

Annex M Gender Equality and Social Inclusion (GESI)

Note: A Gender Action Plan is provided as a separate document in Annex N.

Introduction

Over the last 15 years, the Government of Nepal (GoN) has adopted various policy measures and programs to promote social inclusion. The 15th Five Year Plan (2076/77-2080/81 BS¹), continues efforts to emphasize gender equality, social inclusion and mainstreaming as a key cross-cutting policy for attaining its goal (NPC, 2020). However, Nepal's strategy for graduation from being a Least Developed Country by 2022 stresses that structural imbalances are still pervasive and recognizes the existing wide variations in terms of socio-economic development between rural and urban areas, among eco-development regions, ethnic groups and occupational castes (NPC 2014).

The reduction of inequality has received sharper focus with Nepal preparing for being part of the Sustainable Development Goals (SDGs) that stress "leave no one behind" (Silver, 2015). For example, under SDG target 10 for reducing inequality within and among countries, Nepal's proposed targets for 2030 include (i) achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average and (ii) empower and promote the social, economic and political inclusion of all, among others (NPC, 2015).

Background

One of the most important steps towards social inclusion was the introduction of the reservation system in Nepal in 2006. The policy of reservation in Constituent Assembly elections and in the civil service for Indigenous Peoples (IPs), Dalits, Madheshis, Women and people living in the remote regions produced a certain degree of positive effect. The second major progress was the introduction of a Gender Equality and Social Inclusion (GESI) policy which has now been adopted by virtually all government ministries and bilateral development agencies as one of the cross-cutting themes in their work. Despite such measures, Nepal's national human development reports since 1998, and other independent studies, have consistently shown that there are still serious inequalities in human development by social group, gender and geographic location. These studies further show that development investment together with other factors in Nepal has contributed to reducing absolute poverty from 42 per cent to 24 per cent during the last decade but it also produced unequal benefits among different ethnic and caste groups (UNDP 2014). The population under the poverty line (absolute poverty) has further declined to 18.7 percent² and target for the Fiscal Year 2023/24 is 9.5 percent (NPC 2020).

The exclusion of people from participating meaningfully in social, economic, and political spheres of the society is the key reason for such inequality. Exclusion is costly and an impediment to economic growth. Exclusion perpetuates poverty and powerlessness among the people with certain distinguishing characteristics. Broadly five social groups - Women, Indigenous Peoples, Dalits, Madheshis, Muslims are identified as excluded groups in Nepal. These groups face discrimination based on patriarchal values, stigmatization of cultural identity and language, caste hierarchy and untouchability, skin tones, region, and religion. The caste system, which was legally enforced by the state for over a century since the middle of 19th century, stands out as "ideal type" of exclusion, complete with religious ideology, a notion of hierarchy based on purity and pollution and a mechanism of social ostracism to punish the deviant. The excluded groups are among the poorest of the nation and suffer stigma, stereotypes, and prejudice. They lack access to political decision making and are most vulnerable to disasters (World Bank, 2013).

¹ BS- Bikram Sambat - the Nepal calendar began on 20 October 879 AD, with 1140 in BS being the year 2019–2020 AD

² Estimation of the Fiscal Year 2018/19 of the Central Bureau of Statistics.

Purpose and Objectives of the Report

The primary purpose of this report is to analyze the current state and trends of gender equality and social inclusion in the project area³. It looks at how the project can contribute to equitable access to resources, food and nutrition for both women and men.

This report reviews data on gender equality and social inclusion, primarily at the project area and produces a GESI analysis including identifying the barriers to inclusion to complement the quantitative analysis. The GESI analysis is expected to help planning to promote and monitor the progress on gender equality and social inclusion as both desired outcomes and required strategy for sustainable management of forest, land and biodiversity of the project area.

More specifically, objectives of the GESI report are:

- review relevant gender policies, strategies, and projects,
- assess the current state and trends of gender equality,
- summarise key factors that may affect supporting gender equality and women's empowerment, including key barriers to change,
- summarise risks (likelihood and impact) to the success of proposed gender interventions, and suggested mitigation actions,
- prepare a gender action plan (using the FAO approach) that includes a clear description of approaches that could be developed, such as the likely costs of proposed project biodiversity monitoring interventions; proposed targets, indicators and means of verification; potential gender partners and co-funding, and
- complete the stakeholder consultation template.

Method

The concept of gender equality and social inclusion goes beyond quantifiable data and encompasses attitudes, perception, and ethical norms in relating self to other human being. Therefore, nuanced understanding of GESI require ethnographic studies to understand the determinants and micro-dynamics of exclusion in everyday situation and barriers to inclusion (Silver, 2015).

For this report, mostly secondary data and information has been collected, reviewed, analyzed, and verified through consulting with relevant stakeholders as much as possible i.e. local level elected representatives, community leaders, development practitioners - advocates, foresters, etc. via phone calls during Sept - Oct 2020. Please refer to Annex 1 for a list of personnel consulted.

Desktop Review of Relevant Policies, Strategies and Projects

Review of National and Provincial Policies, Laws and Strategies

Forestry and rural livelihoods are interconnected and people living near forested areas often have limited access to markets, and thus can be even more dependent on forest livelihood sources (Marin and Kuriakose, 2017). Moreover, forestry is one of the major sources of livelihoods for women, poor, marginalized, and indigenous people (MSFP, 2015).

Dependency on forests is particularly true for women who may rely for up to half of their income on forests, and thus require secure access and use rights to these resources (World Bank 2016; Marin and Kuriakose 2017). Involvement of women in economic activities in forest areas is comparatively higher than men. Therefore, women's empowerment through forestry is essential to raising their socio-economic status in rural areas. Gender equality is only possible if women equally participate, not only in socio-economic, but also in the political spheres.

As such, the important link between gender equality and socio-economic development has long been recognized by development agencies. In addition, several social movements have been focusing on the

³ The project area consists 186 Wards (out of 259) of 34 Local Level of 5 districts. The project areas covers all the local level and wards of Panchthar and Tehrathum, and selected wards of local level of Ilam, Sankhuwasabha, and Taplejung.

related issue of ensuring that individuals (both women and men) continue to enjoy their human rights and benefit from equality, inclusion, and engagement (FAO 2015: 3).

Assessment of the policy environment on/for GESI

The GoN has been committed to addressing issues of gender discrimination since its first Five-Year Plan in 1956. This plan pursued a welfare approach focused on women's reproductive role. However, documenting women's actual economic activities only began in the early 1970s. The women's movement and the UN decade for women gave an impetus to women's studies, and a variety of literature and documents have added depth and legitimacy to women's productive role in the national economy⁴.

The first well documented study on the Status of Women in Nepal was in 1977-1980, and a women's section was recognized and specifically included in the Sixth Five-Year Plan⁵ (1980–1985), introducing an approach with an efficiency and equity orientation (often referred to as women in development approach)⁶. Then later in the Ninth Five Year Plan (1997-2002), the paradigm 'Women in Development' shifted to 'Gender and Development'.

The GoN introduced Gender Equality and Social Inclusion (GESI) in the Tenth Five Year Plan (2002-2007). The policy components included elimination of inequality through socio-economic development, skill mobilization, and emphasis on social upliftment by allocating resources and opportunities⁷. Later this was extended to the Eleventh Three Year Interim Plan (TYIP) (2007-2010) entitled 'Macroeconomics Policy and Sector Plans'. A favorable environment was in place due to the comprehensive peace accord and the declaration of gender equality by the Interim Parliament⁸.

The Twelfth Three Year Plan (2010-2013) and Approach to the Thirteenth Plan (2013/14-2015/16) established fundamental rights of Women, Dalits, Madheshis, Muslims, IPs, sexual and gender minorities, and Persons Living with Disability (PLWD). Furthermore, GESI became one of the important agendas to build an inclusive nation in the Thirteenth National Plan (2013/2014-2015/2016). The Fourteenth Plan Approach Paper (2016/2017- 2018/2019) links GESI to interrelated Development Policies.

The government's Ministry of Local Development has issued a Gender Equality and Social Inclusion Policy in 2066 BS (2010) aimed at reducing poverty by improving gender and social relations through gender and social equitable development. Accordingly, various laws and regulations have been amended in line with the norms of gender equality. As per the Constitution (2015), 41 per cent of women have been elected at the local level, 34 per cent in the state assembly and 33.5 per cent in the federal legislature.

However, in the absence of a comprehensive national policy on gender equality, there has been no effective harmonization between the various ministries' regional objectives and programs for gender equality. Moreover, there is no consensus on gender equality policies in the seven states and the 753 local levels (municipalities). Recently, the Federal Government has drafted a National Gender Equality Policy 2076 BS to assist in formulation of a Gender Equality Policy and Program in the State Government and local levels. Although it is yet to be endorsed by the GoN, the goals of the National Gender Equality Policy 2076 are to;

- establish equal status between men and women in legal and practical terms, and
- achieve gender equality by 2087 BS (2030) through economic and social empowerment of women.

The 15th Development Plan of the GoN⁹ (NPC 2020) has a chapter on Social Sector (सामाजिक क्षेत्र) which has sub-sections on "Gender Equality and Women Empowerment", "Children and Adolescents",

⁴ UNICEF 1992. p : 91

⁵ Ibid

⁶ ADB 2010

⁷ Gurung 2007. p : 34

⁸ Three Year Interim Plan (2007-2010): Section 8: Gender Mainstreaming and Inclusion in subtitled Empowerment of Women and Gender Equality.

⁹ 15th Periodic Development Plan of the Government of Nepal, 2076/77 - 2080/81 BS

"Senior Citizens", "Disability" and "Social Security and Protection". This sub-section has three objectives:

- Ensuring an environment of dignified living for women by institutionalizing gender responsive governance.
- To end all forms of discrimination, violence, and exploitation against women.
- To ensure equal access to resources, opportunities, and benefits for women by establishing equal leadership and leadership role for economic prosperity and sustainable development.

Moreover, the Constitution (2015) has positive GESI relevant provisions. It mentions GESI in Directive Principles of the State¹⁰, although it uses the terms proportional inclusion, participation, and social justice instead of 'Social Inclusion'. As stated in Section 27, the country's National Women Commission will carry out research and studies regarding gender equality, women's empowerment, other legal provisions concerning women, and they are required to forward recommendations to the concerned bodies regarding the areas to be amended in those laws, and to monitor the same¹¹. Moreover, the preamble of the constitution has also raised the voice of proportional inclusion and participation for social justice to create an egalitarian Nepalese society.

The overall policy and legal framework for gender equality and social inclusion is positive in Nepal¹². Please refer to Table 1, Box 1 and Box 2.

Table 1 An overview of Nepal's National Policy, Plans and Commitments for GESI

SN	Document and Year	Commitments/Promises to GESI
1.	Third Five-Year Plan (TFYP) 1965/1966-1969/1970	<ul style="list-style-type: none"> • Very first time the TFYP mentioned to eliminate social discrimination and inequality in Nepal.
2.	Sixth Five-Year Plan (SFYP) 1979/1980-1984/1985	<ul style="list-style-type: none"> • The SFYP adopted a policy giving top priority to agriculture, irrigation and forests. • The SFYP incorporated women's section.
3.	Forest Act 1993	<ul style="list-style-type: none"> • The Forest Act 1993 empowers the District Forest Officer (DFO) to handover any part of a National Forest to a Users' Group in the form of a Community Forest, allowing them to sell and distribute the Forest Products independently by fixing their prices according to their operational plan. • The act also mentioned about Leasehold Forest, Religious Forest and Private Forest.
4.	Forest Regulation 1995	<ul style="list-style-type: none"> • This regulation highlighted Forest User Groups' working criteria.
5.	Ninth Five-Year Plan (1997-2002)	<ul style="list-style-type: none"> • The plan has shifted paradigm of 'Women in Development (WIN)' to 'Gender and Development (GAD)'
6.	Tenth Five Year Plan (2002-2007)	<ul style="list-style-type: none"> • GESI has been explicitly set up as a political priority of the government of Nepal.
7.	Interim Constitution, 2006	
8.	Eleventh Three Year Interim Plan (TYIP), 2064/65-67/68 BS	<ul style="list-style-type: none"> • The plan entitled 'Macroeconomics Policy and Sector Plans' • It was a favorable environment in place due to the comprehensive peace accord and the declaration of gender equality by the Interim Parliament.
9.	Review CF 2001 (Eijnatten and Acharya)	<ul style="list-style-type: none"> • Eijnatten and Acharya 2001, reported that production of high-quality community development plan required high degree of participation from all sections of the community, and reflected a focus on benefiting the poor, underprivileged and women.

¹⁰ Constitution 2015: Section 4: Directive Principles, Policies and Responsibilities of the State: Article 50 states: by embracing the norms and values of fundamental rights and human rights, gender equality, proportional inclusion, participation and social justice shall be the political objectives of the State to strengthen a federal democratic republican system.

¹¹ Constitution 2015: Section 27: National Women Commission: Article 253, p : 129

¹² MEDEP Report 2012. p : 11

10.	CFDP's Guidance ¹³ 2009	<ul style="list-style-type: none"> • While preparing the constitution of the Forest User Group, it has been stated that it should be discussed and coordinated with women, Dalits, deprived, IPs, near and far consumers, traditional organizations of IPs with their aspiration. • The CFDP guidance clearly stated that livelihood support programs for Dalits, IPs, Women, and poor people should be included. • The CFUG committee should include women from poor, Dalits and IPs. • Inclusion activities are mentioned in its Appendix.
11.	Twelfth Three Year Plan (TTYP), 2010-2013	<ul style="list-style-type: none"> • The TTYP mentioned about the fundamental rights of women, Dalits, Madheshis, Muslims, IPs, sexual and gender minorities, and persons with disability (PLWD). • The plan and approach to the Thirteenth Plan establish the fundamental rights of Women, Dalits, Madheshis, Muslims, Adivasi/Janajati (Indigenous Nationalities), sexual and gender minorities, and persons living with disability (PLWD). • The Fourteenth Plan Approach Paper (2016/2017- 2018/2019) links GESI to the interrelated Development Policies.
12.	Thirteenth Three Year Plan (TTYP), 2013/2014-2015/2016	<ul style="list-style-type: none"> • GESI becomes one of the important agendas to build an inclusive nation.
13.	Fourteenth Plan Approach Paper, 2016/2017-2018/2019	<ul style="list-style-type: none"> • It links GESI to the interrelated Development Policies.
14.	Constitution 2015	<p>As per the Constitution,</p> <ul style="list-style-type: none"> • the election of the president and vice-president should be held in a way that represents different genders or communities. • One woman will have to be selected for speaker or deputy speaker of the house of representatives. • A woman should be elected as a chairperson or vice-chairperson of the national assembly. • Speaker or deputy speaker of the provincial assembly should be a woman.
15.	Local Level Election Act 2017	<ul style="list-style-type: none"> • The Act 2017 states that when a political party submits candidates for the local level election, arrangements shall be made to submit nomination papers in such a way that the chairperson and vice-chair person, mayor and deputy-mayor and the head and the deputy head of the district coordination committee have 50 per cent women candidates.
16.	Forest Act 2019	<ul style="list-style-type: none"> • At least 25 per cent of the annual income earned by CFUG will be spent on forest development, conservation, and management, and the remaining 50 per cent will be spent on poverty reduction, women, empowerment and enterprise development in coordination with the concerned local level. • At least 25 per cent of the profits from sale and distribution of forest products to consumer groups from partnership forests will be spent on forest development, conservation and management, and at least 50 per cent of the remaining amount should be spent on poverty reduction, women empowerment and enterprise coordination with the concerned local level. • The Division Forest Office may make an action plan for the people living below the poverty line in conservation and development programs by providing forest area as a leasehold forest to reduce poverty.
17.	CF Development Program Guidelines 2014	<ul style="list-style-type: none"> • 50 per cent women in executive committees including one of the key positions - chairperson or secretary.

		<ul style="list-style-type: none"> • Proportionate representation of poor, Dalits, indigenous people in the CFUGC and women as one of the signatories of CFUGC fund operation • Provisioned allocation of part of community forestry area to the poor for income generation activities for their livelihood improvement.
18.	National Biodiversity Strategy and Action Plan 2014-2020	<ul style="list-style-type: none"> • Gender and Social Inclusion is one of the fifteen cross-cutting themes of the strategy and action plan.
19.	Fifteenth Five Year Plan 2019/2020-2023/24	<ul style="list-style-type: none"> • Form FUGs including women, Dalits, IPs and local communities. An environment will be created to invest forest products in result-based tourism, wood furniture and other industries by increasing capital in partnership with the community, government and private sector. • Arrangement will be made for 50 per cent participation of women in all stages of the state, structure and development process. Refer Box 1 GESI objectives of the 15th Plan (in Nepali).

Box 1: GESI objectives of the 15th Plan (in Nepali)

सौच : लैङ्गिक समानतामूलक राष्ट्र

लक्ष्य : महिलाको समान तथा अर्थपूर्ण सहभागिता सहित सारभूत समानता कायम गर्ने ।

उद्देश्य:

- लैङ्गिक उत्तरदायी शासन व्यवस्थालाई संस्थागत गर्दै महिलाको सम्मानित जीवनयापनको वातावरण सुनिश्चित गर्नु ।
- महिला विरुद्ध हुने सबै प्रकारका भेदभाव, हिंसा र शोषणको अन्त्य गर्नु ।
- आर्थिक समृद्धि र दिगो विकासका लागि महिलाको समान अग्रसरता र नेतृत्वदायी भूमिका स्थापित गर्दै स्रोत, साधन, अवसर तथा लाभमा महिलाको लागि समान पहुँच सुनिश्चित गर्नु ।

स्रोत: पन्ध्रौँ योजना (आर्थिक वर्ष २०७६/७७ – २०८०/८१), नेपाल सरकार, राष्ट्रिय योजना आयोग, सिंहदरबार, काठमाडौं

Box 1 GESI objectives of the 15th Plan (in Nepali)

The preamble of the Constitution of Nepal 2015 explicitly states a commitment to ending all forms of discrimination and oppression and this forms one of the strongest rationales for the need to ensure that all forms of discrimination needs to be addressed, and thereby building an 'inclusive state'. Refer to Box 2.

Ending all forms of discrimination and oppression created by the feudalistic, autocratic, centralized, unitary system of governance, hello, recognizing the multi-ethnic, multi-lingual, multi-religious, multi-cultural and diverse regional characteristics, resolving to build an egalitarian society founded on the proportional inclusive and participatory principles in order to ensure economic equality, prosperity and social justice, by eliminating discrimination based on class, cast, region, language, religion and gender and all forms of caste based untouchability.

Box 2 Preamble of the Constitution 2015, Nepal

The plans, acts, regulations, guidance, and constitutional provisions provide a strong rationale for addressing GESI issues at all levels of inquiry, policies, programs and in the overall governance of the country. While there is a strong basis for initiating necessary changes to address issues of discrimination and oppression, there are a number of areas that lack clarity as well as gaps in the Constitution in terms of GESI concerns. For example, there is limited recognition of the rights of Nepali women in general; rather “socially backward women” are the only category among women that has been identified as one of the groups whose rights need to be addressed.

As explained above, addressing issues related to women’s rights and equality have been a long time in the making, addressing issues of “social inclusion” has been more overt since the political changes in the country since the 1990s. Thus, the importance of explicitly addressing - understanding and

integrating GESI in the project design is non-negotiable in the current socio-economic and political context of the country. Box 3 also explain reasons - why we look at gender and indicators?

Box 3 Why look at Gender and Indicators?

- **Because what is measured is more likely to be prioritized and evidence gathered against indicators can help make the case that gender issues should be taken seriously.** Indicators can be used for advocacy and can help make the case for action by highlighting key issues, backed up with statistics and other evidence.
- **They enable better planning and actions.** Gender indicators can be used to evaluate the outcomes of gender-focused and mainstream interventions and policies and help reveal barriers to achieving success. They can provide vital information for adjusting programs and activities so that they better achieve gender equality goals and do not create adverse impacts on women and men. They can also be used to measure gender mainstreaming within organisations.
- **They can be used for holding institutions accountable for their commitments on gender equality.** Gender indicators and relevant data can make visible the gaps between the commitments many governments and other institutions have made at all levels – for example by ratifying the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) – and their actual implementation and impact. They can be used to hold policy-makers accountable for their actions, or lack of action.
- **They can help to stimulate change through data collection processes.** For example, discussions in focus groups or in individual interviews can help raise awareness of particular issues. They can stimulate discussion and inspire recognition among participants of common experiences related to sensitive topics such as Gender Based Violence (GBV).

Source: Moser, 2007

The country's commitment to and ratification of several international treaties create an obligation to change the legal framework to ensure that those commitments, particularly to gender equality, are honored. For all countries that are signatories to the United Nation's Agenda 2030 and its Sustainable Development Goals, commitment to "leave no one behind" transcends at a global scale to ensure addressing gender equality and inclusion of all social groups that have been neglected so far. Refer to Annex 2 List of National Documents and International Agreements Ratified by the Government of Nepal.

Regarding local level policy formation, the government's Ministry of Federal Affairs and General Administration (MoFAGA) provides different act formats to Local Government Bodies (local levels). Local levels either hire consultants or make expert teams to develop different acts. Thereafter, drafted acts are nominated in the municipal or rural municipal councils. The law comes into the force after the mayor or chairperson certifies the drafted law passed by Municipal or Rural Municipal council.

Of the 34 local levels in the project area, 27 (79 per cent) have enacted acts related to Gender Equality and Social Inclusion. Refer to Annex 3. The Judicial Committee Judgment Act, Education Act, and Child Rights Act are the acts that most of the 27 local levels have enacted. Many of these Acts are the same in each local level with the only change being the name of the local level. For example, 11 local levels have the same text in their Judicial Committee Judgment Act.

Whilst it is promising that local levels have enacted laws on Gender Equality, they have often not been fully discussed, understood, or implemented. One of the key reasons for this is limited literacy skills and limited legal literacy to understand the acts & laws. Local level representatives especially the deputy mayors and vice-chairpersons need to be empowered or have their capacity improved to read, understand, and implement legal documents related to Gender Equality and Social Inclusion.

According to the Local Government Operation Act, 2074 B.S., the deputy mayor and vice-chairperson are coordinators of the judicial committee of the local body i.e. both perform judicial functions at the local level. Moreover, they have coordinating roles to the activities of non-government organization, work related to the protection of consumer interests, monitoring, and supervising the plans and programs, and submitting to the local body's executive meeting.

To conclude, the project will seek to create an environment that has 'inclusive' and 'informed' decisions as envisioned by the Constitution 2015, Forest Act 2019, 15th five year plan and local level Acts. These actions need to lead to changes in the unequal relations and human development that have been historically embedded in socio-cultural and political context of the country, and the project area.

Gaps, Entry Points, and Potential Actions for Improving the Situation

The situation of inequities in most areas of life in Nepal and in the provision of services and in outcomes is based on the age-old social, economic, and geographic disparities. The ability for the country to address these inequities must be based on evidence, which is why disaggregated data and analysis continues to be a top priority.

Without a finer understanding of which social groups are lagging behind in key social, economic, and political spheres, and what are the debilitating factors, policies and interventions cannot be designed to address the factors that create or contribute to gaps in the project's outcomes. Multiple studies have documented how continuing caste/ethnic and regional disparities have provided a medium for the growth of conflict and the decade-long Maoist insurgency. The resurgence of ethnic and regional identities since the political changes in 1990, the end of the insurgency in 2006, and the constitutional changes in 2015 calling for a more inclusive state, have made it imperative to have disaggregated data on social inequities as well as on economic disparities within the population.

Cultural diversity and complexity characterize the current social landscape of the country. The Census 2001 recorded 103 different caste/ethnic groups and 125 documented languages (CBS, 2003), while the 2011 Census recorded 125 caste/ethnic groups and 123 documented languages (CBS, 2012) - an increase in the number of caste/ethnic groups, but a decrease in the number of documented languages. The CBS and Gender and Social Exclusion Assessment (GSEA) classified these caste/ethnic groups into 7 major categories, which have been further grouped into 11 sub-categories that reflect regional differences (Hill or Terai). Please refer to Annex 4 Classification of 125 Social Groups in 2011 Census, Nepal. Using these categories is suggested for the project since these categories have been adopted by the National Planning Commission of the GoN.

Additionally, it will be important for the project to identify the excluded/vulnerable groups, based on other markers apart from caste/ethnicity, and they will need specific attention. The Constitution 2015 specifically identifies the following groups whose rights need to be focused on:

Article 42-1 stipulate that “socially backward Women, Dalits, Indigenous People, Indigenous Nationalities, Madheshis, Tharu, Minorities, Persons Living with Disabilities (PLWDs), marginalized communities, Muslims, backward classes, gender and sexual minorities, youths, farmers, labourers, oppressed or citizens of backward regions and indigent Khas Arya shall have the right to participate in the State bodies on the basis of inclusive principle”;

Article 38- 4 stipulate that “women shall have the right to participate in all bodies of the State on the basis of the principle of proportional inclusion”.

However, a comparison of different groups that the State has identified for assistance in terms of “Right to Equality” and “Right to Social Justice”, for provisions for Welfare and Development Assistance and Provisions for Affirmative Action to Support Inclusive Participation in State Bodies, respectively, shows some overlaps and gaps (GESI WG 2017: page 8).

Thus, for the project following categories of people as shown in Table 2 – within all the different caste/ethnic groups, might be most useful way to craft project interventions.

Table 2 Categories of Groups for the Project to Consider

Categories of Groups	Excluded or Vulnerable
Women (as a separate category as well as intersecting within all other social groups)	Socially/Politically Excluded
The Poor (men, women, youth, children - of all social identities; including landless)	Economically Excluded
Dalits ¹⁴	Socially/ Politically Excluded
Hill and Terai Adivasi/Janajati ¹⁵	Socially/Politically Excluded
Madheshi	Socially/Politically Excluded
Muslims (and other religious minorities)	Socially/Politically Excluded
Sexual and Gender Minorities (People who identify as Lesbian, Gay, Bisexual, Transgender/ Transsexual, or Intersex)	Socially/Politically Excluded
Persons Living with Disabilities (PLWD)	Vulnerable
People living in remote areas (Geographically marginalized) (areas with low connectivity, high poverty and hence face difficulties in access to services and information)	Vulnerable
Youth (women and men, including migrant youth)	Vulnerable
The Elderly (women and men)	Vulnerable
Disaster/Conflict Survivors (Earthquake, landslides, floods, or other human induced conflict)	Vulnerable

Source: Adapted from GESI WG, 2017

Diversity and Inclusion/Exclusion

People of Nepal are socially segmented along line of caste, sub-caste, and ethnic and sub-ethnic groups (UNDP 1998, p. 8). As stated earlier, 125 caste and ethnic groups identified by the 2011 Census are diverse in terms of their culture, the way they organise their societies, their economies, and their relationship to the state. Besides, Nepal is a country of minorities. No single group has numerical dominance, but some of these minority groups have been excluded or marginalized while others have been politically and culturally dominant for centuries (Bennett et al. 2013, p.1).

There are several groups with small populations, the smallest being the Kusunda with only 273. The enumeration of social groups that began in 1991, shows that the number of the groups is constantly increasing, though the overall population figures remain relatively stable.

The Hill Brahman and Chhetri population of Nepal is 12.18 per cent and 16.60 per cent respectively, but their representation is almost over 60 per cent in major three political parties of Nepal. The same scenario is also seen with parliament members. Elected Hill Brahman representation was 36.6 per cent, 43.4 per cent and 37.1 per cent respectively in the elections of 1991, 1994 and 1999. Likewise, from direct voting 25.4 per cent and 32.1 per cent Hill Brahman were elected in the elections 2008 and 2013. Refer to Table 3.

Janajati and Dalit together constitute about half of the total population of Nepal. They are marginalized on the basis of culture with ramifications in social, economic and political arenas. In addition, there is a Madheshi community being discriminated on regional basis. All the national human development reports of Nepal published by UNDP Nepal since 1998 have shown that, despite several social and empowerment measures, there are still serious inequalities in human development by social group, gender and geographic (GoN 2015. p:3).

¹⁴ National Dalit Commission. Officially the term 'Dalits' is defined as a member of a 'caste-community' which has been 'traditionally excluded from social, economic, educational, political and religious activity, and which is deprived of human dignity and social justice due to caste-based discrimination and the concept of untouchability.'

For the project, Dalit are further categorized into two groups - Hill and Madheshi, although both suffer from caste based discriminations 'untouchability' and linguistic distinctions that affects levels of exclusion/inclusion.

¹⁵ National Foundation for Development of Indigenous Nationalities Act 2001. Official definition of Adivasi/Janajati - those 'tribes or communities mentioned in the schedule who have their own mother tongue and traditional costumes, distinct cultural identity, distinct social structure and written or oral history of their own'

Table 3 Central Committee Members of Major Political Parties by Social Groups

Social Group	CPN-UML		MJF (Democratic)		Nepali Congress		Terai- Madhesi Octameric Party		UCPN-M	
	No.	%	No.	%	No.	%	No.	%	No.	%
Hill Brahman/Chhetri	68	58.6	10	22.2	41	63.1	7	12.8	81	58.3
Terai Brahman/Rajput	11	9.48	13	28.9	5	7.7	24	43.6	10	7.2
Madhesi Other Castes	6	5.17	8	17.8	4	6.2	10	18.2	3	2.2
Hill Dalit	4	3.44	4	8.9	4	6.2	1	1.8	4	2.9
Madhesi Dalit	1	0.86	6	13.3	1	1.5	1	1.8	1	0.71
Janajati (advantaged)	9	7.75	1	2.2	3	4.6	1	1.8	16	11.5
Janajati (disadvantaged)	14	12.06	3	6.7	6	9.2	7	12.7	25	17.9
Janajati (endangered)	0	0	2	4.4	0	0	0	0	0	0
Religious Minorities	2	1.72	0	0	1	1.5	4	7.2	0	0
Grand Total	116	100	45	100	65	100	55	100	129	100
Total Female	15	12.9	6	13.33	15	23.1	8	14.5	16	11.55
Total Male	98	84.48	39	86.66	50	81.5	47	85.45	123	88.48

Source: Bennett 2013. p: 101 and data collected from the party office, 2017

Potential Actions for Improving the Situation

Dr. Harka Gurung encapsulated for the very first time an agenda of inclusion to enable the excluded groups a rightful participation in a fully democratic set-up (Gurung 2003. p: 33) and most of the agenda of inclusion have already been provisioned in the Constitution 2015. See Table 4.

Table 4 Agenda for Inclusion

Social Group	Problem of Exclusion	Agenda for Inclusion
Dalit	Social Caste discrimination	Secular state
	Economic Poor literacy Unemployment Landlessness	Free education Seat reservation Alternative livelihood
	Political Poor representation	Collegiate election
Janajati	Cultural Religious Linguistic discrimination	Secular state Official status of Janajati
	Economic Low literacy Unemployment	Education targeting Affirmative action
	Political Poor representation Subjugated in governance	Proportional representation Ethnic autonomy
Madhesi	Cultural Linguistic discrimination	Official status to Terai languages
	Economic Employment bar	Recruitment in army
	Political Hill dominance Citizenship problem	Regional autonomy Ascertain long-term residents vis-à-vis recent migrants

Source: Gurung, H., 2003

As discussed earlier, the importance of explicitly addressing, understanding, and integrating GESI issues and agenda in the project is non-negotiable in the current socio-economic and political contexts of the country. Besides, developing monitoring and managing knowledge and information system for effective and efficient implementation of the project activities at all three levels - federal/ministry, province, and local level.

Review of Current and Recent Past Projects and Programs

'Feasibility Study for Establishment of Ayurveda Medicine and Drug Processing and Production Center' project

In 2019, the Ministry of Social Development of Province One established a task force under the coordination of Dr. Bhavindra Niurla (Botanist). The project identified some parts of Ilam, Panchthar, Taplejung, Tehrathum and Sankhuwasabha as a pocket area of following high value plants,

1. Satuwa (*Paris polyphylla*), 2. Chirayito (*Swertia chirata*), 3. Pakhanbed (*Bergenia ciliata*), 4. Chutro (*Berberis* spp.), 5. Lauth Salla (*Taxus wallichiana*), 6. Limbuni Phool (*Gaultheria fragrantissima*), 7. Khayar (*Senegalia catechu*), 8. Alaichee (*Amomum cardamomum*), 9. Timur (*Zanthoxylum armatum*), 10. Tejpatt (*Cinnamomum tamala*).

According to the Mr Tirth Raj Acharya (a member of the task force) '...to set up a Ayurvedic medicine and medicine processing and production centre, preliminary work in collaboration with the local people of Ilam district - Sandakpur, Suryodaya and Jogmai has been started.'

Note: The project related documents including project document, progress reports are not available to the public - despite several requests/follow ups. *Source: Consultation via Telephone, Oct 2020.*

Local NGO- Tinjure Herbs and Multipurpose Cooperative Society Limited, 2014

The society focuses mainly on the medicinal plants harvesting activities in Tinjure and its surrounding locality of Tehrathum district since established in 2014. One of the medicinal plants they worked previously is Chirayito (*Swertia chirata*). Some of the society's progress status are as follows;

- produced about 2,500 Satuwa (*Paris polyphylla*) plantlet, 2018- 2019.
- planted 1,500 *Taxus wallichiana* in 2018 (sapling brought from Ilam)
- planted approximately 1,500 *Taxus mairei* plantlet in Mechhyam Rural Municipality in 2019 (brought from Kabhrepalanchok, central Nepal)

Note: Mr Udaya Kumar Loh Tamang of Chauki, near Tinjure has invented a seed germinating technique of *Paris polyphylla* which is the result of his trial-error efforts of several years. <https://ekantipur.com/opinion/2019/06/04/155961461885338719.html>. *Source: Consultation via Telephone, Oct 2020*

Table 5 shows current and recent past projects and programs in the country, province 1 and project districts that were reviewed and relevant.

Table 5 An overview of the relevant projects and programs

Project/Program	Description	Budget
MSFP, 2011-2019	<ul style="list-style-type: none"> • Goal: improved livelihoods and resilience of poor men, women, and children in Nepal. • Purpose: maximise the contribution of Nepal's forestry sector to inclusive economic growth, poverty reduction and tackling climate change. • Coverage: 35 districts - full-fledged focused activities • Focus: expand poverty reduction and environmental management through wider reach and deeper engagement at different levels • Cross cutting themes: gender equality, democratisation, good governance, and human rights • Promoted biodiversity, medicinal plant farming and value chain of flagship products such as <i>Chiuri</i>, <i>Sisno</i>, <i>Lokta</i>, <i>Allo</i>, etc, • Implementing agencies: 5 national NGOS (Care Nepal, LIBIRD, RRN, Rupantaran, IDS Nepal) and many local NGOs • Development Partners: Swiss, Finland and British/DFID 	CHF 14'315'000

	<ul style="list-style-type: none"> Lesson Learned: a) too ambitious- targets in such a short period of 4 years b) many partner agencies - 3 international development agencies, 5 national implementing agencies, and several local agencies; c) limited management staffs at the service support unit in Kathmandu, and clusters - limited monitoring of implementation of the program activities in the field, etc. d) fiduciary risks e) challenges - political instability, frequent transfer of the government officials/the project coordination office (government). 	
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Baseline

An assessment of the Current State and Trends of GESI in the Project Area

Population and Caste and Ethnicity

Gender equality and social inclusion/exclusion debates in Nepal largely focus on caste and ethnicity issues. Proposed project districts¹⁶ has significant diversity in terms of caste and ethnicity. The 2011 Census identifies a total of 66 caste and ethnic groups in the project district, which has a total population of 869,851.

Table 6 lists only 15 caste and ethnic groups with a population above 0.51 per cent and the rest (51) are listed as other. The total number of caste and ethnic groups varies between the project districts i.e. total numbers of social groups in Ilam, Panchthar, Sankhuwasabha, Tehrathum and Taplejung recorded as 66, 47, 38, 30 and 29 respectively.

An analysis of the size of population by different caste and ethnic groups shows that only 12 groups have a population over one per cent of the project district's total population. The remaining groups have a population of less than one per cent of the project district total population.

Limbu is the largest population group (23.08 per cent) of the project districts, although Limbu constitute only 1.46 per cent of the total population of Nepal. Hill Chhetri (excluding Sanyasi/Dasnami and Thakuri) are the second largest group (12.82 per cent) which is almost four percent lower than the total Hill Chhetri population of the country (16.60 per cent). The third largest group of the project districts is Rai (9.65 per cent), followed by Hill Brahman (9.46 per cent). The Hill Brahman population is about three percent lower than its country population (12.18 per cent).

Sununwar (0.71 per cent), Sarki (0.70 per cent), and Gharti/Bhujel (0.41 per cent) have least population of less than one per cent. Population of Tamang, Sherpa, Gurung, Damai/Dholi, and Yakha is higher than their national position. Whereas Magar, Kami, Newar and Sarki population in the project districts is comparatively lower than its country's population.

The project area¹⁷ consists of 186 wards in 34 local levels with 106,777 households (HH) and a total population of 494,619 which is 56.01 per cent of the project districts total population (869,851).

The project districts have a larger proportion of women in the population 263, 243 (53.37 per cent) than the national total women population (51.50 per cent). Whereas the population of men 231,376 (46.62 per cent) is less than the national total men population (48.49 per cent). The Nepal Population Clock dated 2020.10.01 (<https://countymeters.info/en/Nepal>) shows the men and women population as 49.6 per cent and 50.4 per cent respectively, which is 2.9 per cent higher than the national population.

¹⁶ Project districts covers total of 259 wards of 34 local level of the 5 districts - Panchthar, Tehrathum, Ilam, Sankhuwasabha, and Taplejung.

¹⁷ Project area consists 186 Wards (out of 259) of 34 local level of the 5 districts. All local levels and wards of Panchthar and Tehrathum, and selected wards of local level of Ilam, Sankhuwasabha, and Taplejung.

Table 6 Population of Project Districts by Caste and Ethnic GroupsSource: <https://cbs.gov.np/province-level-output-tables/>

SN	Caste/Ethnic Groups	Population in Number and Per cent (%) by Project Districts						National Popln.
		Ilam	Panch.	Taple.	Tehra.	Sankh.	Total	Total
1	Limbu	23,110	80,339	52,596	36,322	8,308	200,675	387,300
	%	2.65%	9.23%	6.04%	4.17%	0.95%	23.08%	1.46%
2	Hill Chhetri	30,121	18,927	15,016	19,382	21,637	105,083	4,398,053
	%	3.46%	2.17%	1.72%	2.22%	2.48%	12.08%	16.60%
3	Rai	42,833	26,424	6,418	1,956	6,373	8,4004	620,004
	%	4.92%	3.03%	0.73%	0.22%	0.73%	9.65%	2.34%
4	Hill Brahman	32,680	20,594	9,815	13,453	5,756	82,298	3,226,903
	%	3.75%	2.36%	1.12%	1.54%	0.66%	9.46%	12.18%
5	Tamang	14,646	13,647	5,591	6,621	11,965	52,470	1,539,830
	%	1.66%	1.56%	0.64%	0.76%	1.37%	6.03%	5.81%
6	Kami	5,969	6,522	5,948	4,400	4,243	27,082	1,258,554
	%	0.68%	0.74%	0.68%	0.50%	0.48%	3.11%	4.75%
7	Gurung	7,681	3,721	5,748	2,973	3,085	23,208	522,641
	%	0.88%	0.42%	0.66%	0.34%	0.35%	2.66%	1.97%
8	Magar	9,732	6,368	1,226	2,417	3,413	23,156	1,887,733
	%	1.11%	0.73%	0.14%	0.27%	0.29%	2.66%	7.12%
9	Newar	8,020	2,743	1,863	2,891	4,565	20082	1,321,933
	%	0.92%	0.47%	0.21%	0.33%	0.52%	2.3%	4.99%
10	Damai	3,062	4,124	1,863	3,102	2,263	14,414	472,862
	%	0.35%	0.47%	0.21%	0.35%	0.26%	1.65%	1.78%
11	Sherpa	3,061	2,741	1,972	1,152	4,408	13,334	112,946
	%	0.35%	0.31%	0.22%	0.13%	0.50%	1.53%	0.43%
12	Yakha	1,348	641	225	191	7,073	9,478	24,336
	%	0.15%	0.05%	0.02%	0.02%	0.81%	1.08%	0.09%
13	Sunuwar	2,755	1,977	1,362	102	29	6,225	55,712
	%	0.31%	0.22%	0.15%	0.01%	0.00%	0.71%	0.21%
14	Sarki	1,051	1,041	1,047	1,604	1,430	6,173	374,816
	%	0.12%	0.11%	0.12%	0.18%	0.16%	0.70%	1.41%
15	Gharti/Bhujel	1,098	411	508	1,037	573	3,627	118,650
	%	0.12%	0.04%	0.05%	0.11%	0.60%	0.41%	0.45%
Sub Total (1 to 15) in No		187,167	186,786	121,317	97,603	85,121	677,994	
Per Cent (%)		64.48%	97.37%	95.17%	96.08%	53.62%	77.94%	
16	Other*	103,087	5031	6,144	3,974	73,621	191,857	
	Per Cent (%)	35.51%	2.62%	4.82%	3.91%	46.37%	22.05%	
Grand Total		290,254	191,817	127,461	101,577	158,742	869,851	

Other*: The remaining 51 social groups

Table 7 Population of the Project Area by Local Level, Ward and Gender

SN	Project Area		Ward	HH	Total Pop	Men	Women
	Local Level	District					
1	Suryodya M.	Ilam (6)	1	1,228	5,358	2,640	2,718
2	Maijogmai R.M.	"	2,6	1,224	5,660	2,840	2,820
3	Sandakpur R.M.	"	1-5	3,643	16,065	7,790	8,275
4	Ilam M.	"	1-4	2,788	12,543	6,032	6,511
5	Deumai M	"	1-2	1,601	7,527	3,607	3,920
6	Fakphokth. R.M.	"	1-7	4,634	21,619	10,112	11,507
Subtotal			21	15,118	68,772	33,021	35,751
7	Hilihang R.M.	Panchthar (8)	1-7	4,792	22,913	10,646	12,267
8	Yangwarak R.M.	"	1- 6	3,811	18,281	8,701	9,580
9	Falelung R.M.	"	1- 8	4,552	21,884	10,320	11,564
10	Phidim M.	"	1- 14	10,994	49,201	23,167	26,034
11	Kummyak R.M.	"	1- 5	3,500	16,118	7,401	8,717
12	Falgunanda R.M.	"	1- 7	5,162	24,060	11,108	12,952
13	Miklajung R.M.	"	1- 8	5,550	24,615	11,302	13,313
14	Tumbewa R.M.	"	1- 5	2,815	13,419	6,265	7,154
Subtotal			60	41,176	190,491	88,910	101,581
15	Sidingba R.M.	Taplejung (9)	2-6	1,913	9,716	4,623	5,093
16	Sirijangha R.M.	"	1-5	2,296	11,250	5,313	5,937
17	Phaktanglung R.M.	"	1-3	1,234	6,081	2,941	3,140
18	Phungling M.	"	1-11	5,986	26,406	12,465	13,941
19	Mikwakhola R.M.	"	1-3	1,052	5,129	2,424	2,705
20	PathibharaYangwarak R.M.	"	1-6	2,834	13,591	6,295	7,296
21	AithraiTribeni	"	1-5	2,888	13,784	6,414	7,370
22	Meringden R.M.	"	1-5	2,202	10,699	4,939	5,760
23	Maiwakhola R.M.	"	1-6	2,194	11,037	5,194	5,843
Subtotal			49	22,599	107,693	50,608	57,085
24	Chhathar R.M.	Tehrathum (6)	1- 6	3,636	16,715	7,679	9,036
25	Laligurans M.	"	1- 7	3,677	16,934	7,728	9,206
26	Myanglung M.	"	1-10	4,595	19,659	9,109	10,550
27	Phedap R.M.	"	1-6	3,804	17,700	8,121	9,579
28	Menchhyam R.M.	"	1-6	1,794	8,078	3,683	4,395
29	Aathrai R.M.	"	1-7	4,578	21,747	10,132	11,615
Subtotal			42	22,084	100,833	46,452	54,381
30	Dharmadevi M.	Sankhuwasabha (5)	1-3	1,580	7,058	3,254	3,804
31	Madi M.	"	1-3,7-9	1,811	8,161	3,723	4,438
32	Panchkhapan M.	"	9	367	1,832	839	993
33	Chainpur M.	"	1, 2,4	1,597	7,583	3,552	4,031
34	Sabhapok. R.M.	"	6	445	2,196	1,017	1,179
Subtotal			14	58,00	26,830	12,385	14,445
TOTAL			186	106,777	494,619	231,376	263,243

Source: <https://cbs.gov.np/province-level-output-tables/>

Table 7 shows that total number of households in Tehrathum and Panchthar districts as 22,094 and 41,196 with total population of 101,577 and 191,817 respectively which is not matched with Table 6 i.e. total number of households and population in these two districts is lower as 22,084 and 41,176 with total population 100,833 and 190,491 respectively. In other words, total difference is 30 households and 2070 populations including 1975 men and 95 women, even though the source of the data is same i.e. CBS, Nepal. Therefore, it is recommended that the project area population needs to be verified in the project's first year of operation.

Limitation: The project area's ward level disaggregated data by caste/ethnic groups is not available, hence further analysis on caste/ethnic population will be done upon the availability of the data within first year of the project.

State of Inclusion

Not surprising is that Dalits have the lowest percentage in most of the social inclusion indicators such as literary (66.94 per cent) and access to the safe drinking water (70.00 per cent). In contrast, Dalits have the highest percentage of female headed households (29.29 per cent), disability (3.03 per cent) and marriage before 18 years old (36.93 per cent). Refer to Table 8 .

Table 8 Inclusion Indicators by Social Groups

Indicators of Inclusion	Hill Janajati	Newar	Hill Castes		
			Dalits	Brahman	Chhetri
Literacy Rate	71.31%	78.04%	66.94%	82.18%	76.98%
Female HH ¹⁸	27.38%	25.01%	29.29%	19.15%	24.75%
Single Women	3.58%	4.07%	3.75%	5.04%	4.09%
Basic LEP ¹⁹	73.24%	60.11%	81.57%	48.12%	62.1%
Secondary LEP ²⁰	25.88%	37.17%	17.92%	46.53%	34.79%
Higher LEP ²¹	0.86%	2.71%	0.48%	5.92%	2.07%
Disability Rate	2.66%	2.41%	3.03%	2.83%	2.4%
Access to SDW ²²	77.16%	76.24%	70.00%	79.62%	77.26%
Modern TF	18.56%	37.15%	18.9%	38.82%	28.66%
Marriage FB15 year ²³	7.53%	8.18%	15.36%	21.78%	15.09%
Marriage FB18 Years ²⁴	26.83%	29.37%	36.93%	23.81%	28.41%

Source: Tamang and Gurung 2014

State of Education

Education is an important indicator of human capability as well as a means for supporting human life by providing access to opportunities. Thus, access to educational opportunity is critically important. Literacy is defined as the ability to read and write. Table 8 , Figure 1 and Annex 5 shows varied literacy rates both between and within the caste/ethnic groups of Nepal. Table 8 shows Hill Brahman have highest literacy rate (82.18 per cent) followed by Newar (78.04 per cent), Hill Chhetri (76.98 per cent), Hill IPs (71.31 per cent) and Dalits (66.94 per cent). The highest literacy rate of Hill Brahman indicates better access to the education.

Additionally, Annex 5 shows varied literacy rate between the women and men within the same castes and ethnic groups of Nepal, e.g. the Hill Brahman has the highest literacy rate difference (16.57) between the men (90.59 per cent) and women (74.02 per cent) followed by Gurung (16.40 per cent), Magar (16.34 per cent), Damai (16.32 per cent) and Tamang (16.14 per cent). The Hill Chhetri has a lowest difference literacy rate (10.54 per cent).

¹⁸ House Hold

¹⁹ Basic Level Educated Population (Class 1-8)

²⁰ Secondary Level Educated Population (Class 9-12)

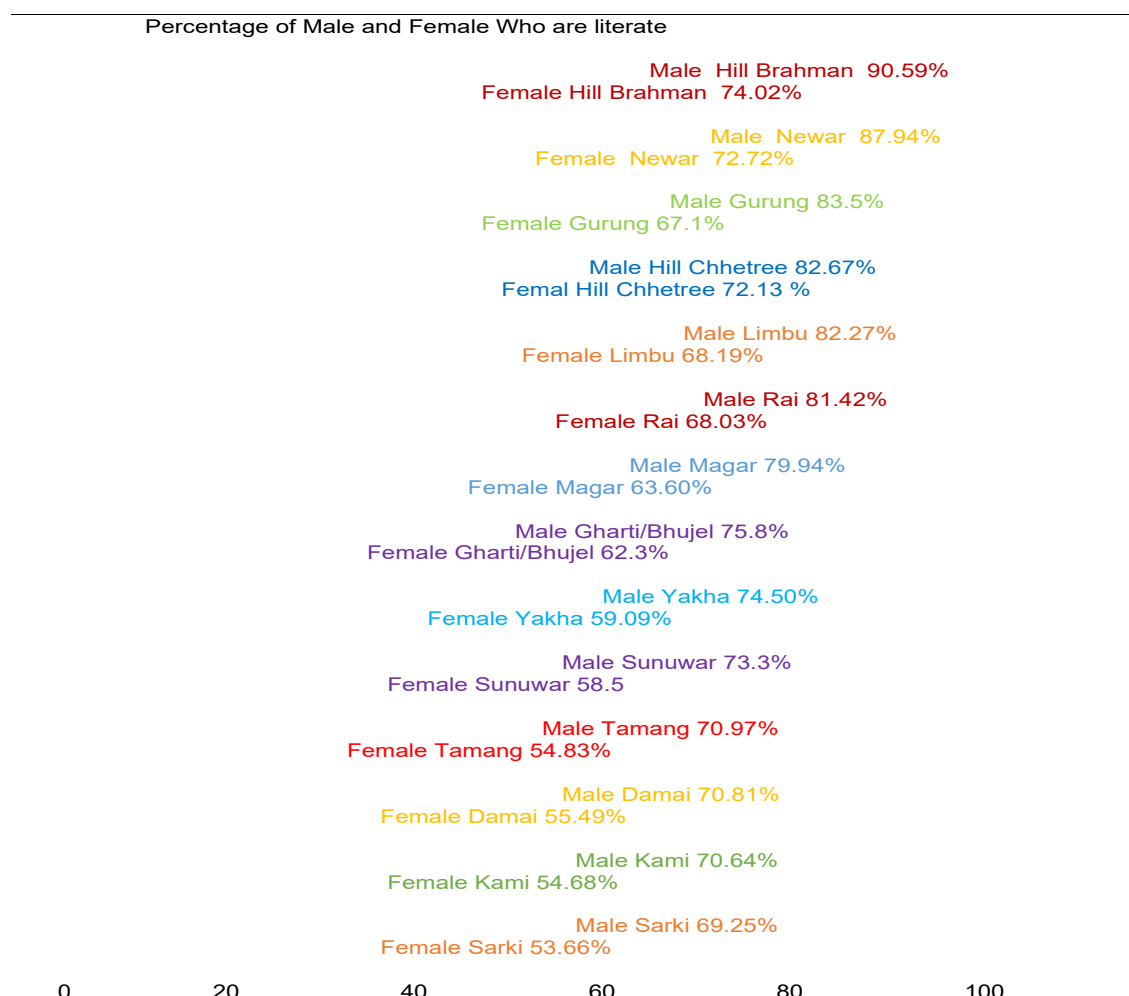
²¹ Higher Level Educated Population (Bachelors or Above)

²² House Hold having Access to Safe Drinking Water

²³ First Marriage of Female below 15 Years

²⁴ First Marriage of Female below 18 years

Literacy rates vary not only between and within the castes/ethnic groups but also by gender. Figure 1 shows Hill Brahman women have the highest literacy rate (74.02 per cent) followed by Newar women (72.72 per cent), Hill Chhetri women (72.13 per cent), Limbu women (68.19 per cent) and Rai women (68.03 per cent). The least literate are Sarki women (53.66 per cent). To conclude, the Hill Brahman, Newar, Hill Chhetri, Limbu and Rai women are in the top five position where as Sunuwar, Tamang and all three Dalits women namely Damai, Kami and Sarki are at the bottom five i.e. in between 53.66 per cent - 63.60 per cent. Gurung, Magar, Gharti/Bhujel and Yakkha women are in the middle.



Source: G.C. and Shrestha 2014

Figure 1 Literate Women and Men by Caste and Ethnicity, Nepal

Table 9 presents literacy rates within the project districts. The highest literacy rate is found in Ilam (73.15 per cent) which is higher than both Province one (71.22 per cent) and national rates (65.9 per cent) followed by Tehrathum (74.62 per cent), Panchthar (72.58 per cent), Taplejung (71.30 per cent) and the lowest in Sankhuwasabha (69.38 per cent). Unsurprisingly, there are vast differences in literacy rates between women and men, with women in all 5 districts being less literate than men.

Please note the following limitation: Disaggregated data of the project districts and the project area's literacy status by social group and gender is not available, hence further analysis will need to be undertaken be done upon availability of the data in the first year of the project.

Table 9 Literacy Rate²⁵ of the Project District by Gender

District/ Province/ Country	Literacy Rate in Percentage		
	Both	Men	Women
Taplejung	71.30	79.29	65.45
Panchthar	72.58	80.35	65.78
Ilam	77.91	84.16	72.05
Tehrathum	74.62	83.53	67.04
Sankhuwasabha	69.38	77.47	62.20
Project District	73.15	80.96	66.24
Province One (1)	71.22	79.27	63.94
National/Nepal	65.9	75.1	57.4

Source: <https://cbs.gov.np/province-level-output-tables/>

State of Health and Sanitation

A healthy life is associated with the availability of safe drinking water and modern toilet facilities. In the case of project district, access to safe drinking water varies between the 5 project districts - Taplejung has the highest access rate to safe drinking water (90.54 per cent) and Sankhuwasabha (67.59 per cent) has the least access.

Access to a modern toilet facility is one of the important sanitation indicators. Only two fifths of households in Nepal have access to a modern toilet with highest in the Hill Brahman/Chhetri. Ilam has highest access to modern toilet with 33.82 per cent and Sankhuwasabha has the lowest access to a modern toilet facility (15.54 per cent). Sankhuwasabha has least access to both drinking water and modern toilet facility than other four project districts. Refer to **Table 10**.

Table 10 Access to Safe Drinking Water and Modern Toilet Facility in the Project Districts

Source: Tamang and Gurung 2014

Districts	ASDW in %	MTF in %	Total Population of the District in Number
Ilam	78.00	33.82	290,254
Panchthar	71.65	22.82	191,817
Sankhuwasabha	67.59	15.54	158,742
Taplejung	90.54	17.49	127,461
Tehrathum	77.93	25.41	101,577

Disability in the Project Districts

Regarding disability, about two percent (1.94 per cent; 513,321) of the country's total population are reported to have some kind of disability. Physical disability constitutes 36.3 per cent of the population with disability followed by Blindness/Low vision (18.5 per cent), Deaf/Hard of hearing (15.4 per cent), Speech problems (11.5 per cent), Multiple Disability (7.5 per cent), Mental Disability (6.0 per cent), Intellectual Disability (2.9 per cent) and Deaf-Blind (1.8 per cent). As one of the reports of Central Department of Sociology/Anthropology, disability is higher in the Hill Dalits (3.0 per cent) followed by Hill Chhetri (2.9 per cent), Madheshi Brahman/Chhetri (2.8 per cent), Madheshi/Hill Janajati and Madheshi Dalits (2.4 per cent). This report content is similar to the CBS report 2012. Moreover, disability rate of women is higher than men.

The disability rate of the project district is 2.63 per cent, which is higher than the national rate (1.94). The rate varies in the 5 project districts e.g. the lowest being Tehrathum with 2.45 per cent and highest being the Taplejung with 2.93 per cent. Besides, it varies between the caste and ethnic groups e.g. disability rate of Hill Dalits is the highest (3.03 per cent) followed by Hill Brahman (2.83 per cent), Hill Janajati (2.66 per cent), Newar (2.41 per cent) and Hill Chhetri (2.4 per cent).

²⁵ Literacy rate of the population aged 5 years and above.

State of Local Level Representation by Gender and Social Groups

The project area has 34 local levels (10 municipalities and 24 rural municipalities). **Error! Reference source not found.** shows that local level bodies are highly male dominated i.e. all the 34 local level representatives (mayors/ chairpersons) are men, and 31 deputy mayors/vice chairs are women (9 deputy mayor and 22 deputy/vice chairperson).

Table 11 Elected Local Level Representatives by Gender and Social Group

<i>Local Level/ Wards</i>	<i>Mayor</i>		<i>Deputy Mayor</i>		<i>Chairperson</i>		<i>Deputy/Vice Chairperson</i>		<i>Total in No.</i>	
<i>Gender</i>	<i>Men</i>	<i>Women</i>	<i>Men</i>	<i>Women</i>	<i>Men</i>	<i>Women</i>	<i>Men</i>	<i>Women</i>	<i>Men</i>	<i>Women</i>
	10	-	1	9	24	-	2	22	37	31
<i>Social Groups</i>										
Limbu	4	-	1	-	15	-	-	9	20	9
HCB ²⁶	4	-	-	5	4	-	-	12	8	17
Rai	1	-	-	2	3	-	2	-	6	2
Newar	-	-	-	2	1	-	-	-	1	2
Gurung	-	-	-	-	1	-	-	1	1	1
Yakkha	1	-	-	-	-	-	-	-	1	-

Source: <https://www.ssthaniya.gov.np/gis/>

Social groups representation in the local level is quite proportionate. Limbu, Hill Brahman and Chhetri, Rai, Newar, Gurung and Yakkha leaders are 29, 25, 8, 3, 2 and 1 number respectively.

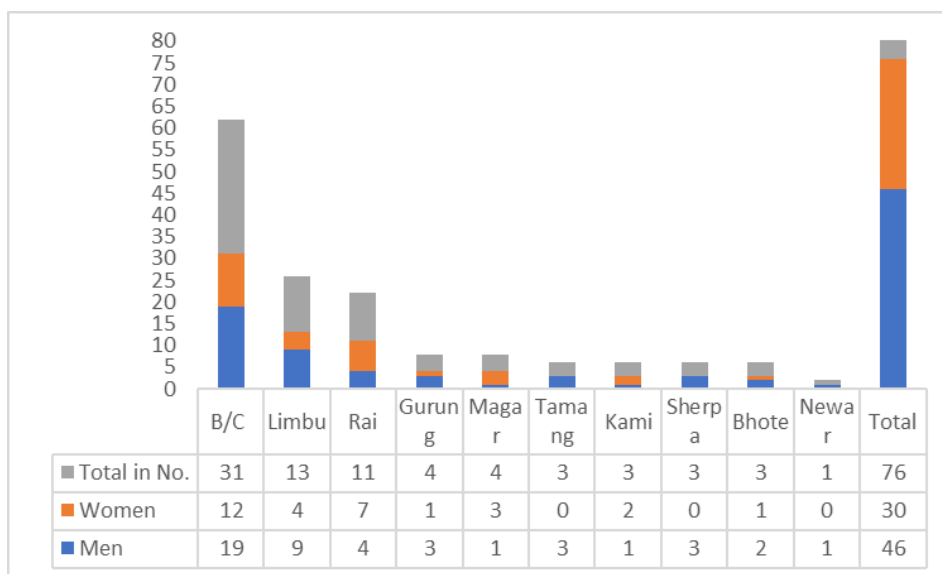
As per the Local Level Election Act 2073, the party shall make arrangements to submit nomination papers in such a manner that 50 per cent of the candidates shall be women chairperson, vice-chairperson, chief and deputy chief of the district coordination committee. However, if the party nominates only one candidate, the provision mentioned above will not apply. This provision cannot assure electing mayors and deputy mayors by different gender. This applies also in the ward chairperson and deputy/vice chairperson roles. While in the Constitution 2015, it is clearly mentioned that the president and vice president, speaker and vice speaker should be (elected) different gender.

State of Representatives in the Project District FECOFUN by Gender and Social Groups

There are five working committees of the Federation of Community Forest Users' Group Nepal (FECOFUN) in the proposed project district (one each in the district) with total of 76 executives. Of them, 30 (39.47 per cent) are women and 46 men (60.52 per cent). The composition of the body as of social groups is quite inclusive i.e. 55 per cent Adivasi Janajati, 41 per cent Brahman/Chhetri and 4 per cent Dalits. Though, in terms of proportionate representation of the social groups Brahman/Chhetri are in the higher side as their population is only 21.54 per cent (Chhetri 12.08 per cent and Brahman 9.46 per cent) and their representation in the executive body and chair is 41 per cent and 60 per cent respectively.

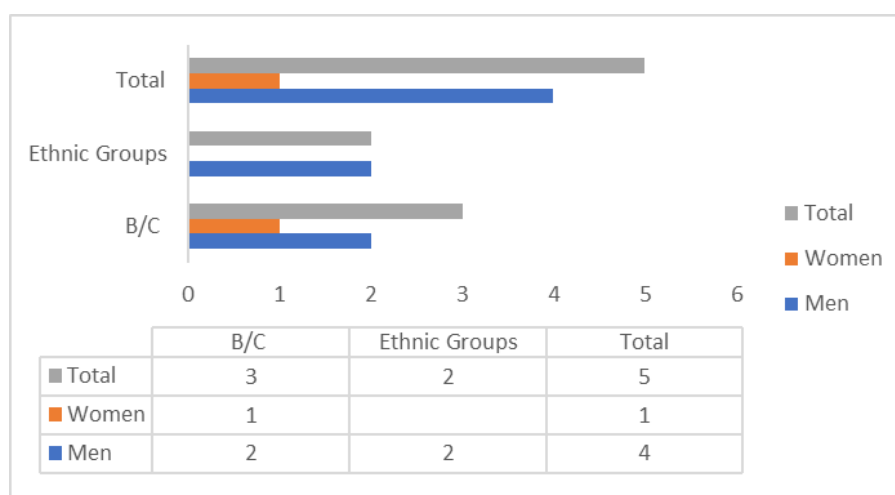
Figure 2 and

Figure 3 show that the committee executives are highly dominated by men (46; 60.52 per cent) and Brahman/Chhetri (31; 41 per cent).



Source: FECOFUN office, Oct 2020

Figure 2 FECOFUN Committee Executives by Gender and Social Groups



Source: FECOFUN District Chairs, Oct 2020

Figure 3 FECOFUN Committee Chairperson by Gender and Social Groups

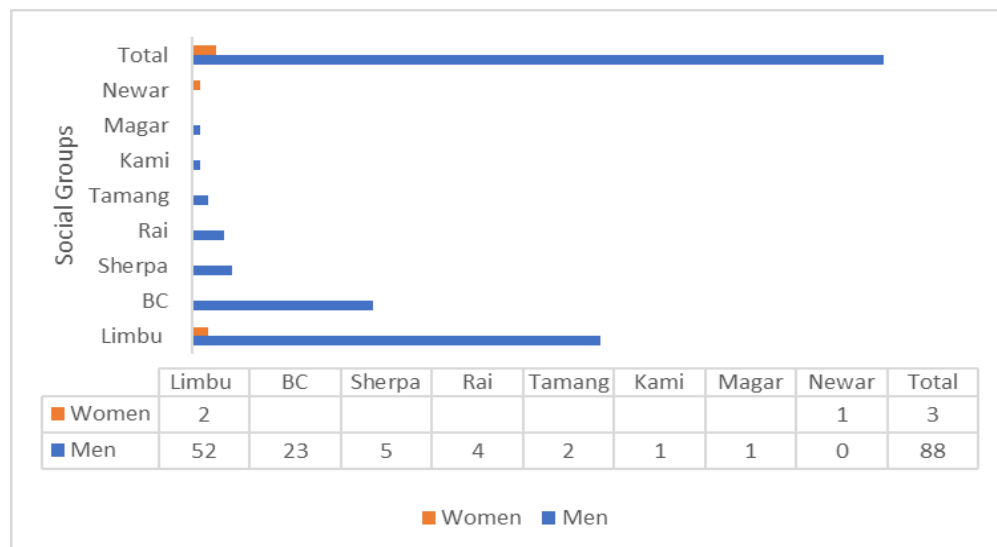
The composition of the FECOFUN district executive body in terms of gender and social groups' representations show that they disregarded the Community Forest Guidance (GoN 2009) which was not expected as they are an advocating organization of CFUGs.

The CF guidelines 2009 clearly state that the presence of women in any committee should be at least 50 per cent and the remaining 50 per cent should be proportional representation from marginalized, Dalit, Adivasi, Janajati and caste groups. Refer to **Box 4**.

State of Representatives in CFUGs Committee by Gender and Social Groups

One of the project area districts - Taplejung has total of 9 local level, 55 wards and 91 Community Forest User Groups (CFUGs). Not surprisingly, leaderships still fall under the men's domain as there are only three (3.29 per cent) women chair out of 91 CFUGs i.e. 88 chairpersons (96.71 per cent) are men. See Figure 4. The Guidelines of the Community Forest Development Program (GoN 2009) clearly says that at least one woman should be elected as chair or secretary. Moreover, it states women

representation in the CFUGs Committee should be at least 50 per cent. See Box 4. This makes it clear that the government's Community Forest Development Program Guidelines especially in terms of gender equality and inclusion are yet to be fully understood and implemented.



Source: FECOFUN Taplejung, Oct 2020

Figure 4 CFUG Chair by Gender and Social Group – Taplejung

उपभोक्ता समितिको गठन

साधारण सभाबाट उपभोक्ता समितिको गठन गर्नु पर्दछ । यसरी समिति गठन गर्दा सबै वर्गका उपभोक्ताहरू जस्तै: विपन्न, महिला, दलित, आदिवासी, जनजाति आदिको समानुपातिक प्रतिनिधित्व सुनिश्चित गर्नुपर्दछ । समितिमा विपन्न, दलित, आदिवासी, जनजाति समेतको प्रतिनिधित्व हुने गरी **कम्तिमा ५० प्रतिशत महिलाको अनिवार्य व्यवस्था गर्नुपर्दछ । बाँकी ५० प्रतिशतमा पनि विपन्न, दलित, आदिवासी, जनजाति र जातजातिको समानुपातिक प्रतिनिधित्व गर्नु पर्नेछ । अध्यक्ष र सचिवमध्ये एक जना महिला हुनुपर्नेछ ।** समिति गठन गर्दा सबै टोलको प्रतिनिधित्व हुने व्यवस्था मिलाउनु पर्दछ । समिति चयन गर्दा सकेसम्म आमसहमतिका आधारमा गर्नु पर्दछ । यसरी चयन भएका समितिका पदाधिकारीहरूले साधारण सभा समक्ष प्रतिबद्धता व्यक्त गर्नु पर्नेछ । उपभोक्ता समितिका सम्पूर्ण पदाधिकारीहरू सार्वजनिक पद धारण गर्ने व्यक्ति मानिने छ ।

Source: सामुदायिक वन विकास कार्यक्रमको मार्गदर्शन, पृष्ठ ११ (२०६५ साल)

Box 4 Formation of User Group Committee

Note: Further analysis of project area CFUGs will be conducted including composition of the committee in the project's first year since CFUG data/information are not available despite several requests and follow ups with the CFUG Committee chairs and GESI focal at Ministry of Forest and Environment, Kathmandu.

A Summary of Direct and Root Causes

Most Nepali women still experience degrees of exclusion in several areas including education and control over decision to marry, and the project area is not an exception. Besides, gender discrimination is one of the significant features of Nepali society, with men continuing to dominate socio-economic and political spheres. The male dominated society has created huge social barriers for women's participation, access to resources and opportunities and even women's fundamental human rights. The country's patriarchal value system is the root cause of women's subordination and social exclusion.

Thus, gender equality and social inclusion is one of the cross cutting and key agendas for development. Gender equality and social inclusion provides opportunities for socio-economic and political activities, therefore, is intrinsically linked to standard of living. Furthermore, social inclusion is a process ensuring fullest participation of all individuals, and access to resources and opportunities in all spheres of life. It can be achieved mainly through two steps:

- i) first, removing barriers to full participation, access to resources and opportunities - ensuring legal structure and policies are in place that promote a society where the diversity is considered an asset,
- ii) second, eliminate exclusion risk factors, and to change attitudes and mindset of bureaucrats and politician since legal structure and policy may be in place it should be implemented effectively and efficiently in order to encourage fullest participation of individuals facing barrier to inclusion.

The process of removing the barriers in order to change the attitudes and mindset is possible through the government's legal and policy interventions as well as through evidence based knowledge sharing, interactions and consultations at all three levels - that can promote the social harmony, participation and integration; and to speed up the process of gender equality and social inclusion and help to change the attitude to what is accepted as 'normal' (Das and Gautam, 2014).

Additionally, social inclusion is an ongoing process and can be assessed over a particular time-span by identifying and then measuring specific gender and social indicators relevant to the society and the project. The indicators may change over time. The gender and social inclusion status presented here provides baseline/benchmark for formulation and monitoring of inclusive result framework during and beyond the project lifetime.

An Assessment of Barriers

Socio-cultural Barriers

Socio-cultural barriers are one of the key hurdles to changing to an inclusive society, decision making and sustainable natural resource management where all individual enjoy impartiality and the project/project area is no exception. The patriarchal value system is the root cause of women's subordination and social exclusion as women are being discriminated based on patriarchal values, stigmatization of cultural identity and language, caste hierarchy and untouchability, skin tones, region and religion. The dominant social norms (values, beliefs, attitudes, behaviours, practices) support male dominance especially within the patriarchal framework and support impunity. The priority continues to go to men based on traditional gender roles in terms of capacity building and leadership development.

There is a focus on reaching 'numbers' of women (e.g. during trainings) but inadequate attention is given to creating a conducive environment for them to operate in and to apply those skills e.g. access to and accessibility of services - education, health, justice, security, social welfare to prevent (discrimination).

The caste system, which was legally enforced by the state for over a century since middle of 19th century in Nepal, stands out as 'ideal type' of exclusion complete with religious ideology, notion of hierarchy based on purity and pollution and mechanism of social ostracism to punish the deviant. The excluded groups are among the poorest of the nation, they lack access to political decision making and are most vulnerable to disasters - natural and human-made.

Policy Barriers

Regarding policy barriers, as mentioned earlier, the Local Level Election Act 2073 cannot assure the mayor and deputy mayor by gender. This applies also in the election of ward chairperson and deputy chairperson. While in the Constitution 2015, it is clearly mentioned that the president and vice president, speaker and vice speaker should be elected by different gender.

Knowledge Barriers

In the context of the project area, disaggregated data and information on the population by gender, age and social groups is inadequate and incomplete to analyse gender equality and social inclusion indicators. For example, Province 1, all 34 local levels' populations by social group is available but not by gender. Whereas the project areas' ward population by gender is available, but not by social group.

As mentioned earlier, the project area (Province 1, 34 local levels and 186 wards) is well ahead on developing legal documents - policies, acts, regulations and district profiles, and are accessible in their websites. Of the 34 local levels, a total of 27 (79.41 per cent) have developed documents related to the Gender Equality and Social Inclusion. Refer to Annex 3. Though the local level and ward

representatives have limited knowledge and understanding on what content is there and how it relates to their everyday administration, operations and implementation.

Capacity Barrier

It is very promising that local levels have enacted laws on Gender Equality, although these laws have not been fully discussed, understood, and implemented. Key reasons for this are limited reading habits and limited legal literacy to understand the acts/laws. Therefore, the local level representatives especially the deputy mayors and deputy/vice-chairpersons need be empowered or capacity developed on reading, understanding, and implementing legal documents related to the Gender Equality and Social Inclusion.

Structural barriers, such as discriminatory laws and institutions

According to the Local Government Operation Act, 2074 B.S., the deputy mayor and deputy/vice-chairperson are the coordinators of the judicial committee of the local level i.e. both must perform judicial functions at the local level. Moreover, they have coordinating roles for the activities of non-government organizations, work related to the protection of consumer interests, monitoring, and supervising the plans and programs, and submitting to the local level's executive meeting. As mentioned earlier, most of the deputy mayors and deputy/vice chairpersons are women and functioning as judiciary committee coordinators. However, because they have limited skill and capacity to understand legal documents they are less effective in implementation of legal acts, they have poor access to, or capacity to generate, financial resources, and limited possibilities to run for office.

An Assessment of Risks to the success of the project in terms of GESI

Before considering the risks, it is useful to highlight some challenges that face the project. The constitutional, political and policy changes that have occurred since 2007 have reflected the need to address the deep-rooted, systematic marginalization and the barriers to realizing basic rights for all, yet the changes needed to achieve a better impact have been slow. The integration of GESI policies, principles and practices, that lead to changes in the socio-cultural norms and values which treat all segments of Nepali society as equals and as rights holders - lies at the crux of improving the situation. The understanding, commitment and zero tolerance for discriminatory practices, championed by the top leaders at all levels and in all institutions will have the biggest impact, while those at all levels of the demand chain need the tools, information and evidence to create sustained pressure for the necessary change.

The political will and commitment to truly make a difference has been a slow process, partly due to the lack of evidence-based advocacy, subsequent policy responses, and the implementation of policies without any sanctions for people that do not apply the policies. This huge challenge needs to be addressed through multiple approaches, at all levels of government, academia and civil society institutions.

Widespread consultative dissemination of information and training of project stakeholders including local level representatives, policy makers, and community/social leaders to better understand and use/implement the policies/ information (on GESI, forestry, land and biodiversity) can provide the grounds for building a more equal, socially inclusive forest, land and biodiversity management for all.

Description of risk	Impact	Probability of occurrence	Mitigation actions	Responsible party
Elite Capture in the name of inclusion of women, marginalized and vulnerable groups especially in the project interventions/activities.	H	M	A thorough tailor-made events to aware, educate and monitor implementation of the GESI obligations as per the amended community forestry act 2071, community forestry program guidelines 2009, national forest policy 2019, national environmental policy 2019, land use act 2019, local government operation	Both Project and Implementing Partner(s)

Description of risk	Impact	Probability of occurrence	Mitigation actions	Responsible party
			act 2017, revised climate change policy 2019, and so on.	
Limited knowledge, understanding and capacity of implementation of policies, act and plans that promote GESI in (community) forestry, land and biodiversity management.	H	M	Legal literacy program activities to make the local body, project implementation agencies, women, marginalized and vulnerable groups know and understand GESI policies and provisions in relation to the (community) forestry, land and biodiversity conservation and management policies, acts and guidelines as mentioned above.	Both project and Implementing Partner(s)
Influence of the party politics in the name of inclusion/proportional representation	H	M	Assist provincial government to amend the Local Election Act 2072 with different genders in all positions e.g. Mayor and Deputy-Mayor, Chair and - Deputy-chair.	Both Project and Implementing Partner(s)
Lack of political will and (human and financial) resources in all levels of the government	H	H	Periodic events such as consultation meeting, workshop and trailer made trainings including action plan and follow up monitoring activities. The events' target group would be local level representatives and agenda would be expectations, updated progress status, mandates /roles/ responsibilities of implementing partner(s), challenges and risks and the risks mitigation measures in the context of implementing or and promoting GESI in the forestry, land and biodiversity conservation and management.	Both - project and Implementing Partner(s)
COVID-19 Pandemic restriction on travel and mass gathering/events.	M	M	Aware and educate people and community on health and safety measures and protocols, as advised by the government.	All

Table 12 Risk Matrix

, the risk matrix shows potential risks, impacts and mitigation actions.

Table 12 Risk Matrix

Description of risk	Impact ²⁷	Probability of occurrence ²⁸	Mitigation actions	Responsible party
Elite Capture in the name of inclusion of women, marginalized and vulnerable groups especially in the project interventions/activities.	H	M	A thorough tailor-made events to aware, educate and monitor implementation of the GESI obligations as per the amended community forestry act 2071, community forestry program guidelines 2009, national forest policy 2019, national environmental policy 2019, land use act 2019, local government operation act 2017, revised climate change policy 2019, and so on.	Both Project and Implementing Partner(s)
Limited knowledge, understanding and capacity of implementation of policies, act and plans that promote GESI in (community) forestry, land and biodiversity management.	H	M	Legal literacy program activities to make the local body, project implementation agencies, women, marginalized and vulnerable groups know and understand GESI policies and provisions in relation to the (community) forestry, land and biodiversity conservation and management policies, acts and guidelines as mentioned above.	Both project and Implementing Partner(s)
Influence of the party politics in the name of inclusion/proportional representation	H	M	Assist provincial government to amend the Local Election Act 2072 with different genders in all positions e.g. Mayor and Deputy-Mayor, Chair and - Deputy-chair.	Both Project and Implementing Partner(s)
Lack of political will and (human and financial) resources in all levels of the government	H	H	Periodic events such as consultation meeting, workshop and trailer made trainings including action plan and follow up monitoring activities. The events' target group would be local level representatives and agenda would be expectations, updated progress status, mandates /roles/ responsibilities of implementing partner(s), challenges and risks and the risks mitigation measures in the context of implementing or and promoting GESI in the forestry, land and biodiversity conservation and management.	Both - project and Implementing Partner(s)
COVID-19 Pandemic restriction on travel and mass gathering/events.	M	M	Aware and educate people and community on health and safety measures and protocols, as advised by the government.	All

²⁷ H: High; M: Moderate; L: Low

²⁸ H: High; M: Moderate; L: Low

Recommended Key Activities

Recommended key activities are presented in Table 13

Table 13 Summary of the key activities to support gender and social inclusion

Proposed activities	Indicators	Baseline situation	Mid-Term target	Final target	Means of verification	Assumptions
Develop CFUG level disaggregated database formats, and based on the formats prepare GESI profiles/ GESI status reports.	CFUGs' GESI database in place executives by position, gender and social groups, status of peoples' education, health, employment, income, poverty, participation in benefit sharing, peoples' engagement in development initiatives of the government, and other projects implementing by development partners. In sum, overall women's, marginalised and vulnerable groups' inclusion status.	Not available/ only limited disaggregated data are available such as total number of executive committee members and users households.	50 CFUGs GESI Profile	200 CFUGs GESI Profiles	Periodic Project Reports and CFUGs GESI Profiles	CFUGs leads and initiates developing the GESI database/profiles positively.
Tailor-made events such as consultation workshop and thematic training to aware, educate and enhance women, marginalized and vulnerable groups' engagement in benefit sharing in development initiatives of the government and the project.	<p>Number of tailor-made events to number of Judicial Committee (<i>Nyayik Samittee</i>) chairs on policies/ provisions around issues of women, marginalised and vulnerable groups' social positions, status, and equality.</p> <p>Number of Judicial Committee chairs who accessed, aware and understood about their roles and responsibilities on women/marginalised groups' empowerment.</p> <p>Number of tailor made training to the number of GESI focal persons.</p>	Unaware or Limited knowledge about the legal provisions on gender and inclusion.	Trained Province 1 and 34 local level GESI Focal persons.		Periodic Project Reports, Province 1 and local level Periodic Reports.	The local level representatives leads and initiates the tailor-made events positively.

Proposed activities	Indicators	Baseline situation	Mid-Term target	Final target	Means of verification	Assumptions
Prepare GESI Action Plan of Province 1 and 34 local level in the context of forestry, land and biodiversity conservation, and management.	Number of facilitation workshop to prepare GESI action plan. Number of GESI action plan.	Not available	Trained Province 1 and 34 local level GESI focal persons.	Province 1 and 34 local level GESI action plan.	GESI action plans of Province 1 and 34 local level.	Local level representatives leads and initiates developing the GESI action plan positively.
Develop GESI training manual - session plan with contents and messages.	Number of consultation workshops with local representatives and GESI focal persons to prepare contents and messages.	Not available.	Project area focused GESI training manual.		GESI training manual for the project area.	Local level representatives leads and initiates developing GESI training manual - session plan, contents and messages positively.
Review and revise the Operational Plan of CFUGs in GESI perspectives.	As of the CF guidelines 2009, at least 50 per cent women and marginalised people should be in the executive body.	The guidelines regarded partially.	25 per cent OPs revised.	100 per cent OPs revised.	Inclusive OPs.	Local level representatives leads and initiates OPs revision positively.
Economic Empowerment: Support CFUGs on high value Agro-Forestry and NTFP based enterprise development activities	Number of potential initiatives explored. Cost-benefit analysis report on the high value Ayurvedic plant-based enterprise. Number of training to the CFUGs with high preference to the women, marginalized and vulnerable people. Number of nurseries established, operated and managed by the CFUGs.	A project on 'Feasibility Study for Establishment of Ayurveda Medicine and Drug Processing and Production Centre exist in Ilam, but reports/documents related to the project is not available despite several follow up. Mr Udaya Kumar Loh Tamang of Chauki, near Tinjure producing <i>Satuwa</i> (Paris polyphylla) saplings by seed for years.	Two nursery	Two nursery, two enterprise.	Project periodic report	Local level representatives including CFUGs leads and initiates Agro-forestry and NTFP based enterprise development initiatives.

Proposed activities	Indicators	Baseline situation	Mid-Term target	Final target	Means of verification	Assumptions
Research and Development: Administer research on Indigenous and Traditional Knowledge (ITK) on medicinal plants for food preservation and fermentation in the project area. Marketing and promotion of the knowledge - in person (consultation workshop), print, and electronic for wider communication and dissemination.	Number of research on ITK. Number of communication and dissemination events/activities - number of workshops and publications.	Some research on ITK in Tinjure Milke area done by some international organisation in Nepal though limited marketing and promotion activities in terms of enterprise development in the proposed project area.		ITK publication	Project periodic report, ITK publication	Local level representatives including CFUGs leads and initiates ITK initiatives .

Data disaggregation at all levels (individual, household, community) will be a cornerstone to success of the project outcomes, by helping the project to measure and report on progress. Disaggregated data will also help stakeholders to hold government and decision makers to account for all national and international commitments, especially in terms of an 'inclusive' federal state vis-a-vis inclusive (forest) natural resource management and for 'leaving no one behind'.

It will be necessary to dig deep into power relations and social relations between women and men, and the resulting impacts on their wellbeing in the context of both inclusive forest governance and (climate/disasters) resilience.

Rich disaggregated data will allow the project and stakeholders to investigate the intersections between gender, caste and ethnicity, and other socio-cultural, economic and political markers. Thus, one of the key milestones of the project is to collect and report disaggregate data where possible,

- by gender
- by social groups- caste/ethnicity
- by age- particularly youth (ages xx), elderly (ages xx and above).
- by physical (and mental) capacities - differently abled people, disaggregated by sex and age.
- by geographic area/ spatial considerations e.g. access to basic infrastructures, remote and isolated communities.

Table 14 Summary of Projected Costs of specific activities

Activity	Projected Costs (US\$)				
	Year 1	Year 2	Year 3	Year 4*	Total
Develop CFUG level disaggregated database formats, and based on the formats prepare GESI profiles/ GESI status reports. <i>Note: @USD 200/Profile</i>	5,000	15,000	20,000	-	40,000
Tailor-made events such as consultation workshop and thematic training to aware, educate and enhance women, marginalized and vulnerable groups' engagement in benefit sharing in development initiatives of the government and the projects. <i>Note: @USD 5,000/event</i>	10,000	25,000	15,000	-	50,000
Prepare GESI Action Plan of Province 1 and 34 Local Level in the context of forestry, land and biodiversity conservation and management. <i>Note: @USD 1,000/Plan</i>	2,000	33,000	-	-	35,000
Develop GESI training manual - session plan with contents and messages.	-	10,000	-	-	10,000
Review and revise the Operational Plan of CFUGs in the context of GESI perspectives. <i>Note: @USD 1,000/OP revision; 100 OPs max</i>	10,000	80,000	10,000	-	1,00,000
<i>Sub Total</i>	<i>27,000</i>	<i>163,000</i>	<i>45,000</i>	<i>-</i>	<i>2,35,000</i>
Agro-Forestry and NTFP based enterprise development activities: <ul style="list-style-type: none"> Explore and administer cost-benefit analysis on high value agro-forestry and NTFP based enterprise establishment, marketing and promotion especially - <i>Taxus mairie</i> and <i>Paris polyphylla</i>. Train CFUGs on Agro-Forestry and NTFT based enterprise development including operational management, marketing and promotion. High value Ayurveda plant/tree-based enterprise such as <i>Lauth Sallo</i> (<i>Taxus maries</i>) and <i>Satuwa</i> (<i>Paris polyphylla</i>) as it has been recommended by most of the stakeholders. For the proposed project it would be piloting enterprise development initiatives. Monitor and follow up support to the newly established entrepreneurs <i>Note: The estimated budget including at least two nurseries - establishment, operation, and management of at least two plants (Taxus mailie, Paris polyphylla) for action research and marketing/promotion.</i> Direct and indirect beneficiaries would be women, marginalized and vulnerable people.	1,00,000	200,000	200,000	100,000	600,000
Research and Development: <ul style="list-style-type: none"> Research on Indigenous and Traditional Knowledge (ITK) on medicinal plants for food preservation and fermentation. Marketing and promotion of the knowledge - in person (consultation workshop), print, and electronic version for wider communication and dissemination. 	100,000	200,000	200,000	100,000	600,000
Grand Total	227,000	563,000	445,000	200,000	1435000

*The final year of the project will be more focused on monitoring, reporting and wrap up thus GESI specific events/activities/budget not been planned.

Potential project partners and co-funding

Name of Potential Partner	Category of partner (Government, NGO, Private Sector, International)	Role they can play	Amount (US\$) (Indicative)
Deurali Society, Tehrathum (See Box 5)	NGO	GESI focused programs and activities including capacity building training and workshop to the GESI Focal Persons - Province, Local Levels, District Coordination Committees, District Forest Office and CFUG Committees. Legal awareness training and workshop to the chairs of Judicial Committee, GESI profile and action plan development.	300,000
FECOFUN	NGO/Civil Society	Legal awareness activities to the local level representatives in close coordination with Deurali Society, Tehrathum	200,000
NEFIN	NGO/Civil Society	Indigenous and Traditional Knowledge (ITK) documentation, marketing and promotion in close coordination and collaboration with the project and District Forest Offices	300,000
Association of traders - medicinal and herbs	Trader/Private Company	Promotion and Marketing of the medicinal plants/herbs	100,000
Central College of Technology, Hattisar, Dharan, Sunsari, Nepal	Tribhuvan University	Action research and development especially on high value medicinal plants and herbs and Indigenous and Traditional Knowledge of food preservation. Promotion and wider dissemination of the evidence based knowledge.	500,000

Deurali Society, one of the leading NGOs has been working in Province 1 for almost 28 years in collaboration with different development partners, programs, and projects especially in Tehrathum district. Biodiversity/forest sector and vulnerable communities - poor, women, Dalits are the key target groups of the society. The society has quite an inclusive working body with 4 women and 2 Dalits out of the total 12 members.

Targeting the vulnerable households by mobilizing local resources, commercializing agro-forestry products and implementing micro enterprise development projects and activities. In the initial years, the society has worked in collaboration with the Action Aids Nepal (an international organization in Nepal) mainstreaming backward communities in the development activities. Training program on *Allo (Girardinia diversifolia)* is one of the programs conducted in the past. At present, the society is working on the theme - education rights and social inclusion.

Source: Deurali Society Profile 2018 and Consultation, Sept - Oct 2020

Box 5 Local NGO - Deurali Society, Tehrathum 1992

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Annex 1: List of Personnel Consulted, Sept-Oct 2020

SN	Name	Position, Affiliation	Contact	Issues Discussed/Consulted
1.	Ms. Bharati Pathak	Chairperson, FECOFUN ²⁹	98511-13829	CFUGs, GESI and Forest Act 2076
2.	Ms. Parbata Gautam	Treasurer, FECOFUN	98520-57118	CFUGs program activities
3.	Ms. Saraswati Shrestha	GESI ³⁰ Staff, FECOFUN	98414-11436	FECOFUN and GESI
4.	Mr. TulasiSangroula	Coordinator, FECOFUN, Province 1	98520-50291	Forestry related activity conducted by FECOFUN
5.	Mr. Suraj Ojha	FECOFUN Chairperson, Taplejung	9852681283	CFUG's name list
6.	Mr. Kewal Maden	FECOFUN vice secretary, Taplejung		CFUG
7.	Mr. Deu Bahadur Gurung	FECOFUN Chairperson, Ilam	9861747150	FAO project and his concerns
8.	Ms. Manuta Rai	FECOFUN, Treasure, Ilam	9862630512	CFUGs
9.	Mr. Debi Prasad Nyaupane	FECOFUN Chairperson, Panchthar	9852684640 9842661716	FAO project and his concerns
10.	Mr. Ganesh Kumar Limbu	FECOFUN Chairperson, Tehrathum	9842426840	FAO project and his concerns
11.	Ms. Laxmi Chapagain	FECOFUN Chairperson, Sankhuwasabha	9852099889	GESI
12.	Mr. Wangchhedar Lama	FECOFUN Secretary Sankhuwasabha		Stinging nettle (he is working in stinging nettle in Sankhuwasabha)
13.	Mr Tekendra Khoyang	Chairperson, Jagera C.F.U.G. Yangwarak Taplejung	9807912383	User groups by gender
14.	Mr Purna Bahadur Khati	Chairperson, Banpala CFUG, Miringdin, Taplejung	9818633535	User group by gender and caste/ethnicity
15.	Mr Kishor Rai	CF ³¹ Chairperson, DhansinghThulojor	98425-90067	Gender and participation in CFUGs
16.	Ms. Yasoda Adhikari	MP ³² , Province 1	98611-32968	Women participation in local level
17.	Mr Bhawani Khapung	Federal MP from Tehrathum	98520-53048	Medicinal plant farming in Tinjure
18.	Mr. Laxman Tiwari	Member of Parliament of Province 1 from Tehrathum	98510-40565	Forestry and Biodiversity Conservation activity in Tehrathum
19.	Mr Bijaya Subba	Member of Federal Parliament	9851152700	FAO project
20.	Mr Dhanendra Maden	Chairperson, Taplejung district Coordination Committee	98526-81513	Representative by gender in five District Coordination Committee
21.	Mr Bidur Kumar Ligthep	Mayor, Madi Municipality, Sankhusabha	98520-51488	Conservation programs
22.	Mr Arjun Mabuhang	Mayor, LaliGurans Municipality, Tehrathum	98520-53056	GESI guideline of the Municipality
23.	Mr Bam Bahadur Bhattra Tara	Deputy Mayor, Phunling Municipality, Taplejung	98426-91151	Women representative in local level
24.	Mr Keshar K. Menyangbo	Chairperson, Pathibhara Yangwarak R.M. ³³	98426-60119	Local level election and women's participation
25.	Mr Tara Man Maden	Former chairman, Simle VDC, Tehrathum	9852048155	FAO project and his concerns

²⁹ Federation of Community Forest Users Nepal

³⁰ Gender Equality and Social Inclusion

³¹ Community Forest

³² Member of parliament

³³ Rural Municipality

SN	Name	Position, Affiliation	Contact	Issues Discussed/Consulted
26.	Mr. Hikmat Basnet	Personal Secretary of the Minister, Ministry of Social Development	98520-57006	GESI in Province 1 and Aayurvedic industry
27.	Mr. Arjun Niroula	Admin. Officer, Lali Gurans Municipality, Tehrathum	98520-82111	Women representative of local level.
28.	Mr Kali Bdr Bhujel	Admin officer, Ilam Municipality	98526-24111	IPs ³⁴ /caste population
29.	Ms Tank Maya Limbu	Member, Deurali Society, Tehrathum (NGO ³⁵)	98421-91975	NGOs focused on forestry program in Tehrathum
30.	Mr Sumeet Gautam	Station Manager, WWF Nepal, Tehrathum	98417-28508	Programs of WWF Nepal in Tinjure Milke Jalajala
31.	Mr Kapil Dev Singhak	Coordinator, Deurali Society, Tehrathum (NGO)	98520-49082	Deurali Society and GESI
32.	Mr Ganga Kharel	Under Secretary, Election Commissions	01-4223182	Local Election Act, 2073 and women's participation
33.	Mr. Bhola Paswan ³⁶	Journalist, Naya Patrika (national daily)	98494-85331	Women representation in local election
34.	Dr. Bhabindra Niroula, PhD	PG ³⁷ Campus, Biratnagar	98421-34558	Report status of FSEAMDRPC ³⁸
35.	Mr Tirtha Acharya	Task force member, FSEAMDRPC	98511-77532	Activity of FSEAMDRPC
36.	Mr Sagar Dahal	Chairperson, Small Mammals Conservation and Research Foundation	9841508494	Faunal research in the east Nepal
37.	Associate Prof. Dr Dil Kumar Limbu, PhD	Campus chief, Central Campus of Technology, Hattisar, Dharan, Sunsari.	9852056782	Expertise area of CCT Campus
38.	Prof. Dr. Dhan Bahadur Karki, PhD	Central Campus of Technology, Hattisar, Dharan, Sunsari (Ex. Campus chief)	9862023343	Beverage and other food
39.	Prof. Basant Kumar Rai	Central Campus of Technology, Hattisar, Dharan, Sunsari (Department Head)	9862072561	Beverage and other food items
40.	Mr. Ram Chandra Adhikari	Lecturer in Zoology , Post Graduate Campus Biratnagar, Morang		Medicinal herbs and Ayurvedic drugs
41.	Mr. Santos Kumar Chaudhary	District Forest Office, Tehrathum	026460131	District Forest Office, Tehrathum - Publication
42.	Mr. Utsav Thapa	District Forest Office, Tehrathum	9842745363	District Forest Office, Tehrathum - Publication

³⁴ Indigenous People

³⁵ Non Government Organization

³⁶ Article author - 'Data Revealed Local Elections a Disaster for Gender Equality', on 24 October 2017 (The Record- Online News porter).

³⁷ Post Graduate Campus Biratnagar, Morang, Tribhuvan University

³⁸ Feasibility Study for Establishment of Ayurveda Medicine and Drug Processing and Production Center

Annex 2: List of National Documents and International Agreements Ratified by the Government of Nepal

1. Article 42-1 of the Constitution of Nepal 2015, which stipulates that “socially backward women, Dalit, indigenous people, indigenous nationalities, Madheshi, Tharu, minorities, persons with disabilities, marginalized communities, Muslims, backward classes, gender and sexual minorities, youths, farmers, labourers, oppressed or citizens of backward regions and indigent Khas Arya shall have the right to participate in the State bodies on the basis of inclusive principle”³⁹;
2. Article 38-4 of the Constitution of Nepal 2015, stipulating that “women shall have the right to participate in all bodies of the State on the basis of the principle of proportional inclusion”⁴⁰;
3. The Agenda 2030 and its Sustainable Development Goals, urging development interventions to “leave no one behind”⁴¹;
4. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), upholding women’s right to participate in and influence public life⁴²;
5. The Beijing Platform for Action (BPfA), calling for the removal of barriers to equal political participation.
6. The International Convention on the Elimination of All Forms of Racial Discrimination (CERD), calling for “fundamental freedoms for all, without distinction as to race, sex, language or religion”⁴³;
7. International Labour Organization (ILO) Convention No. 169, calling on Governments to protect the rights of indigenous and tribal peoples⁴⁴; and
8. The Election Commission Act 2017, directing the Election Commission Nepal (ECN) to adopt gender friendly and inclusive principles while conducting local elections in a free and fair manner⁴⁵.

³⁹ Constitution of Nepal (2015) Article 42-1

⁴⁰ Constitution of Nepal (2015) Article 38-4

⁴¹ UN (2015) *Resolution 70/1, Transforming our World: the 2030 Agenda for Sustainable Development*, 21 October 2015

⁴² United Nations (1979) Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

⁴³ United Nations Human Rights Office of the High Commissioner (OHCHR) (1965) *International Convention on the Elimination of All Forms of Racial Discrimination*, adopted on 21 December 1965

⁴⁴ International Labour Organization (ILO) (1989) *Indigenous and Tribal Peoples Convention, 1989 (No. 169)*

⁴⁵ Election Commission Nepal (2017) *The Local Level Election Act*. Government of Nepal.

Annex 3: The Local Government Documents related to Gender Equality and Social Inclusion

SN	Local Level	District	Title of the Documents
1	Suryodya M	Ilam	1. बालबालिका सम्बन्धी ऐन, २०७६
2	Maijogmai R.M.		2. बालबालिकाको आधारभूत तथा माध्यमिक शिक्षा ऐन, २०७६ 3. न्यायिक समितिले उजुरीको कारवाही किनारा गर्दा अपनाउनुपर्ने
3	Sandakpur R.M.		1. बाल अधिकार संरक्षण तथा सम्बद्र्धन कार्यविधि, २०७५ 2. विपन्न नागरिक औषधि उपचार कोष निर्देशिका २०७५ 3. शिक्षा निमावली, २०७५
4	Ilam M.		1. बालअधिकार संरक्षण तथा सम्बद्र्धन कार्यविधि, २०७४ 2. अनाथ तथा जोखिमयुक्त बालबालिका लागि सामाजिक सुरक्षा कार्यक्रम कार्यविधि ऐन, २०७५ 3. शिक्षा नियमावली, २०७४
5	Deumai M.		1. नगर आदिवासी जनजाति समन्वय समिति सञ्चालन कार्यविधि, २०७५ 2. अपाङ्गता भएका व्यक्तिको परिचयपत्र वितरण कार्यविधि, २०७५ 3. शिक्षा (पहिलो संशोधन) नियमावली, २०७५ 4. न्यायिक समिति (कार्यविधि नियमित गर्ने) ऐन, २०७४
6	Fakphokth. R.M		N/A
7	Hilihang R.M.	Panchthar	1. न्यायीक समिति कार्यविधि ऐन २०७५ 2. जेष्ठ नागरिक परिचय पत्र सम्बन्धि निर्देशिका २०७५ 3. मेलमिलाप कार्यसंचालन कार्यविधि २०७
8	Yangwarak R.M.		N/A
9	Falelung R.M.		1. शिक्षा ऐन, २०७६
10	Phidim M.		1. ज्येष्ठ नागरिक परिचय पत्र वितरण निर्देशिका २०७५ 2. शिक्षा नियमावली २०७५
11	Kummyak R.M.		1. अपाङ्गतासम्बन्धी सुचना तथा सहयोगी कक्ष (हेल्प डेक्स) संचालन सम्बन्धी कार्यविधि, २०७५
12	Falgunanda R.M.		2. ज्येष्ठ नागरिक परिचयपत्र बितरण कार्यविधि, २०७५
13	Miklajung R.M		3. शिक्षा ऐन, २०७४
14	Tumbewa R.M.		4. न्यायिक समितिले उजुरीको कारवाही किनारा गर्दा अपनाउनुपर्ने कार्यविधिको सम्बन्धमा व्यवस्था गर्न बनेको ऐन, २०७४
15	Sidingba R.M.	Taplejung	1. शिक्षा नियमावली-२०७४
16	Sirijangha R.M.		1. शिक्षा निमावली २०७६
17	Phaktangl. R.M.		1. शिशु पोषण खर्च कार्यविधि २०७५ 2. शिक्षा ऐन २०७५ 3. शिक्षा नियामावली, २०७५
18	Phungling M.		N/A
			1. अपाङ्गता भएका व्यक्तिको परिचय वितरण कार्यविधि २०७५ 2. न्यायिक समितिले उजुरीको कारवाही किनारा गर्दा अपनाउनुपर्ने कार्यविधिको सम्बन्धमा व्यवस्था गर्न बनेको ऐन, २०७५ 3. अपाङ्गता भएका व्यक्तिको परिचय(पत्र वितरण कार्यविधि, २०७५
			N/A
			1. स्थानीय शिक्षा ऐन, २०७६ 2. शिक्षा निमावली, २०७६
			N/A

SN	Local Level	District	Title of the Document
19	Mikwakhola R.M.		1. अपाङ्गता भएका व्यक्तिको परिचयपत्र वितरण कार्यविधि २०७४
			2. बालअधिकार संरक्षण तथा सम्बर्द्धन कार्यविधि २०७४
20	Pathibhara R.M.		1. अनाथ तथा जोखिमयुक्त बालबालिकाकालागि सामाजिक सुरक्षा कार्यक्रम (संचालन कार्यविधि) ऐन, २०७५
			2. जेष्ठ नागरिक परिचय-पत्र वितरण सम्बन्धि निर्देशिका, २०७५
			3. शिक्षा नियमावली, २०७४
21	Aathrai Tribeni		1. शिक्षा नियमावली, २०७५
			2. विद्यालय कार्यसम्पादन निर्देशिका, २०७५
			3. अपाङ्गता भएका व्यक्तिको परिचय(पत्र वितरण कार्यविधि, २०७५
22	Meringden R.M.		N/A
23	Maiwakhola R.M.		1. आधारभूत तथा माध्यमिक शिक्षा ऐन, २०७५
			2. न्यायिक समिति (कार्यविधि सम्बन्धि) ऐन, २०७५
			3. शिक्षा नियमावली, २०७५
24	Chhathar R.M.	Tehrathum	1. आधारभूत स्वास्थ्य तथा सरसफाई ऐन, २०७५
25	Laligurans M.		1. आधारभूत तथा माध्यमिक शिक्षा ऐन २०७५
26	Myanglung M.		1. शिक्षा बिधेयक २०७४
			2. न्यायिक सहयोग कोष सञ्चालन कार्यविधि २०७५
			3. मेलमिलाप कार्य सञ्चालन कार्यविधि, २०७५
			4. अपाङ्गता भएका व्यक्तिको परिचय पत्र वितरण कार्यविधि २०७५
			5. गरीब तथा बिपन्न जनता उपचार खर्च उपलब्ध गराउने कार्यविधि २०७५
27	Phedap R.M.		1. आकस्मिक कोष संचालन तथा व्यवस्थापन कार्यविधि २०७४
28	Menchhyam R.M.		1. न्यायिक समितिले उजुरीको कारबाही किनारा गर्दा अपनाउनु पर्ने कार्यविधि सम्बन्धि व्यवस्था गर्न बनेको ऐन २०७४
			2. शिक्षा ऐन, २०७४
			3. शिक्षा नियमावली, २०७४
29	Aathrai R.M.		1. न्यायिक समिति (कार्यविधि सम्बन्धि) ऐन, २०७५
			2. आधारभुत तथा माध्यमिक शिक्षा ऐन २०७५
30	Dharmadevi M.	Sankhuwasa bha	1. न्यायिक समितिले उजुरीको कारबाही किनारा गर्दा अपनाउनु पर्ने कार्यविधि सम्बन्धि व्यवस्था गर्न बनेको ऐन २०७४
			2. आधारभूत तथा माध्यमिक शिक्षा सञ्चालन तथा व्यवस्थापन कार्यविधि २०७५
31	Madi M.		1. न्यायीक समितिको न्याय सम्पादनका ऐन, २०७५
32	Panchkhapan M.		N/A
33	Chainpur M.		N/A
34	Sabhapok. R.M.		1. बालबालिका संरक्षण निर्देशिका २०७६
			2. मेलमिलाप कार्यसञ्चालन कार्यविधि, २०७६
			3. अपाङ्गता भएको व्यक्तिको परिचय-पत्र व्यवस्थापन कार्यविधि २०७६

Source: <https://www.ssthaniya.gov.np/gis/>

N/A= Not Available

Annex 4: Classification of 125 Social Groups in the 2011 Census, Nepal

Major categories (% of population)	Main caste /ethnic groups (% of population)	Caste/ethnic groups (7 main with regional Hill/Tarai divisions) (number of sub-groups)	
Caste Groups (59.4%)	1. Brahman/Chhetri (32.88%)	1.1	Hill Brahman (1) : Hill Brahman
		1.2	Hill Chhetri (3) : Chhetri, Sanyasi/Dasnami, Thakuri
		1.3	Tarai Brahman/Chhetri (4): Tarai Brahman, Kayastha, Nurang, Rajput
	2. Madheshi other caste (13.80%)	2.	Madhesi Other caste (35) : Amat, Badhaee, Baraee, Bin, Dev, Dhandi, Dhankar/Dharikar, Dhunia, Gaderi/Bhedihar, Hajam.Thakur, Halwai, Kahar, Kalar, Kalwar, Kamar, Kanu, Kathabaniyan, Kewat, Koiri/Kushwaha, Kori, Kumhar, Kurmi, Lodh, Lohar, Mali, Malaaha, Natuwa, Nuniya, Rajbhar, Rajdhob, Sarbaria, Sonar, Sudhi, Teli, Yadav
	3. Dalits (13.12%)	3.1	Hill Dalits (5) : Badi, Damai/Dholi, Gaine, Kami, Sarki
		3.2	Madhesi Dalits (10) : Bantar/Sardar, Chamar/Harijan/Ram, Chidimar, Dhobi, Dom, Dusadh/Paswan/Pasi, Halkhor, Katwe, Musahar, Tatma/Tatwa
Adivasi/Janajati (35.8%)	4. Newar (4.99%)	4	Newar (1)
	5 Janajati (30.81%)	5.1	Hill/Janajati (49) : Aathpariya, Bahing, Bantaba, Bhote, Bote, Baramo, Byasi/Sauka, Chamling, Chepang/Praja, Chhantyal/Chhantel, Danuwar, Darai, Dolpo, Dura, Ghale, Gharti/Bhujel, Gurung, Hayu, Hyolmo, Jirel, Khaling, Kulung, Kumal, Kusunda, Lepcha, Lhomi,Lhopa, Limbu, Loharung, Magar, Majhi, MewahangBala, Nachhiring, Pahari, Rai, Raji, Raute, Sampang, Sherpa, Sunuwar, Tamang, Thakali, Thami, Thulung, Topkegola, Walung, Yakhkha, Yamphu, Newar
		5.2	Tarai Janajati (14): Dhanuk, Dhimal, Gangai, Jhangad/Dhagar, Khawas, Kisan, Koche, Meche, Munda, Pattharkatta/Kushwadiya, Rajbansi, Satar/Santhal, Tajpuriya, Tharu
Musalman (4.39%)	6. Musalman (4.39%)	6	Musalman (1)
Other (0.4%)	7. Other (0.40%)	7	Other (3): Bangali, Marwadi, Punjabi/Sikh

Source: Adopted from CBS 2012 and Tamang and Gurung 2014

Annex 5: Literacy Rate Differences by Gender within the Caste/Ethnic Groups, Nepal

SN	Literacy Rates of Women and Men (in %) within the Caste and Ethnic Groups										Difference
1	Men Hill Brahman					90.59%					16.57%
	Women Hill Brahman					74.02%					
2	Men Newar					87.94%					15.22%
	Women Newar					72.72%					
3	Men Gurung					83.5%					16.40%
	Women Gurung					67.1%					
4	Men Hill Chhetree					82.67%					10.54%
	Women Hill Chhetree					72.13 %					
5	Men Limbu					82.27%					14.08%
	Women Limbu					68.19%					
6	Men Rai					81.42%					13.39%
	Women Rai					68.03%					
7	Men Magar					79.94%					16.34%
	Women Magar					63.60%					
8	Men Gharti/Bhujel					75.8%					13.50%
	Women Gharti/Bhujel					62.3%					
9	Men Yakha					74.50%					15.41%
	Women Yakha					59.09%					
10	Men Sunuwar					73.3%					14.80%
	Women Sunuwar					58.5%					
11	Men Tamang					70.97%					16.14%
	Women Tamang					54.83%					
12	Men Damai					70.81%					16.32%
	Women Damai					55.49%					
13	Men Kami					70.64%					15.96%
	Women Kami					54.68%					
14	Men Sarki					69.25%					15.59%
	Women Sarki					53.66%					
	10	20	30	40	50	60	70	80	90	100	

Source: G.C. and Shrestha 2014

Annex 6: Stakeholder Consultation Record Sheet

Stakeholder	Key expectations	Key concerns	Recommendations	How to engage the stakeholder
Legislature; Member of Parliament				
Ms. Yasoda Adhikari Member of Parliament Province - 1, Member of the Economic Committee of the Parliament); 98611-32968	Support the poor and marginalized communities for economic empowerment. Gender Equality should be applied in every forestry programs.	Gender especially women and poor, Dalits, people with disability and other marginalized people have limited access to the resources and opportunities.	Priority must be given to women, people with disability and Dalits for livelihood initiatives. Education support to vulnerable children.	Stakeholder consultation and participation in sharing information regarding GESI related legal provisions laws and regulations.
Mr. Bhawani Khapung Member of Federal Parliament (Member in Natural Resources of the Parliament); 98520-53048	The project should bring programs for sustainable cultivation of herbs. Capacity building opportunities to the communities - how to cultivate herbs.	Limited knowledge and opportunities.	Awareness programs on medicinal plants cultivation and its benefits. Support setting up high value plant nursery. Support promoting cultivation of Lauth Sallo (Taxus maries) and Satuwa (Paris polyphylla).	Participation and Co- facilitation to clarify acts related to natural resources and biodiversity. Advocate promoting medicinal herb in federal parliament.
Mr. Laxman Tiwari Member of Parliament of Province - 1 (Tehrathum); 98510-40565	Project should focus on Tinjure- Milke area so that the local people are economically benefitted.	High potential but low priority - eco-tourism in Tinjure-Milke area	Support promoting eco- tourism program in Tinjure- Milke area.	Consultation and participation, also as resource person in the area of eco-tourism and biodiversity promotional programs.

District Coordination Committee, Province 1				
Mr. Dhanendra Maden Chairperson, Taplejung; 98526-81513	Project programs and activities should be implemented in the larger/wider area of Taplejung	The proposed coverage of Taplejung is limited.	Give high priority and opportunity to the local people especially marginalized people in income generating programs.	Stakeholder consultation and participation as facilitator especially in coordination of various programs in Taplejung.
Local Level Representatives - Mayors and Chairperson				
Mr. Kesar Menyangbo Chairperson - Pathibhara Yangwarak Taplejung; 98426-60119	Proposed project should promote production of herbs in sustainable manner and facilitate to get justifiable/right market price to the farmers/producer.	The implementing agencies and people have limited knowledge on land use policy and act. Huge gap between price of herb produced - farmer, middle-person, and actual market.	Implement the land use policy and act. Economic empowerment of the local community by sustainable income generation program. The government should continue the good work done by the project.	Stakeholder consultation and participation, as facilitator.
Mr Arjun Mabuhang Mayor -Laligurans Municipality, Tehrathum; 98520-53056	The project should work in close collaboration with the local level in any development initiatives.	Limited coordination and collaboration between and among agencies, development partners.	Establish small scale cottage industries to improve livelihood of the local people especially marginalized community.	Stakeholder consultation, participation and facilitation especially on indigenous and traditional knowledge of Limbu in the area of biodiversity and conservation.
Mr. Tara Man Maden Former Chairperson of Simle Village Development Committee, Tehrathum; 9852048155	Promote enabling environment where everyone can be benefited from the use and management of natural resources, equitably. The local poor and Dalits have less access to forests, land and biodiversity management initiatives.	Unequal opportunities and benefit sharing.	Equitable environment should be created where the poor, Dalits, and people with disability are benefitted from natural resources, equitably.	Stakeholders consultations and meaningful engagement from the very beginning, and in the process of monitoring, evaluation to the project result dissemination events.

FECOFUN				
Ms Parbata Gautam Central Treasurer; 98520-57118	Establishment and promotion of small-scale industries. Economic empowerment of women as entrepreneurs. Establish linkages between forest and agriculture.	Women entrepreneurship.	Collaborative income generating programs for women. Establish women entrepreneurs.	Stakeholder consultation and institutional facilitation and coordination.
Mr Suraj Ojha FECOFUN Chairperson, Taplejung; 98526-81283	Enhance capacity of the local community to maximise use and management of natural resources. Foster good governance in local agencies. FECOFUN as project partner for Taplejung.	Limited capacity of local communities and agencies.	Project should focus on sustainable herbal cultivation and good governance. Project to work in collaboration with FECOFUN.	Stakeholders consultation and facilitation in Taplejung. Collaboration and partnership.
Mr Ganesh K. Limbu FECOFUN Chairperson, Tehrathum; 98424-26840	Improve economic status of the local poor and marginalized people and communities.	Huge potentiality but limited capacity and resources to maximize the local knowledge, skill and practice.	Give priority on Indigenous and Traditional Knowledge and the local skill and practice based enterprises.	Stakeholder consultation and participation.
Ms. Laxmi Chapagain FECOFUN Chairperson, Sankhuwasabha; 98520-99889	Economic development of the poor and marginalized people and communities.	Poverty	Focus on gender equality and pay special attention to the marginalized people and communities	Stakeholder consultation, participation, and facilitation.
Mr. Deu Kumar Gurung FECOFUN Chairperson, Ilam; 98417-47150	Support producing seedlings of <i>Taxus mairei</i> and other high value (medicinal) plants. Support plantation.	Limited coordination and capacity of the locals.	Training programs for sustainable farming of high value medicinal plants. Should work closely with FECOFUN.	Stakeholder consultation, participation and collaboration.
Mr. Devi Prasad Neupane FECOFUN Chairperson, Panchthar; 98526-84640	Protect the forest. Create an environment for sustainable cultivation of herbs.	Sustainable use of natural resources.	Establish forest based small enterprises/ industries. Traditionally protected forests needs to be used by the community.	Stakeholder consultation and participation.

NGO and private companies				
Deurali Society, Tehrathum Kapil Dev Singhak, Coordinator; 98520-49082	Project should focus on low-income households and forest-based income generation program to improve their living standards.	Poverty	Deurali Society wants to be a partner in this project with focused on GESI initiatives.	Stakeholders consultation, participation, collaborator, potential partner of the project.
Tinjure Herbs and Multipurpose cooperative Society Limited, Tehrathum Contact person: Mr Bhawani Khapung Member of Federal Parliament- member of natural resource committee; 98520-53048	Local people and community should be benefitted from the natural resources. The project should provide knowledge and techniques to the local communities and non-government organizations to maximum and sustainable utilization of un-utilized natural resources.	Limited knowledge on sustainable use of natural resources.	Training and awareness programs on forest conservation and consumption, as urgent priority.	Advocate, consultation and participation as resource person on legal aspects and provisions of natural resources.
Small Mammals Conservation and Research Foundation, Kathmandu, Nepal Mr. Sagar Dahal, Chair	Promote nature-based industry/enterprises. Engage local community in biodiversity conservation.	Over burden to nature while promoting nature-based industry. Increase in economic activity might bring unnecessary attention utilising natural resources.	Initiate incentive-based conservation activities to encourage local community. Exploration of biodiversity through research activities.	Stakeholder consultation and participation.
Government Ministry and University				
Dr. Bhabindra Niroula, PhD Coordinator- Aayurvedic and Herbal Processing and Production Centre Ministry of Social Development Province- 1, Biratnagar, Nepal; 98421-34558	Technical support establishment of Ayurvedic and Herbal medicine and pharmaceutical processing and production center.	Limited knowledge support.	Support on knowledge management.	Partner/collaborator for research/study on medicinal plants.
Dr Dil Kumar Limbu, PhD Campus Chief, Central Campus of Technology, Hattisar, Dharan, Sunsari; 98520-56782	Support needed in biodiversity exploration and herbal medicinal farming, Marcha (yeast cake) commercialization and food security.	Huge potentiality of herbal medicinal farming and knowledge but lack of support or and priority given by the government and other agencies.	Promote herbal medicinal farming. Support food security research, workshop and training. Support small scale tea processing, Ilam.	Collaboration partner for research and knowledge management.

			<p>Promote Kinema (fermented soyabean) production technology - one of the main cuisines of Limbu.</p> <p>Support research on medicinal plants and traditional knowledge of Indigenous People of east Nepal - Limbu - yeast cake production, and nutritional food preparation.</p>	
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Annex 7: Draft Gender Action Plan and Budget

Component 1: Instruments and capacities for biodiversity-sensitive landscape planning.

Key Findings from the gender equality and social inclusion (GESI) analysis (or equivalent socio economic analysis)

1. Population by gender: Project area population is 494, 619 (231,376 Men and 263,24 women) i.e. women population (53.37 per cent) is larger than the national total women population (51.50 per cent). Whereas the population of men (46.62 per cent) is less than the national total men population (48.49 per cent).
2. Population by caste/ethnicity: Project District total population is 869,851 with total of 66 different caste/ethnic groups. Though, only 12 groups have population of above 1 per cent of the project district's total population.
3. Limbu is the largest population group (23.08 per cent) of the project district, although Limbu constitute only 1.46 per cent of the total population of Nepal. Hill Chhetri (excluding Sanyasi/Dasnami and Thakuri) are the second largest group (12.82 per cent) followed by Rai (9.65 per cent), Hill Brahman (9.46 per cent) and Tamang (6.03 per cent).
4. Population of Hill Dalits of the project district namely Kami (3.11 per cent) and Damai (1.65 per cent) is slightly lower than its national size where as Sarki (0.70 per cent) is less than one per cent.
5. Dalits have the lowest percentage in most of the social inclusion indicators such as literary (66.94 per cent) and access to the safe drinking water (70.00 per cent). In contrast, Dalits have the highest percentage of female headed households (29.29 per cent), disability (3.03 per cent) and marriage before 18 years old (36.93 per cent).
6. Women Literacy: Hill Brahman (74.02 per cent), Newar (72.72 per cent), Hill Chhetri (72.13 per cent), Limbu (68.19 per cent) and Rai women (68.03 per cent) are in the top five position where as Sunuwar (58.05 per cent), Tamang (54.83 per cent) and Dalits women namely Damai (55.49 per cent), Kami (54.68 per cent) and Sarki (53.66 per cent) are at the bottom five.
7. Disability rate: average disability rate of the project districts is 2.63 per cent which is higher than the national rate (1.94). The rate is lowest in Tehrathum with 2.45 per cent and highest in Taplejung with 2.93 per cent. Besides, it varies between the caste/ethnic groups e.g. disability rate of Hill Dalits is the highest (3.03 per cent) followed by Hill Brahman (2.83 per cent), Hill Janajati (2.66 per cent), Newar (2.41 per cent) and Hill Chhetri (2.4 per cent).
8. Representation in Political Parties by Gender: The local level bodies are highly men dominated i.e. all the 10 local level mayors and 24 rural municipality chairpersons are men, and only nine deputy mayors and 22 deputy/vice chairperson are women.
9. FECOFUN Executives in the project district: Five working committees of FECOFUN with total of 76 executives, of them 30 (39.47 per cent) are women and rest are men (60.52 per cent). In terms of Caste/ethnicity, 31 executives (40.78 per cent) are Brahman/Chhetri including 3 chairpersons. It clearly shows that the executive body of the FECOFUN is men and B/C dominated despite Limbu or and ethnic groups are the larger groups of the project district.
10. Forest Act 2019 says at least 50 per cent of the profit amount should be spent on poverty reduction, women empowerment and enterprise coordination with the concerned local level.
11. CF Guidelines 2009 states 50 per cent women in executive committees including one of the key positions - chairperson or secretary. Additionally, proportionate representation of poor, Dalits, indigenous people in the CFUGC and women as one of the signatories of CFUG fund operation.
12. Fifteenth Five Year Plan 2019/2020-2023/24 clearly indicates to form FUGs including women, Dalits, IPs and local communities and 50 per cent participation of women in all stages of the state, structure and development process.
13. The preamble of the Constitution of Nepal 2015 explicitly states a commitment to ending all forms of discrimination and oppression and this forms one of the strongest rationales for the need to ensure that all forms of discrimination needs to be addressed, and thereby building an 'inclusive state'.

Project activities to respond to the identified gaps	Indicators and Targets	Timeline	Responsibilities	Budget
Outcome 1: Provincial and local stakeholders have increased capacities for adaptive and collaborative landscape planning and management to support biodiversity conservation, ecosystem restoration and achieving land degradation neutrality.				
<p>Output 1.1: A policy and planning framework for landscape level biodiversity-sensitive land use and forest management implemented by Province One and 34 Local level, including LDN targets for the Province 1 with project area people's representation, participation and benefit sharing</p> <p>Activity 1.1.1: Prepare province 1 and 34 local level GESI-sensitive land use and (community) forest management strategies, profiles and action plans.</p> <p>Activity: 1.1.2: Train the project area's GESI Focal Persons and CFUG Committees on how to (facilitate) monitor and report on implementation of the GESI sensitive land use and (community) forest management strategies and action plans.</p>	<p>1.1: GESI sensitive land use and (community) forest management policy and planning framework - a key reference document and or tool. Baseline: Not Available (N/A).</p> <p>1.1.1: Province 1 and 34 local levels' GESI sensitive land use and (community) forest management strategies and action plans ensuring representation as well equitable benefit sharing provisions to the women, marginalized and vulnerable groups. Baseline: Not Available.</p> <p>1.1.2: Project Report on the training. Baseline: N/A. Target: 34 GESI Focal Persons and at least 60 CFUGC chair or and secretary. The project GESI specialist coordinates the trainings, revision of planning of activities, monitoring and reporting, advice on mainstreaming gender equality and social inclusion.</p>	<p>1.1: By Project Year 1.</p> <p>1.1.1: By Year 2 (1+20 in Year 1 and remaining by Year 3).</p> <p>1.1.2: By Year 2 and continued.</p>	<p>Executing Agency, GESI focal point of the Province 1 and 34 Local Levels</p>	<p>Budget for Consultant(s) - GESI specialist cum training consultant for developing GESI sensitive framework and facilitate the training.</p>

Project activities to respond to the identified gaps	Indicators and Targets	Timeline	Responsibilities	Budget
<p>Output 1.2: Province, forestry/wildlife staff and 34 Local Levels have capacities, mechanisms and instruments to sustainably coordinate and support biodiversity conservation and SLM.</p> <p>Activity 1.2.1: Develop GESI framework, profiles and action plan in close coordination and consultation the Province one and 34 Local Level representatives.</p> <p>Activity 1.2.2: Consultation workshop and tailor-made training to the Judicial Committee vice-chair and GESI Focal Persons of Province one and 34 Local Levels on GESI framework, profiles and action plan for sustainable biodiversity conservation and SLM.</p>	<p>1.2: GESI profiles and action plan of Province one and 34 local Levels. Baseline: N/A</p> <p>1.2.1 and 1.2.2: Number of consultation workshop and tailor-made training, the training reports and project's periodic reports. Baseline: N/A</p>	<p>By Year 2 and continued Year 3.</p>	<p>Executing Agency, GESI focal point of the Province 1 and 34 Local Levels</p>	<p>Budget for Consultant(s) - GESI specialist cum training consultant</p>
<p>Output 1.3: 200 priority CFUGs selected for biodiversity conservation based on rapid local level assessments, trained and conducting biodiversity and LD monitoring (PAMEB).</p> <p>Activity 1.3.1: Prepare basic GESI selection criteria for selection of 200 priority CFUGs i.e. composition of the committee and users groups, approach of implementation and management of the CF including fund management, book keeping, and enthusiast for entrepreneurship.</p> <p>Activity: 1.3.2: Consultation workshop and tailor-made training to the CFUGs on monitoring, reporting and implementing GESI sensitive biodiversity conservation and management.</p>	<p>1.3: 200 CFUGs selected based on the selection criteria including GESI.</p> <p>1.3.1: CFUGs selection criteria with GESI and number of CFUGs selected. Baseline: NA.</p> <p>1.3.2: Number of CFUGs including executive chair, secretary and women members trained and number of CFUGs effectively and efficiently implemented the PAMEB. Baseline: N/A.</p>	<p>1.3 By Year 1.</p> <p>1.3.1: By Year 1.</p> <p>1.3.2: Year 2 and continued till Year 4.</p>	<p>Executing Agency, GESI focal point of the Province 1 and 34 local levels.</p>	<p>Budget for Consultant(s) - GESI specialist cum training consultant for developing GESI sensitive framework and facilitate the training.</p>

Project activities to respond to the identified gaps	Indicators and Targets	Timeline	Responsibilities	Budget
<p>Output 1.4: 34 Local level landscape maps (covering 7,402 km²) of critical ecosystems and biodiversity and land degradation hotspots locations produced through participatory processes with at least 1,000 CFUGs and other CBOs.</p> <p>Activity 1.4.1: Consultation workshop and meetings with CFUGs and CBOs to select and develop landscape maps of critical ecosystem, biodiversity, and LD hotspots locations.</p>	<p>1.4: Number of the local level landscape maps produced showing critical ecosystem, biodiversity and land degradation hotspots.</p> <p>1.4.1: Number of consultation workshop and meetings with CFUGs and CBOs including women, marginalized and vulnerable people.</p>	By Year 1	Executing Agency, Project	Budget for Consultant(s) trainer/facilitators
<p>Output 1.5: Development and land use plans (LUP) of 34 local level and operational plan for 200 CFUGs and other CBOs adequately integrate land use and biodiversity conservation priorities.</p> <p>Activity 1.5.1: Consultation workshop and meetings with CFUGs and CBOs to discuss, review and revise GESI sensitive plans of operations and management.</p>	<p>1.5: GESI sensitive revised operational plans of local level, CFUGs and CBOs.</p> <p>1.5.1: Number of CFUGs reviewed and revised their operational plans integrating GESI and biodiversity conservation and SLM.</p> <p>1.5.2: Number of CBOs reviewed and revised their plan integrating GESI perspectives - participation and equitable benefit sharing of/with women and marginalized people.</p> <p>Baseline: N/A.</p>	Year 1 to 4	Executing Agency, Project	Budget for Consultant(s) trainer/facilitators

Component 2: Knowledge management, monitoring and adaptive management.

Key Findings from the gender equality and social inclusion (GESI) analysis (or equivalent socio economic analysis) and stakeholders consultation:

1. Limited disaggregated data and information on the proposed project districts and project area - by gender, social groups and in various socio-economic indicators.
2. The available data are not matched, and contrast with one another even the source of the data are same.
3. The project area i.e. the Province 1, 34 Local Levels and 186 wards are well ahead on developing legal documents - policies, act, regulations and district profiles, and are accessible in their websites. Of the 34 Local Levels, a total of 27 (79.41 per cent) of the project area have developed many documents related to the Gender Equality and Social Inclusion. Refer to Annex 3. Though the local level and wards representatives have limited knowledge and understanding on what content is there and how it relates to their every day administration, operations and implementation.
4. As mention above, it is very promising that Local Levels have enacted laws on Gender Equality. Yet, not been fully discussed, understood, and implemented. Key reasons is limited reading habits and limited legal literacy to understand the acts & laws. Therefore, the local level representatives especially the deputy mayors and deputy/vice-chairpersons need be empowered or have their capacity improved to read, , understand and implement the legal documents related to the Gender Equality and Social Inclusion.
5. Huge interests and potentiality on promotion of Indigenous and Traditional Knowledge (ITK) on biodiversity conservation and management.

Project activities to respond to the identified gaps	Indicators and Targets	Timeline	Responsibilities	Budget
Outcome 2: Local to national stakeholders have access to information needed for forest management, sustainable land use and biodiversity conservation planning, management and implementation (MoFE, FRTC, Province, Local Level, CFUGs access KMIS shared information for adaptive management) .				
<p>Output 2.1: Nepal National Forest Research and Training Centre (FRTC) Forestry Information System (FIS) OR Ministry of Forests and Environment (MoFE) Forest Management Information System (FMIS) upgraded and linked to the knowledge and adaptive management support (KMIS) portal where CFUG, local level, Province, and MoFE can share and access biodiversity and CF data.</p> <p>Activity 2.1.1: Train to explore and write Indigenous and Traditional Knowledge (ITK) on forest, land and biodiversity management practices for wider dissemination and promotion.</p> <p>Activity: 2.1.2: Administer academic/ action research to explore and promote ITK in collaboration with the Central Campus of Technology, Tribhuvan University, Dharan, Sunsari.</p>	<p>2.1: KMIS functional where number of publications on ITK in English and Nepali, easily accessible.</p> <p>2.1.1 and 2.1.2: Number of research fellowships for action research on ITK administered and number of publications on ITK available through KMIS. Baseline: N/A</p>	Year 1 - 4	Executing Agency and Project	Budget for Consultant(s), Research Fellowships, and Publications.

Project activities to respond to the identified gaps	Indicators and Targets	Timeline	Responsibilities	Budget
<p>Output 2.2: Mechanism for the systematic creation and sharing of Provincial KMIS linked to national database, developed, and operational.</p> <p>Activity 2.2.1: Hire and train dedicated KMIS focal person(s) for the province one, the once can understand diversity and GESI sensitive, and internalize importance of GESI disaggregated database of CFUGs for designing, planning and implementing program/projects.</p>	<p>2.2: KMIS province one functional. Baseline: N/A</p> <p>2.2.1: GESI sensitive KMIS specialist(s) hired and trained. Baseline: N/A</p>	By Year 2 and continued till Year 4.	Executing Agency and Project	Budget for Consultant(s) - GESI sensitive KMIS specialist(s).
<p>Output 2.3: 200 CFUGs, 34 Local levels, Province and MoFE trained, coached and monitored in KMIS operation and use.</p> <p>Note: output 2.3 is also an activity.</p>	<p>2.3: Number of KMIS focal person of CFUGs, Local level, Province and MoFE trained/ coached on FIS/KMIS operation and maintenance.</p> <p>Note: One of the key selection criteria of the KMIS trainee/focal person should be - basic computer literate and GESI sensitive and preference for the women and marginalized people from the project area.</p> <p>Baseline: N/A.</p>	By Year 2	Executing Agency and Project	Budget for Consultant(s) - GESI sensitive KMIS specialist(s) and training logistics

Component 3: Implementation of community-based conservation and sustainable production, management and restoration practices.				
Key Findings from the gender equality and social inclusion (GESI) analysis (or equivalent socio economic analysis) and stakeholders consultation <ol style="list-style-type: none"> 1. Some projects on Ayurveda medicine and drug processing and production exists in the proposed project area. 2. Production of <i>Paris polyphylla</i> saplings by seed is in practice for years (near Tinjure area). 3. Local level representatives expect and are willing to support, explore and promote sustainable management of natural resources to improve local livelihood. 				
Project activities to respond to the identified gaps	Indicators and Targets	Timeline	Responsibilities	Budget
Outcome 3: Local stakeholders apply community-based conservation and sustainable production, management and restoration practices for biodiversity and local livelihoods.				
<p>Output 3.1: 34 Local level implement land use interventions that strengthen biodiversity conservation and avoid interventions that negatively affect biodiversity.</p> <p>Activity 3.1.1: Periodic monitoring, follow up and reporting on the GESI sensitive land use plan for sustainable biodiversity management.</p>	<p>3.1: Local level GESI sensitive land use plan for sustainable biodiversity conservation and management in place.</p> <p>3.1.1: Numbers of periodic outcomes and outputs monitoring reports including numbers of beneficiaries (direct and indirect) - women, marginalised and vulnerable people and monetary value of the benefits/income. Baseline: N/A</p>	Year 1 - 4	Executing Agency and Project	Budget for periodic outcomes and outputs monitoring and reporting.
<p>Output 3.2: 300 CFUGs and other CBOs and 30,000 HHs implement forest, livestock, agriculture and other livelihoods practices that strengthen biodiversity conservation and sustainable management of forest landscapes.</p> <p>Activity 3.2.1: Identity potential agro-forest, eco-tourism, livestock and other livelihood practices and grant the women, marginalized and vulnerable people/groups empowering socially and economically.</p>	<p>3.2.1: Number of women, Dalits, Janajati and other marginalized and vulnerable people implementing biodiversity sensitive natural resource based livelihood practices. Project (mid-term) report on the women, Janajati, Dalits and other marginalized and vulnerable people/groups' empowerment. Baseline: N/A</p>	By Year 2 and continued till Year 4.	Executing Agency and Project	Budget for women, marginalized and vulnerable people/group empowerment.
<p>Output 3.3: At least ten (10) community-based anti-poaching and fire control networks established to protect ecosystem services and conserve globally threatened species such as the Red Panda and highly exploited floral</p>	<p>Number of community based anti-poaching networks (CBAP) established, strengthened and operational.</p>	By Year 2	Executing Agency and Project	Budget for the awareness rising events/training logistics.

species. Activity 3.3.1: Awareness raising events on legal and biodiversity conservation provisions to the CFUGs especially to youth, marginalised and vulnerable peoples.	Number of awareness raising events with at least 50 per cent participation of women, youth, marginalized and vulnerable people/groups. Number of poaching of threatened species and fires in the project areas decreased. Baseline: N/A.			
Output 3.4: Ten (10) pro-poor biodiversity enhancing livelihood opportunities identified and developed through value chain assessments, establishment of value chain coordination networks, and strengthening of key business services (e.g. traders, collection centers, processors, technicians, input suppliers). Activity 3.4.1: Identify and develop pro-poor biodiversity enhancing livelihood schemes with high priority to the women, Janajati, Dalits and other marginalised and vulnerable people/groups.	The pro-poor biodiversity enhancing livelihood schemes in developed and implemented. Number of inclusive value chain networks established and operational. Number of business service strengthened.	Year 2-4.	Executing Agency and Project	Budget for collaboration with traders and other service providers.
Output 3.5: 100 CFUGs linked to markets and business services and sustainably increase incomes from engagement in value and service chains (e.g. NTFP, eco-tourism) with leasehold forestry and other extra support for poor producers. Activity 3.5.1: Develop selection criteria - as mentioned earlier one of the key criteria would be socio-economic status of women, Janajati, Dalits and other marginalised people/HHs in the CFUGs. Activity 3.5.2: Periodic monitoring and reporting on the benefit sharing/income.	Periodic project reports. Number of women, Janajati, Dalits and other marginalized people and HHs within CFUGs/LFUGs benefited from the market linkages and business services.	Year 2-4.	Executing Agency and Project	