

**GENDER ACTION PLAN**

**PROJECT OBJECTIVE: To develop climate resilient community livelihoods through integrated watershed management practices**

	<b>Indicator</b>	<b>Activities</b>	<b>Baseline</b>	<b>Targets End of Project</b>	<b>Source of verification</b>	<b>Risks and Assumptions</b>
<b>OUTCOME 1 Integrated watershed management framework has been established to address climate change induced floods and droughts.</b>	GESI is fully mainstreamed in government policies and plans related to watershed management	Advocacy and campaigns to strengthen GESI in WM plans and policies launched	New baseline	Watershed Management Policy and Guidelines formed with GESI mainstreamed in the document	Watershed Management Policy and Guidelines	It can take a longer period to bring the policy into practice due to shifting priorities of government
	GESI mainstreamed in project policies, guidelines and documents	Capacity building trainings for GESI held Capacity building trainings (elected reps, government, members of user groups) workshops held	GESI is crosscutting in all policies, plans along with national and international conventions, ratifications	Project is fully GESI mainstreamed, as per the plans of policies of Government of Nepal, with 50% of project staff at decision making levels women and the socially marginalized	Project document, policies and guidelines	Policies are in place but not implemented Learnings from trainings not applied in practice
	GESI is integrated in project cycle	Regular GESI trainings provided to staff GESI publicity materials produced Communication strategy designed	New baseline	Activity-based budgeting where gender activities, e.g. analysis, are budgeted for – Disaggregating all indicators and data collection by gender	Financial reports Monitoring reports Workplans	Activities are not carried out
	PMU and Project office is inclusive with women in decision making positions	Work plan is GESI friendly Budget is GESI responsive	User committees have women and the socially excluded as members in name only (silent members) just to fill the 33% quota	Almost 80% field staff are from the socially excluded communities, 70% are women		Women, Dalits and marginalized are hired at assistant level
	IWM committees formed under leadership of ward vice chairpersons/ palika vice chairpersons who belong to the disadvantaged communities and are women in most cases.	Monitoring and Evaluation has GESI specific outputs, outcomes and impacts An inclusive and GESI friendly hiring process conducted	User committees have women and the socially excluded as members in name only (silent members) just to fill the 33% quota	IWM user committees have elected women Dalit representatives leading them. 70% of other	Project assessments with project staff at	Women and socially excluded voice is not heard, opinions not considered Women and socially excluded do not attend meetings for fear of not being heard, and for

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	<p>IWM user committees are inclusive and have members whose opinions and decisions are taken to account</p> <p>Liaisons developed with similar organizations for a streamlined and holistic approach</p> <p>Close cooperation with local civil society for sustainability of the project after phase out</p>	<p>Vice chairpersons provided with leadership trainings</p> <p>IWM meetings are held in a monthly/fortnightly basis</p> <p>GESI trainings provided to community leaders, community members, user committee members</p> <p>Regular sharing meetings with I/NGOs, GOs, working in the area</p> <p>GESI programs held jointly</p>	<p>New baseline</p>	<p>members are also from the Dalit and marginalized communities and women</p> <p>Women and socially excluded are well informed and able to identify and prioritize their interests and needs</p> <p>Duplication and overlap of programs avoided – combined resources and technical skills make programs more effective and impactful</p> <p>Sustainability of activities is ensured through empowered and aware communities and leadership</p>	<p>start and end of project</p> <p>A functioning and active MIS installed and updated regularly at the Project office</p> <p>Monitoring visits to the field and interaction with IWM user groups</p> <p>Gender and social inclusion disaggregated database at the start of the project with annual follow ups (Baseline established)</p> <p>Annual reports</p> <p>Documentation of lessons learned, best practices</p> <p>Gender audits undertaken</p> <p>Monitoring visits</p>	<p>missing out on their daily wage</p> <p>Men only do lip service and women’s workload remains the same</p> <p>Lack of interest to work together</p>

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<b>OUTCOME 2: Integrated watershed management practices introduced and scaled up in 3 districts covering 10,000 hectares of watershed area and benefiting 40,000 vulnerable people</b>	Generation of disaggregated data for IWM	Trainings on MIS held for project staff (monitoring), planning officer at municipalities	This will be a new baseline	Reliable baseline, midline and end line disaggregated data base available	MIS system installed	Lack of internet connectivity
	Women and socially excluded groups provided with technical trainings to enhance their skills for both hardware and software needs	Technical trainings provided to interested IWM user group members	Technical jobs considered to be a "man's job"	70% women and marginalized are trained in technical skills (repair and maintenance of water pipes, peltric sets)	Case studies with photographic evidences Regular field visits for survey, monitoring purposes	Unreliable and unverified data Women and socially excluded provided with conventional trainings in spite of their desire to learn technical skills
	Restoration and rehabilitation of water damaged water sources to decrease women's drudgery	On the job trainings Video shows of successful case studies Publicity materials on GESI produced	Almost all water sources have either disappeared, damaged, dried up or in the process of drying up (numbers)	At least 70% of water sources are restored, or alternative methods applied	Gender disaggregated interviews Municipality data reflecting trends in migration, employment generation, agriculture, health etc	Communities push for new, expensive methods instead of rehabilitation (value for money)
	Women friendly agriculture technologies introduced (suitable for smallholder farmers who are usually women)		Women travel up to 2.5 hours one way to fetch water	Cases of uterine prolapse, backache and headache are in a decreasing trend	Field reports, annual reports	
	Agro forestry practices introduced interspersed	Trainings to use women friendly technology and innovations	Woman's workload 70% more than men (2 am – 10 pm)	Women's workload decreases by 40% for 50% of women (due to reduced distance to collect water)Average distance traveled to fetch water decreases from 2.5 to 1 hr for 70% of women		Women more interested in money making enterprises instead of labour-intensive agricultural practices
			Conflicts arise due to water issues on a daily basis	Women friendly agricultural technology introduced – food security increases – irrigation improves – 50% of land that was left fallow is used again – women empowered in agriculture		
			Women face health issues			
			Feminization of agriculture			
			Agriculture land left fallow due to migration/less human			

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	<p>with water and controlled fuelwood production (introduction of smokeless stoves) with active involvement of women</p> <p>Income generating skills development trainings given to women and the poorest of the poor (livestock, kitchen garden, agro products)</p> <p>Basic incentives provided to the poorest of the poor for their active participation in IWM committee meetings to address their specific needs</p>	<p>Exposure visits for learning purposes</p> <p>Trainings on agro forestry provided</p> <p>Exposure visits</p> <p>Trainings provided on skill development, market linkage, value chain development</p> <p>Social mobilizers selected from that particular community</p> <p>Meetings/trainings held in their communities</p>	<p>resource/traditional methods of farming</p> <p>Negligible agro forestry due to drought</p> <p>No enterprises exist</p> <p>Decreasing number of livestock</p> <p>No enterprises in the villages except for a small-scale dairy, personal pig farm and poultry farm</p> <p>Small scale savings and lending cooperatives with loans up to 2,500,000</p> <p>No baseline established</p>	<p>Water related conflicts are negligible</p> <p>Skills developed –50% women, socially disadvantaged, and men involved in micro enterprise– women and disadvantaged are economically empowered</p> <p>Livestock numbers increase by 50%</p> <p>Micro and small enterprises established</p> <p>Integration with other NGOs working in the areas</p> <p>Savings and Lending groups merge to create cooperatives with larger amount of loans</p> <p>Poorest of the poor start taking part in meetings – their needs are addressed</p>	<p>Number of micro entrepreneurs</p> <p>Number of enterprises and cooperatives established</p> <p>Field visits</p> <p>Success stories documented</p>	<p>Lack of market demand and access</p> <p>Poorest of the poor don't come to meetings</p> <p>Their voices are not heard</p>