and accountability of the LGs implemented to increase women representation in LGs by 10%.

Construction of eco-friendly and disaster resilient houses for families of Dak Community

The Dak village under Silambi Gewog of Mongar Dzongkhag is a small village with a total of 25 households of 150 people (70 male and 80 female). The Dak community previously lived in provisional homes made of banana leaves and un-treated bamboo, needing replacement every three years and is highly prone to damage from rain and wind.

Lhadon is one of the beneficiaries of Tarayana Foundation's initiative on providing safe and sustainable housing for the Dak community. Today the community members live in eco-friendly and disaster-resilient houses built from treated bamboo and timber. A sustainable approach to construction was adopted in the building the houses. What is impressive is the fact that the entire community was involved in the construction of these decent and safe housing for all. Lhadon not only attended training on carpentry and masonry skills along with 49 others (25 male and 25 female) from her community but also contributed towards the building safe and sustainable houses for herself as well as others in the community. Locally available raw materials such as mud bricks, boulders, timbers, thatch grass, soil, bamboos, etc. were used in the construction of the houses.

The initiative has also helped in fostering community vitality as community members now have higher confidence to take up community based initiatives. Today, Lhadon not only lives in a comfortable house of her own but also has the skills to build/ re-build eco-friendly homes even for others and thus earn extra income for herself and her household.

As a way forward in the next phase of planning and programme implementation, the IPs and UNDP CO will need to ensure implementing the following recommendations/next steps:

- Incorporate recommendation of REAP Phase I evaluation while formulating REAP Phase II. Undertake detail gender analysis for REAP Phase II villages to be

supported under NAPA III

- Capacity building of GAOs and LG functionaries to integrate GECDP framework into LG's annual plans and programmes; institutionalization of MRG at the dzongkhag level [Representation of women members in the MRG to be reflected in the ToR]

Training of Gewog Administrative Officers on Gender and other cross-cutting issues

As part of capacity-building at the local level, the Department of Local Governance carried out community facilitation training on mainstreaming gender, environment, climate-change and poverty (GECDP) issues into local development plans and programmes from Sept-Dec 2013 for 185 out of 205 Gewog Administrative Officers (GAOs). The training was facilitated by the MRG in partnership with Institute of Management Studies.

The participants were trained on carrying out vulnerability assessment and formulation of local development activities that are gender and environment friendly, eco-efficient and climate resilient. In order to sustain ECP mainstreaming initiative at the local level, the community facilitation for GAOs on GECDP mainstreaming was aimed as training of trainers to build their capacity in facilitating participatory local development and implementation of GECDP-integrated plans and programmes in the communities.

The training is the first of its kind in terms of mass capacity building of LG functionaries on GECDP mainstreaming, and exposed the GAOs to new tools on gender mainstreaming such as the Gender Analysis Matrix and Gender Action Plan.

One of the GAOs said, *“We have an important role as Gewog Administrative Officer, and this training has made us to think through a systems perspective while planning and implementing development activities in our gewogs”.*

5.3. Outlines of Workshops & List of Participants

5.3.1. Gender Scoping Exercise Workshop

DATE & VENUE: 25 April 2013, Thimphu	
TIME	SESSION
0900 – 0905	Welcome (5mins)
0905 – 0910	Application of pre workshop-self rating questionnaire(5mins)
0910 – 0915	Workshop purpose and objectives(5mins)
0915– 0945	First impressions of Women’s role in development. (warming up ex of 30mins)
0945 – 1000	Intro to Gender Issues in development (15 mins)
1000 – 1100	Demystifying Gender (1 hr)
	<serve TEA in session>
1100 – 1145	Identifying Gender Issues (45mins)
1145 – 1215	Intro to Gender Analysis and GA Frameworks/tools (30 mins)
1215 – 1230	Intro to Gender Analysis Matrix (GAM) (15 mins)
1230 – 1330	LUNCH
1330 – 1430	Practicing the GAM (1 hr.)
1430 – 1600	Applying the GAM to your own project (1.5 hrs.)
	<serve TEA in session>
1600 – 1700	Practical Needs and Strategic Interests (1hr)
1700 – 1730	Planning next steps.... (Quick Application Continuum of attention paid to gender & Assessment of Organisational performance on gender)

5.3.1.1. List of Workshop Participants:

SN	NAME	ORGANIZATION	CONTACT
1	Ram Bdr. Monger	DoFPS, MoAF	rblingar@gmail.com
2	Kuenzang Choden	FEMD, MoWHS	caseleo205@gmail.com
3	Tandin Wangmo	DCD, GNHC	tandinw@gnhc.gov.bt
4	Chencho G. Dorjee	UNCDF	Chencho.dorjee@uncdf.org
5	Pem Chuki Wangdi	UNDP	Pem.wangdi@undp.org
6	Sonam L. Khandu	NECS	Sonamlk@nec.gov.bt
7	Lhachey Dema	DDM, MoHCA	lhazeendema@gmail.com
8	Om Nath Giri	DES, MoWHS	Omnath58@gmail.com
9	Tshering Wangchuk	DDM, MoHCA	Gaseptw@gmail.com
10	Thinley Pelden	DDM, MoHCA	thinleypeldenddm@hotmail.com
11	Chencho	DDM, MoHCA	chencho@mohca.gov.bt
12	Dechen Pema Yangki	DRE, MoEA	dechenyangki@gmail.com
13	Minjur	DRE, MoEA	rinnenminjur2@gmail.com
14	Singay Dorji	SGP, UNDP	Singay.dorji@undp.org
15	Kesang Jigme	PPD, MoWHS	kjigme@gmail.com
16	Tshering Zam	SGP, UNDP	tshering.zam@undp.org
17	Ugyen	DRE, MOEA	Ugen.dre@gmail.com
18	Jit Bdr. Gurung	PPD, MoEA	jitbahadhur@gmail.com
19	Tashi Wangchuk	SFED, MoAF	twangchuk73@gmail.com
20	Tshewang Zangmo	PPS, NECS	tshewangzam@nec.gov.bt
21	Kesang Droelkar Tshering	SFED, MoAF	kesangdt@gmail.com
22	Tenzin Jamtsho	UISD, DES, MoWHS	tenzinjamtsho@gmail.com
23	Pema Dorji	UNDP	Pema.dorji@undp.org
24	Sonam Tshoki	GNHC	sonamtshoki@gnhc.gov.bt
25	Sonam Desel	PPD, MoWHS	sonamdesel@gmail.com
26	Sonam Dagay	NECS	sonamdagay@nec.gov.bt
27	Tshewang Lhamo	NECS	tshewanglhamo@nec.gov.bt
28	Kunzang Norbu	UNDP	Kunzang.norbu@undp.org

SN	NAME	ORGANIZATION	CONTACT
29	Pema Choden	BNEW	pema250190@yahoo.com
30	Tenzin Dolma	BNEW	tensindj@gmail.com
31	Karma L. Rapten	UNDP	Karma.rapten@undp.org
32	Pema Dorji	UNDP	pema.dorji@undp.org
33	Tashi Dorji	UNDP	tashi.dorji@undp.org
34	Nawaraj	UNDP	nawaraj.chhetri@undp.org
35	Sonam Y. Rabgye	UNDP	sonam.rabgye@undp.org
36	Rinzi Pem	UNDP	rinzi.pem@undp.org
37	Angela	UNDP	
38	Kevin	UNDP	
39	Tirtha Rana	UNDP	tirtha.rana@undp.org
40	Thinley Choden	MoWHS	thinley_choden@yahoo.com

5.3.2. Gender Mainstreaming Capacity Development Workshop, UNDP Bhutan

DATE & VENUE: 20-22 May 2013, Punakha		
TIME	SESSION	RESOURCE PERSON
Day 1: 20 May 2013		
0800-0900	Registration	UNDP CO
0900-1100	Background (5 min) Introductions Fun quiz on gender, climate change and environment Workshop Objectives and Programme Gender and energy-environment-climate change concepts and applications	Karma Rapten Soma Phuntshok
1100-1130	TEA/ COFFEE	
1130-1300	Introducing E&E projects Programme Managers to outline the gender commitments made and actions taken so far on gender mainstreaming	CO
1300-1400	LUNCH	
1400-1530	Gender self-assessment of participating projects	Soma
1530-1600	TEA/ COFFEE	
1600-1730	Examples of integrating gender in energy and environment projects from International experiences	Soma

1730-1745	Developing a Gender Action Plan Introduction to overall framework and process for gender mainstreaming Introduction to Gender Action Planning template	Soma and Phuntshok
Day 2: 21 May 2013		
0900-0930	Briefing on interaction with community representatives for day 2 (explaining the tasks assigned) Introduction to the site to be visited community by the CC-Adaptation project team	Soma
0930-1300	Interaction with community representatives	Phuntshok
1300-1400	LUNCH	
1400-1530	Developing a monitoring framework: Introduction to gender sensitive indicators	Soma
Day 3: 22 May 2013		
0830-0900	Developing a Gender Action Plan and the template	Soma
0900-1200	Developing a Gender Action Plan Participants work in groups (project wise): <ul style="list-style-type: none"> • Agree on a gender goal/ commitment (what outcome the group would like to achieve in terms of gender) • Identify specific actions to address challenges • Assess own and partners' capacity to undertake actions • Prioritize actions • Identify capacity building and other needs • Develop a monitoring approach including identification of indicators (baselines, targets, reporting of results) • Identify resources needed for implementation 	
1200-1330	Group Presentations (including tea/ coffee) Presentations of draft Gender Action Plans	
1330-1430	LUNCH	
1430-1530	Closing (Way forward) Concluding session, chaired by UNDP CO Remarks from participants on feedback Way forward	UNDP CO

5.3.2.1. List of Workshop Participants:

SN	NAME	ORGANIZATION	UNDP PROJECT
1	Karma Jamtsho	Gross National Happiness Commission	Joint Support Programme/PEI
2	Kinley Choden	Gross National Happiness Commission	Joint Support Programme/PEI
3	Wangchuk Namgay	Gross National Happiness Commission	Joint Support Programme/PEI

SN	NAME	ORGANIZATION	UNDP PROJECT
4	Sonam Dargay	National Environment Commission	Low Emission Capacity Building Programme
5	Thinley Namgyel	National Environment Commission	Low Emission Capacity Building Programme
6	Karma Pemba	RSTA/Ministry of Information and Communication	Low Emission Capacity Building Programme
7	Sonam Desel	Ministry of Works and Human Settlements	Low Emission Capacity Building Programme
8	Representative of ABI	Association of Bhutanese Industries	Low Emission Capacity Building Programme
9	Dago Zangmo	Ministry of Works and Human Settlements	Capacity Building in Disaster and Climate Resilient Construction
10	Om Nath Giri	Ministry of Works and Human Settlements	Capacity Building in Disaster and Climate Resilient Construction
11	Ugyen	DRE/Ministry of Economic Affairs	Sustainable Rural Biomass Energy Project
12	Mewang Gyeltshen	DRE/Ministry of Economic Affairs	Sustainable Rural Biomass Energy Project
13	Minjur Rinchen	DRE/Ministry of Economic Affairs	Sustainable Rural Biomass Energy Project
14	Cheki Dorji	DRE/Ministry of Economic Affairs	Sustainable Rural Biomass Energy Project
15	Tashi Wangchuk	SFED/Ministry of Agriculture and Forest	Sustainable Rural Biomass Energy Project
16	Kesang Drolkar Tshering	SFED/Ministry of Agriculture and Forest	Sustainable Rural Biomass Energy Project
17	Phuntsho Namgyel	DHMS/Ministry of Economic Affairs	2nd NAPA Project
18	Kelzang Nima	Ministry of Works and Human Settlements	2nd NAPA Project
19	Ugyen Wangda	DGM/Ministry of Economic Affairs	2nd NAPA Project
20	Sonam Lhaden	National Environment Commission	2nd NAPA Project
21	Tenzin Jamtsho	Ministry of Works and Human Settlements	2nd NAPA Project
22	Tshering Wangchuk	DDM/Ministry of Home and Cultural Affairs	2nd NAPA Project
23	Dechen Yanki	Ministry of Economic Affairs	Energy Efficiency Policy project
24	Chhimi Dorji	Ministry of Economic Affairs	Energy Efficiency Policy project
25	Dawchu Dukpa	Ministry of Economic Affairs	GLOF Project
26	Karma Dupchu	Ministry of Economic Affairs	GLOF Project
27	Chencho Tshering	DDM/Ministry of Home and Cultural Affairs	GLOF Project

SN	NAME	ORGANIZATION	UNDP PROJECT
28	Sonam Tashi	Thimphu Thromde	PPP-Integrated Solid Waste Management
29	Jigme Tenzin	WMD/Ministry of Agriculture	REDD+ Readiness Strategy
30	Ugyen Tenzin	Ministry of Works and Human Settlements	National Human Settlements Policy project
31	Peldon Tshering	National Environment Commission	Update of the National Environment Strategy
32	Jamtsho	Royal Audit Authority	Environmental Auditing Guidelines
33	Tandin Wangmo	Gross National Happiness Commission	UN Focal Point in GNHC
34	Tandin Lhamo	Gross National Happiness Commission	GEF Focal Point in GNHC

5.3.3. Write-shop & Review Workshop

DATE & VENUE: 15-16 April, 2014, Paro		
TIME	SESSION	RESOURCE PERSON
Day 1: 15 April 2014		
0800-0900	Registration	UNDP CO
0900-1030	Background (5 min) Introductions (10 min) Revisiting Gender and energy-environment-climate change concepts and applications (1 hour) Write-shop objectives and agenda (20 min) How to present information: alternative communication outputs and brainstorming on what would be most feasible for each project	UNDP CO Phuntshok Karma and Phuntshok Soma
1030-1100	TEA/ COFFEE	
1100-1300	Brief presentations from participating projects (on Gender Action Plans, and actions taken)	CO
1300-1400	LUNCH	
1330-1430	First things first: Writing my project brief	Soma
1430-1530	What is your story: Encounters from the field	Phuntshok Soma
1530-1600	TEA/ COFFEE	

1600-1730	<p>Where are we: Taking stock of the Gender Action Plan</p> <p>Brief overview of why and how the gender Action Plans were developed (someone from UNDP CO)</p> <p>Group exercise on</p> <ul style="list-style-type: none"> (a) In the group's view, identify the 2-3 gender related activities in which you made most progress? (b) What progress did you make on these activities? (c) What was the most significant result you achieved in this area? 	Soma and Phuntshok
Day 2: 16 April 2014		
0900-1100	<p>Where are we: Taking stock of the Gender Action Plan (continued)</p> <ul style="list-style-type: none"> (d) What constraints did you face in undertaking these activities? Identify specific constraints related to project partners/ communities/ resources/ any other (e) What would you do differently if you could do it all over again? 	Phuntshok/ Soma
1100-1130	TEA/ COFFEE	
1130-1300	Reporting results: How did you report on the gender results in your project reporting? What difficulties did you face?	Phuntshok
1300-1400	LUNCH	
1400-1500	<p>Drawing lessons (plenary session)</p> <p>Moderated session on what strategies worked/ are necessary for</p> <ul style="list-style-type: none"> (a) Overall project planning (b) Community mobilisation/ engaging with women and men in rural areas (c) Documentation/ reporting results <p>To be documented</p>	Karma/Soma/ Phuntshok
1500-1530	TEA/ COFFEE	
1530-1630	<p>Concluding session, chaired by UNDP CO</p> <p>Revisit gender Action Plans (group exercise)</p> <p>Final review of documents produced by each group</p> <p>Handing over of documents to moderators</p> <p>Way forward</p>	UNDP CO

5.3.3.1. List of Workshop Participants:

SN	NAME	ORGANIZATION	CONTACT
1	Roselen Gurung	Tarayana Foundation	roselengurung@gmail.com
2	Thinley Bidha	Tarayana Foundation	thinleyb@gmail.com
3	Tsoki	UNDP	tsoki@undp.org
4	Tandin Wangmo	DCD, GNHC	tandinw@gnhc.gov.bt
5	Tashi Wangchuk	SFED	twangchuk73@gmail.com
6	Kinley Dorji	MoWHS	kindorji04@yahoo.com

SN	NAME	ORGANIZATION	CONTACT
7	Cheki Dorji	DRE	chekidorg@gmail.com
8	Sonam Chokey	GNHC	sonamchokey@gnhc.gov.bt
9	Chencho	NECS	chencho@nec.gov.bt
10	Minjur	DRE, MoEA	rinchenminjur2@gmail.com
11	Rinzi Pem	UNDP	rinzi.pem@undp.org
12	Kuenzang Choden	FEMD, DES, MoWHS	caseleo205@gmail.com
13	Phuntsho Namgyal	DHMS, MoEA	phuntsho.dhms@gmail.com
14	Navaraj Chhetri	UNDP	nawaraj.chhetri@undp.org
15	Pema Dorji	UNDP	pema.dorji@undp.org
16	Dago Zangmo	MoWHS	dzangmo@yahoo.com
17	Tashi Dorji	UNDP	tashi.dorji@undp.org
18	Sonam Dagay	NECS	sonamdagay@nec.gov.bt
19	Sonam Y. Rabgye	UNDP	sonam.rabgye@undp.org
20	Karma Raptan	UNDP	karma.raptan@undp.org
21	Phuntsho Choden	Local Consultant	
22	Soma Dutta	International Consultant	

