

वनक्षेत्रमा लैंगिक समावेशीकरण राष्ट्रिय गोष्ठी

२०७६ फागुन १७ देखि १९

गोष्ठी प्रतिवेदन



नेपाल सरकार

वन तथा वातावरण मन्त्रालय

रेड कार्यान्वयन केन्द्र

बबरमहल, काठमाडौं

असार २०७७

वनक्षेत्रमा लैंगिक समावेशीकरण राष्ट्रिय गोष्ठी
(National Workshop on Gender Integration in Forestry)

२०७६ फागुन १७ देखि १९
गोदावरी, ललितपुर

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संकलन तथा सम्पादन

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गोष्ठी प्रतिवेदन, वनक्षेत्रमा लैंगिक समावेशीकरण राष्ट्रिय गोष्ठी, २०७६

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दुई शब्द

रेड फरेष्ट्री तथा जलवायु परिवर्तन कार्यक्रम वन तथा वातावरण मन्त्रालय अन्तर्गत सञ्चालित पहिलो प्राथमिकता प्राप्त कार्यक्रम हो । नेपाल सरकारले आ. व. २०६६।६७ देखि रेडप्लस कार्यक्रम कार्यान्वयन गरिरहेको छ । यसै क्रममा आ. व. २०७६।७७ वार्षिक स्विकृत कार्यक्रम कार्यान्वयन गर्ने शिलशिलामा मिति २०७६।११।१७ देखि १९ सम्म “**वनक्षेत्रमा लैंगिक समावेशीकरण राष्ट्रिय गोष्ठी**” आयोजना गरिएको थियो । ललितपुरको गोदावरीमा आयोजित उक्त गोष्ठीमा सरकारी तथा गैरसरकारी क्षेत्र, सामुदायिक तथा निजी क्षेत्रमा महिला सहभागिताको वर्तमान स्थिति खोजी गर्ने र वन क्षेत्रका कानुनी प्रावधान र यसको कार्यान्वयन स्थिति, नेतृत्व र निर्णय प्रक्रियामा महिलाको भूमिका, तथा स्रोत र साधनहरूमा महिलाको पहुँच र नियन्त्रण सम्बन्धमा छलफल भई नीतिगत, संस्थागत, कार्यक्रमगत तथा कार्यवातावरणका क्षेत्रमा विभिन्न सुझावहरू प्राप्त भएका छन् ।

यस गोष्ठीमा प्रस्तुत भएका विभिन्न कार्यपत्रहरू मध्ये लेखक (समुह) वाट प्राप्त भएका केही कार्यपत्रहरू सहित गोष्ठीमा भएको छलफलको निचोड तथा सुझाव समावेश गरी यो प्रतिवेदन प्रकाशन गरेका छौं। वन क्षेत्रमा महिलाको स्थिती सम्बन्धि चासो राख्ने पाठकहरूलाई यस प्रतिवेदनले सहयोग पुर्याउने विश्वास छ । गोष्ठीको सुझावहरू कार्यान्वयन गर्न व्यक्तिगत र संस्थागत तवरले सबैको सक्रिय सहयोग प्राप्त हुने अपेक्षा गरिएको छ।

गोष्ठीलाई सफल बनाउन विभिन्न सरोकारवाला संघ, संस्था, व्यक्ति तथा समुहहरूको महत्वपूर्ण भूमिका रहेको छ। यस गोष्ठीलाई सफल पार्न सहयोग, सल्लाह तथा निर्देशन प्रदान गर्ने वन वन तथा वातावरण मन्त्रालय तथा सल्लाहकार समितिका सम्पूर्ण पदाधिकारीहरू प्रति म हार्दिक आभार व्यक्त गर्दछु। यसका साथै गोष्ठी व्यवस्थापन समितिका सम्पूर्ण सदस्यहरूलाई पनि म धन्यवाद दिन चाहन्छु । त्यसैगरी यस गोष्ठी सफल पार्न प्रत्यक्ष तथा अप्रत्यक्ष रूपमा सहयोग गर्ने संघसंस्थाहरू, सत्राध्यक्षहरू, प्यानलिष्टहरू, मोडरेटरहरू, टिपोटकर्ताहरू तथा सम्पूर्ण सहभागीहरू प्रति पनि धन्यवाद दिन चाहन्छु । गोष्ठी आयोजनाको लागि तयारी देखि आयोजनासम्म महत्वपूर्ण भूमिका खेल्नुहुने रेड कार्यान्वयन केन्द्रको स. व. अ. श्री शान्ता काफ्ले र इन्टर्न श्री ललिता अधिकारी विशेष धन्यवादको पात्र हुनु हुन्छ । अन्तमा, यस गोष्ठी सफलतापूर्वक आयोजना गर्न तथा प्रतिवेदनको तयारीको क्रममा संकलन, सम्पादन तथा प्रकाशन कार्यमा सहयोग गर्ने यस रेड कार्यान्वयन केन्द्रका सम्पूर्ण कर्मचारीहरूको सहयोगको लागि विशेष धन्यवाद दिन चाहन्छु ।

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राष्ट्रिय कार्यशालाको सारांस

नेपालको संविधान (२०७२) ले समतामुलक समाजको परिकल्पना गरेको छ । राज्यको प्रत्येक निकायमा कम्तिमा समानुपातिक सिद्धान्तको आधारमा महिला सहभागिताको सुनिश्चितता सहित उनीहरूको संरक्षण, सशक्तीकरण वा विकासका लागि कानून बमोजिम विशेष व्यवस्था गर्न सकिने भनी सकारात्मक विभेदको संवैधानिक व्यवस्था गरेको छ ।

वन तथा वातावरण मन्त्रालयले विभिन्न राष्ट्रिय नीति, कानून तथा अन्तर्राष्ट्रिय बहसमा सम्झौता तथा सर्भथन जनाई वन क्षेत्रमा लैंगिक विषयलाई स्थान दिई आन्तरिकीकरण गर्दै आएको छ । नीतिगत व्यवस्थामा केही व्यवस्था वन लैंगिक समावेशीकरणका लागि रुपान्तरणकारी भएका छन जस्तै सामुदायिक वन विकास मार्गदर्शन २०६५ मा सामुदायिक वन उपभोक्ता समितिमा कम्तिमा ५०% महिला सहभागिता तथा अध्यक्ष वा महासचिवमा महिला अनिवार्य हुने व्यवस्थाले सामुदायिक वनमा महिलाको सहभागिता र नेतृत्व विकासमा उल्लेखनीय भुमिका खेलेको छ । यो सफल अभ्यासलाई थप विस्तृत गर्न हालको वन नीति २०७६ ले वन क्षेत्रका सबै सरकारी, सामुदायिक, सहकारी र निजी संस्थाहरूमा लैंगिक विभेदको अन्त्य गर्ने नीति लिएको छ र वन ऐन २०७६ ले लाभांसको वितरणमा महिलाहरूको पहुँचको सुनिश्चितता गरेको छ ।

वन क्षेत्रमा लैंगिक तथा समाजिक समावेशीकरण रणनीति २०६५ ले १) नीतिगत वातावरण, २) सुशासन र संस्थागत संरचना, ३) कार्यक्रम, बजेट र अनुगमन पद्धति र ४) स्रोत, निर्णय प्रक्रिया र अवसरमा न्यायोचित पहुँच गरी चार वटा परिवर्तनका क्षेत्रहरू पहिचान गरी रणनीतिहरू तर्जुमा गरेको थियो । लैंगिक मैत्री नीतिगत व्यवस्था, लैंगिक सम्पर्क व्यक्ति, लैंगिक उत्तरदायी वजेट, लैंगिक मैत्री स्रोत साधन जस्ता व्यवस्था गरेको यो रणनीति तथा अन्य सबै नीतिगत व्यवस्था वास्तवमै कति फलदायक भए, वन क्षेत्रमा महिलाहरूको सहभागिता कस्तो रहेको छ, विद्यमान नीतिगत, संस्थागत, कार्यक्रम तथा वजेट र कार्यवातावरण के कस्ता रहेका छन, महिलालाई कार्य गर्दा आएका चुनौतिहरूको विश्लेषणका साथै वन क्षेत्रमा लैंगिक समावेशीकरणका लागि सचेतना गराउने उद्देश्यले वन तथा वातावरण मन्त्रालय, रेड कार्यान्वयन केन्द्रले “वन क्षेत्रमा लैंगिक समावेशीकरण राष्ट्रिय गोष्ठी” आयोजना गरेको थियो ।

२०७६ फाल्गुन १७ देखि १९ सम्म ललितपुरको गोदावरीमा संचालन भएको “वनक्षेत्रमा लैंगिक समावेशीकरण राष्ट्रिय गोष्ठी” मा राष्ट्रिय/अन्तरराष्ट्रिय लैंगिक विज्ञ, वन क्षेत्रमा कार्यरत सरकारी, गैरसरकारी, सामुदायिक, निजी क्षेत्रका सहभागीका साथै अध्ययन अध्यापन तथा अनुसन्धानमा संलग्न सहभागीहरू समेटी २३१ जनाको सहभागिता थियो । गोष्ठीमा १९ वटा कार्यपत्रलाई ७ वटा समूह (समुदायमा आधारित वन क्षेत्र, नीजि तथा उत्पादनमुखी वन क्षेत्र, जलवायु तथा वातावरणको क्षेत्र, अध्ययन अनुसन्धान तथा पत्रकारिताको क्षेत्र, भु तथा जलाधार क्षेत्र, संरक्षित क्षेत्र, वन तथा वातावरण मन्त्रालयको आन्तरिक संरचना) मा प्रस्तुत गरिएको थियो । सबै प्रस्तुतीहरूमा छलफललाई वृहत बनाउने उद्देश्यले सबै समूहहरूमा लैंगिक विज्ञ, विषयगत विज्ञहरूको प्यानल बनाई प्यानलिष्ट छलफल समेत गरिएको थियो । सो हरेक समूहको प्रस्तुती लाई थप अर्थपूर्ण बनाउन फिल्डमा अग्रपंतिमा रहेका व्यक्तिहरूको व्यक्तिगत भोगाई तथा सिकाई समेत प्रस्तुत गरिएको थियो ।

प्रस्तुती र छलफलहरूमा नीति तथा संस्थागत व्यवस्थाका बाबजुत पनि अपेक्षित उपलब्धि हासिल नभएको विषयमा वृहत छलफल पश्चात नीति तथा संस्थागत व्यवस्थाका साथसाथै हामीले हाम्रो सामाजिकीकरणलाई समेत महत्व दिई त्यस क्षेत्रमा कार्य गर्नुपर्ने निश्कर्ष थियो । हाम्रो आर्थिक सामाजिक अवस्था र हामी कसरी सामाजिकीकरण भएका छौं भन्ने विषयलाई गौण राख्दा महिलाहरूलाई घरायसी काममा नै अल्झाई राख्ने, प्रतिनिधित्व तथा नेतृत्वमा आएतापनि स्विकार्यताको चुनौति हुने, कार्यवोझ बढ्ने, विभेदजन्य व्यवहार हुने जस्ता कारणले अपेक्षित रूपमा सफलता हासिल गर्न नसकिएको हो । तसर्थ यस कार्यशाला गोष्ठिले वन क्षेत्रमा महिला सहभागिता अर्थपूर्ण र पहुँचयोग्य बनाउन महिला मैत्री नीतिगत व्यवस्था, संरचनात्मक सुधार योजना तथा कार्यक्रमको आवश्यकता तथा कार्यवातावरण निर्माणमा जोड दिनुपर्नेका साथसाथै संस्थागत तयारीको विषयलाई अघि कार्यदिशा मानेको छ । यो राष्ट्रिय कार्यशाला गोष्ठिले वन क्षेत्रमा लैंगिक समावेशीकरण आन्तरिकीकरण गर्नका लागि ४ वटा क्षेत्रमा ३४ बुँदाको घोषणा पत्र समेत जारी गरेको छ ।

१.१ पृष्ठभूमी

नेपालको संविधान (२०७२) ले उत्पत्ति, धर्म, वर्ण, जात, जाति, लिङ्ग, आर्थिक अवस्था, भाषा, क्षेत्र, वैचारिक आस्था वा यस्तै अन्य कुनै आधारमा हुने भेदभाव गर्न नहुने भनी समतामूलक र समन्यायिक समाजको परिकल्पना गरेको छ । यसर्थ नेपाल सरकार लैंगिक र सामाजिक समावेशीकरणको लागि देशको विकास प्रक्रिया र परिणाम दुवैमा प्रतिबद्ध छ । महिला विरुद्ध हुने हरेक प्रकारको भेदभाव र हिंसाको अन्त्य गरी सामाजिक, आर्थिक, राजनीतिक अधिकार सुनिश्चित गर्न अन्तर्राष्ट्रियस्तरमा महिला विरुद्ध हुने सबै प्रकारका भेदभाव उन्मूलन गर्ने महासन्धि (CEDAW), १९७९, आदिवासी श्रम संगठन १६९, आदिवासी जनजातिहरूको अधिकार सम्बन्धी संयुक्त राष्ट्र संघीय घोषणापत्र र महिलाका लागि वेइजिङ्ग घोषणापत्रहरू कार्यान्वयन गर्न नेपाल प्रतिबद्ध रहेको छ । नेपालले प्राकृतिक स्रोत व्यवस्थापनमा लैंगिक सहभागिता र सशक्तीकरणका लागि ल्याइएका जैविक विविधता महासन्धि: लैंगिक कार्ययोजना २०१५-२०२० (Convention in Biological Diversity : Gender Action Plan 2015-2020), जलवायु परिवर्तनसँग सम्बन्धित राष्ट्र संघीय प्रारूप : लैंगिक तथा लैंगिक कार्ययोजनाका लागि परिष्कृत लिमा कार्यक्रम (UNFCCC: Enhanced Lima Work Programme on Gender and its Gender Action Plan), रेडप्लसको क्यानकुन सुरक्षण सिद्धान्त (Cancun Safeguards Principles of REDD+), United Nations Convention to Combat Desertification: Gender Action Plan, 2018 अनुसरण गरी कार्य गर्दै आएको छ ।

महिला तथा सिमान्तकृत समुदायलाई आफ्ना नीति तथा कार्यक्रम मार्फत सामाजिक समावेशीकरणको मूलधारमा समेट्ने क्षेत्रहरू मध्ये वन क्षेत्र पनि एक हो । तत्कालिन वन तथा भू संरक्षण मन्त्रालयले लैंगिक र सामाजिक संवेदनशील वन नीति र कार्यक्रमहरू, संगठनहरू, योजना र बजेट विकास गर्न र लाभको समान वितरण गर्न वन क्षेत्रको लैंगिक तथा सामाजिक समावेशीकरण रणनीति २०६५ तयार गरेको थियो । यस रणनीतिले वन क्षेत्रका कार्यक्रमहरूको लागि लैंगिक तथा सामाजिक समावेशीकरणका क्षेत्रहरू पहिचान गरेको छ । ति क्षेत्रहरूमा १) नीति, नियम र निर्देशिका २) संस्थागत विकास

३) बजेट, कार्यक्रम र अनुगमन, र ४) निर्णय प्रकृया, स्रोत र लाभ बाँडफाँड रहेका छन् । यी सबै क्षेत्रहरूमा लैंगिक तथा सामाजिक समावेशीकरण हुनुपर्नेमा यसले विशेष जोड दिएको छ । लैंगिक तथा सामाजिक समावेशीकरण रणनीति २०६५ को व्यवस्था पछि समुहको सशक्तिकरण, संस्थागत विकास, नेतृत्व र सहभागितामा उल्लेख्य सुधार भएको अवस्था छ ।

वन क्षेत्रलाई लैंगिक मैत्री र लैंगिक संवेदनशील बनाउन वन तथा वातावरण मन्त्रालयले विभिन्न नीतिगत र संरचनागत व्यवस्था सहित कार्यक्रमहरू कार्यान्वयन गर्दै आएको छ । यिनै नीतिगत तथा संरचनागत व्यवस्थाहरूले वन तथा वातावरण मन्त्रालयमा महिलाहरूको प्रतिनिधित्व वृद्धि भै हाल १० प्रतिशत महिला वन प्राविधिकहरू कार्यरत रहेका छन् । समुदायमा आधारित वन व्यवस्थापनतर्फ पनि महिला सहभागिता बढेको छ । नेतृत्व विकास सामुदायिक वन कार्यक्रमको एक प्रमुख परिणाम भएको छ । उदाहरणका लागि, करिब २२,००० सामुदायिक वनको कार्यकारी समितिमा कार्यरत लगभग ७०,००० महिला नेतृत्वमा रहेका छन् । सामुदायिक वन लगायतका समुदायमा आधारित वन समुह, समिति र संजालमा नेतृत्व गर्नु भएका धेरै महिला स्थानीय र प्रादेशिक निर्वाचनमा भाग लिएको र निर्वाचित भएको अवस्था छ ।

यस सन्दर्भमा सरकारी तथा गैरसरकारी क्षेत्र, निजी क्षेत्र र समुदायमा, यस क्षेत्रमा महिला सहभागिताको वर्तमान स्थिति खोजी गर्न आवश्यक छ । कानुनी प्रावधान र यसको कार्यान्वयन स्थिति, नेतृत्व र क्षमता विकास, निर्णय प्रक्रियामा भूमिका, स्रोत र साधनहरूमा पहुँच र नियन्त्रण, लाभको बाँडफाँटमा न्यायिक मनको प्रयोग भए नभएको के छ ? संस्थागत ढंगबाट विश्लेषण गर्दा महिलाको अवस्था कस्तो छ ? सोबाट खोजी गर्नु, महिलाका व्यवहारीक एवं रणनीतिक आवश्यकताहरूको पहिचान गर्न, महिला सञ्जाल गठन गरि सबलिकरण गर्न र त्यसकालागि स्पष्ट खाका तयार पारी कार्यान्वयन गर्न आवश्यक भएको हुदाँ वन क्षेत्रमा लैंगिक समावेशीकरण राष्ट्रिय कार्यशाला गोष्ठी आयोजना गरीएको थियो । यस परिप्रेक्ष्यमा यस गोष्ठीको आयोजनाले सम्बन्धित सबै सरोकारवालाहरूका बिच उल्लेखित सवाल र चुनौतीहरूका विषयमा सँगै बसेर छलफल गर्ने, समाधानका सम्भावित उपायहरू पहिचान गर्ने र आगामी दिनहरूमा वन क्षेत्रका महिलाहरूको सुरक्षित र मर्यादित कार्यस्थल सिर्जनाको लागि कार्ययोजना तयार गर्न साझा अवसर र थलो प्रदान गरेको छ ।

सम्बन्धित सरोकारवालाहरूको सहभागीतामा सम्पन्न यस गोष्ठीका क्रियाकलाप, यसमा छलफल गरीएका कार्यपत्रहरू, व्यक्त गरीएका मन्तव्य एवं धारणाहरू तथा यसले

निकालेका निचोडहरू लगायतका विविध पक्षहरूलाई समेटेर यो प्रतिवेदन प्रकाशन गरिएको छ ।

१.२ गोष्ठीको उद्देश्य

वन क्षेत्रमा महिलाहरूको भूमिका अपरिहार्य हुने भएकोले यस क्षेत्रमा लैंगिक समावेशीकरणका लागि हालको स्थिती, कमी कमजोरीहरू, चुनौतीहरू र भविष्यमा सुधार गर्नु पर्ने क्षेत्रहरूलाई समेटेर मार्ग चित्र तयार गर्न सहयोग पुर्याउने मुख्य उद्देश्यका साथ संचालन गरिएको यो राष्ट्रिय कार्यशाला गोष्ठीको उद्देश्यहरू निम्नानुसार रहेका थिए ।

- वन क्षेत्रमा (सरकारी, सामुदायिक, निजी, सहकारी) महिलाहरूको वर्तमान अवस्थाको पहिचान गर्नु,
- वन क्षेत्रका महिलाहरूको समस्या/सवाल तथा चुनौतीहरूको पहिचान र विश्लेषण गर्नु,
- लैंगिक दृष्टिकोषणबाट वन क्षेत्रको नीति, कार्यक्रम र बजेटको विश्लेषण गर्नु,
- वन क्षेत्रमा कार्यरत वनकर्मीहरूलाई लैंगिक समानताबारे सचेतीकरण गर्नु,
- सरकारी, गैर सरकारी, नागरीक समाज, समुदाय, निजी क्षेत्र, प्राज्ञिक क्षेत्र, सञ्चार क्षेत्र र अन्य पेशाकर्मीहरू बिचको महिला सञ्जाललाई सबलीकरण र विस्तार गर्नु, र
- वन क्षेत्रमा लैंगिक मूलप्रवाहीकरणको मार्गचित्र तयार पार्नु ।

१.३ गोष्ठीको प्रारूप

वन क्षेत्रमा महिलाका विषयलाई उजागर गर्ने उद्देश्यले महिला र सामुदायिक तथा कबुलियती वन; महिला र साझेदारी वन; महिला र वन कर्मचारीतन्त्र/नागरीक समाज; महिला र निजी वन/क्षेत्र; महिला र उत्पादनशिल वन व्यवस्थापन; महिला र नागरीक समाज, सञ्चार र सञ्जाल; महिला र संरक्षित क्षेत्र व्यवस्थापन; महिला र शैक्षिक संस्था, अनुसन्धान र विकास; महिला र भू-तथा जलाधार संरक्षण; महिला र वातावरण क्षेत्र; जलवायु परिवर्तन; र लैंगिक मैत्री कार्य वातावरण गरी १२ वटा विभिन्न विषयगत क्षेत्रमा विभाजन गरिएको थियो ।

यी विषयहरूलाई सात वटा समुह/सत्रमा विभाजन गरि प्रत्येक सत्रमा छनौट भएका बिज्ञहरूको कार्यपत्र प्रस्तुति गर्ने, वन क्षेत्रको सुशासनसंग प्रत्यक्ष कार्य गरेका उपभोक्ता,

कर्मचारीको अनुभव बाँड्ने, प्यानलिस्टको विचार प्रस्तुत गर्ने र सहजकर्ताको सहजीकरणमा सहभागी र प्यानलिष्टसंग छलफल गराइएको थियो ।

१.४ गोष्ठी तयारी

रेड कार्यान्वयन केन्द्रको वार्षिक स्वीकृत कार्यक्रममा रहेको वन क्षेत्रमा लैंगिक समावेशीकरण राष्ट्रिय कार्यशाला गोष्ठी संचालनका लागि रेड कार्यान्वयन केन्द्रले अवधारणापत्र तयार गरी वन तथा वातावरण मन्त्रालयमा पेश गरेको थियो । वन तथा वातावरण मन्त्रालयबाट अवधारणापत्र स्विकृति पश्चात तयारीको काम शुरुवात भएको थियो ।

यस गोष्ठीलाई सफलतापूर्वक सम्पन्न गर्न वन तथा वातावरण मन्त्रालयको निर्णय अनुसार यससंग सम्बन्धित सरोकारवालाहरूलाई समेटेर वन तथा वातावरण मन्त्रालयका योजना अनुगमन तथा समन्वय महाशाखा प्रमुखको संयोजकत्वमा एक सल्लाहकार समिति र रेड कार्यान्वयन केन्द्रको प्रमुखको संयोजकत्वमा एक व्यवस्थापन समिति गठन भएको थियो । गोष्ठीको दैनिक प्रशासनिक तथा व्यवस्थापकीय कार्य गर्न रेड कार्यान्वयन केन्द्रमा केन्द्रका उपसचिवको संयोजकत्वमा सचिवालय स्थापना गरिएको थियो । उल्लेखित समितिहरूको विवरण अनुसूची १ मा रहेको छ ।

गोष्ठीको लागि छनौट गरिएको १२ वटा विषय (Theme) मा विज्ञहरूको लेखक समूह बनाएर कार्यपत्र तयारी गर्न अनुरोध गरिएको थियो । यसका अतिरिक्त कार्यशाला गोष्ठीमा कार्यपत्र प्रस्तुत गर्न ईच्छुक बाह्य विज्ञ/अनुसन्धानकर्ता महानुभावहरूलाई गोष्ठीसंग सान्दर्भिक विषयमा कार्यपत्र/ लेख/पोष्टर आह्वान गरि रेड कार्यान्वयन केन्द्रको सुचनापाटी र वेवसाईटमा सूचना प्रकाशन गरिएको थियो । यसरी अपेक्षा अनुसार नै वन क्षेत्रमा काम गर्ने सरकारी, गैरसरकारी, अध्ययन अध्यापन, संचार माध्यम, नागरिक समाज, समुदाय संस्था तथा विकास साझेदारहरूमा संलग्न लेखकहरूबाट प्राप्त १९ वटा कार्यपत्रहरू गोष्ठीमा प्रस्तुत भएका थिए ।

गोष्ठीमा विषयगतक्षेत्र अनुसार प्यानल छलफलका लागि व्यवस्थापन समितिको सिफारिसमा छनौट भएका २० जना विषयविज्ञ/प्यानलिष्टहरूले आफ्ना विचार/भनाइ प्रस्तुत गर्नु भएको थियो । गोष्ठीमा ७ वटा विषयगत सत्र, ४ वटा उप-समुहमा छलफल, उद्घाटन र समापन सत्रका लागि ११ जना लैंगिक तथा सामाजिक समावेशीकरण विज्ञ/ अभ्यासकर्ताहरूलाई सहजकर्ता (Moderator) को रूपमा चयन गरिएको थियो । समग्र गोष्ठीको टिपोट/

टिप्पणीकर्ताको लागि व्यवस्थापन समितिले चार जनालाई चयन गरेको थियो । विषयगत सत्र, कार्यपत्र, कार्यपत्र प्रस्तोता, प्यानलिस्ट, सहजकर्ता सहितको कार्यक्रमको खाँका अनुसूची २ मा प्रस्तुत गरिएको छ ।

१.५ सहभागी

गोष्ठीमा वन क्षेत्रसंग सम्बन्धित राष्ट्रिय, अन्तरराष्ट्रिय विज्ञहरू सहित सरकारी, गैरसरकारी, अध्ययन अध्यापन, संचार माध्यम, नागरिक समाज, समुदाय संस्था तथा विकास साझेदार संस्थासंग सम्बन्धित महिला सहित २३० जना भन्दा बढीको सहभागिता थियो । उद्घाटन सत्रमा माननीय वन तथा वातावरण मन्त्री सहित अन्य विशिष्ट व्यक्तिहरूको सहभागिता थियो भने समापन सत्रमा माननीय महिला, बालबालिका तथा ज्येष्ठ नागरिक मन्त्रीको सहभागिता रहेको थियो । गोष्ठीका सहभागीहरूको विवरण अनुसूची ३ मा प्रस्तुत गरिएको छ ।

२.१ उद्घाटन सत्र

वन क्षेत्रमा लैंगिक समावेशीकरण राष्ट्रिय कार्यशाला गोष्ठिको उद्घाटन सत्र वन तथा वातावरण मन्त्रालयका सचिव डा विश्व नाथ ओलीको अध्यक्षता, माननीय वन तथा वातावरण मन्त्री श्री शक्ति बहादुर वस्नेतको मुख्य आतिथ्यता, प्रतिनिधि सभाको कृषि, सहकारी तथा प्राकृतिक स्रोत समिति सभापति माननीय श्री पूर्ण कुमारी सुवेदीको विशेष अतिथ्यता, प्रतिनिधि सभा सदस्य तथा पूर्वमन्त्री माननीय सत्या पहाडी, बागमती प्रदेशको उद्योग, पर्यटन तथा वातावरण समितिका सभापति माननीय रमा आले मगर, राष्ट्रिय योजना आयोगका माननीय सदस्य डा. कृष्ण प्रसाद ओली र सामुदायिक वन उपभोक्ता महासंघका अध्यक्ष श्री भारती पाठकको आतिथ्यतामा सम्पन्न भएको थियो। रेड कार्यान्वयन केन्द्रका उपसचिव श्री पशुपति नाथ कोईरालाले संचालन गर्नु भएको उद्घाटन सत्रमा बक्ताहरूको भनाइ निम्नानुसार संक्षेपमा प्रस्तुत गरिएको छ।

गोष्ठीमा उपस्थित अतिथि तथा सहभागीहरूलाई स्वागत गर्दै वन तथा वातावरण मन्त्रालयका योजना, अनुगमन तथा समन्वय महाशाखा प्रमुख डा. सिन्धु प्रसाद ढुगांनले गोष्ठीको औचित्य प्रस्ताउँदै वन तथा वातावरण मन्त्रालय वन क्षेत्रमा लैंगिक तथा सामाजिक समावेशीकरणका अन्तर्राष्ट्रिय प्रतिवद्धता तथा राष्ट्रिय नीति, कानून तथा संरचनागत व्यवस्थामाथि प्रकाश पार्नु भएको थियो। वन क्षेत्रमा लैंगिक समानता अत्यन्त महत्त्वपूर्ण भएकोले यसको महत्त्वलाई व्यापक बनाउनु पर्नेमा जोड दिँदै वन क्षेत्रका संयन्त्र एवं सम्पूर्ण वन प्रणालीहरूमा ५०% महिला प्रतिनिधित्व सुनिश्चित हुन आवश्यक रहेको चर्चा गर्नु भयो। नेपाल संयुक्त राष्ट्र संघको दिगो विकास लक्ष्यमा हासिल गर्न प्रतिवद्ध रहेको र सन् २०३० को अन्तसम्ममा दिगो विकास लक्ष्यले परिकल्पना गरे जस्तै सबै तह सबै निकायमा महिलाको ५० प्रतिशत प्रतिनिधित्व हुनु पर्नेमा जोड दिनु भएको थियो।

सामुदायिक वन उपभोक्ता महासंघका अध्यक्ष श्री भारती पाठकले तत्कालिन वन तथा भू-संरक्षण मन्त्रालयले लैंगिक तथा सामाजिक समावेशीकरण रणनीति २०६५ बनाएर अत्यन्त अनुकरणीय काम गरेको बताउनु भयो। नेपालमा ३ लाख भन्दा बढी

महिलाहरू कार्यकारी समिति र डेढ लाख भन्दा बढी नेतृत्व तहमा रहेको जानकारी गराउँदै सामुदायिक वनमा महिला नेतृत्व विकासको पहलकारी कदमलाई राष्ट्रिय तथा अन्तर्राष्ट्रिय समुदायमा सिकाईको रूपमा लिन सकिने उल्लेख गर्नु भएको थियो । साथै वन ऐन २०७६ मा कम्तिमा पचास प्रतिशत रकम सम्बन्धित स्थानिय तहसँग समन्वय गरी गरिबी न्यूनीकरण, महिला सशक्तीकरण तथा उद्यम विकास कार्यमा खर्च गर्नु पर्नेछ भनी उल्लेख हुनु अत्यन्त प्रशंसनीय रहेको र उक्त नीतिको प्रभावकारी कार्यान्वयन हुनु पर्ने विषयलाई जोड दिनुभयो ।

राष्ट्रिय योजना आयोगका माननीय सदस्य डा. कृष्ण प्रसाद ओलीले समाज परिचालनका लागी महिला र पुरुष बीचको सम्बन्ध तथा सम्झौताको प्रसंग उल्लेख गर्दै मानवजातिको विकास, क्रान्ति र यसको ऐतिहासिक सन्दर्भलाई महिला र सामाजिक संरचनासँग जोड्नु भएको थियो । वर्तमान अवस्थामा प्रत्यक्ष फाईदाका लागि हरित पुँजी जरुरी रहेको र हरित पुँजी व्यवस्थापनका लागि महिलाको प्रतिनिधित्व जरुरी हुने विषयलाई प्रकाश पार्दै स्रोतमाथि महिला र पुरुषको समान अधिकार हुनु आवश्यक छ भन्ने विषयमा जोड दिनु भयो । यस गोष्ठीबाट प्राप्त उपलब्धिहरूलाई राष्ट्रिय नीति निर्माणमा समावेश गरी नेतृत्व तहमा महिलाहरूलाई पुर्याउनु पर्ने कुरामा वहाँले थप जोड दिनु भएको थियो ।

बागमती प्रदेशको उद्योग, पर्यटन तथा वातावरण समितिका सभापति माननीय श्री रमा आले मगरले लैंगिक बजेट, यसको प्रभावकारी कार्यान्वयन तथा महिला सशक्तीकरणका नीतिहरू तथा योजनाहरूको प्रभावकारी कार्यान्वयन, मुल्यांकन तथा पृष्ठपोषण गरिनुपर्ने विषयमा जोड दिनु भएको थियो ।

प्रतिनिधि सभा सदस्य माननीय श्री सत्या पहाडीले नेपालको संविधानले सबै तह र निकायमा महिलाको ३३% सहभागीताको सुनिश्चिता गर्नु पर्ने व्यवस्थाले लैंगिक समावेशिताको सुरुवात गरेकोमा सोको प्रभावकारी कार्यान्वयनमा जोड दिनु भएको थियो । सामुदायिक वनमा महिलाहरूको प्रतिनिधित्वको लागि गरिएको व्यवस्था प्रशंसनीय रहेको भन्दै हाल जलवायु परिवर्तनसँग सम्बन्धित समस्याहरूमा वहाँले चासो राख्दै सामाजिक समावेशीकरण र लैंगिक समानता हरेक तहमा शुरुवात गर्नु पर्ने खाँचो रहेको बताउनु भयो । वन क्षेत्रको काम र लैंगिक समावेशीकरण फरक धार नभएको र संगै लैजान पर्ने भन्दै वनलाई उत्पादनशील बनाई त्यसको व्यवस्थापन, संरक्षण तथा प्राप्त हुने लाभांस वितरणमा उपभोक्ता तहवाट नै महिलाको सहभागिता आवश्यक रहने र प्राकृतिक स्रोत व्यवस्थापनमा महिला समावेशीकरणका अवरोधहरूलाई सम्बोधन गर्दै वन क्षेत्रको निर्णय

प्रकृत्यामा महिलाहरूको सकृय सहभागीता बढाउनु पर्ने आवश्यकता रहेको औल्याउनु भएको थियो ।

प्रतिनिधि सभाको कृषि, सहकारी तथा प्राकृतिक स्रोत समिति सभापति माननीय श्री पूर्ण कुमारी सुवेदीले गोष्ठीको उद्घाटन सत्रको मञ्चमा आसिन सात जना मध्ये चार जना व्यक्ति महिला भएकोले उपस्थित व्यक्तित्वहरूलाई ईंगित गर्दै वहाँले समावेशीकरण माथिल्लो तहबाट नै शुरुवात भएको हो की भनी चर्चा गर्नु भयो । वर्तमान समयमा नीति निर्माण तहमा महिलाहरूको सहभागितामा वृद्धि भएको स्मरण गर्दै समानताको यो अभियानमा पुरुष संगसंगै महिलाहरूको सामन्तवादी सोचमा परिवर्तन गर्नुपर्ने बताउँदै वन क्षेत्रबाट कसरी सम्बृद्धि ल्याउन सकिन्छ त्यस तर्फ बहस हुनु जरुरी रहेको चर्चा गर्नु भयो ।

वन तथा वातावरण मन्त्री माननीय शक्ति बहादुर बस्नेतले गोष्ठी सफलताको शुभकामना र यस गोष्ठीबाट प्राप्त सुझावहरूको कार्यान्वयनमा मन्त्रालयको सहयोग रहने प्रतिवद्धता व्यक्त गर्नु भयो । पछिल्लो पटक गरिएको लोकतान्त्रिक अभ्यासको एक आधारभूत आधार नै समावेशीकरण भएको उल्लेख गर्दै अबको समय निर्णयमा मात्र सिमित रहने परम्पराको अन्त्य भै सो को कार्यान्वयनमा जानु पर्ने आवश्यकता रहेको उल्लेख गर्नु भयो । राजनीतिले नै समाजका आर्थिक, सामाजिक तथा विविध आयामहरूलाई समेटेर जानु पर्दछ । अधिकारको कुरा गरीरहँदा त्यससँग सम्बन्धित जिम्मेवारी तथा कर्तव्यको पनि महत्वपूर्ण स्थान रहने चर्चा गर्दै ५०% भन्दा बढी जनसंख्या ओगटेको महिलाहरूलाई चुलो चौकामा मात्र सिमित गरेर समृद्धि आँउदैन तसर्थ समृद्धि, सामाजिक न्याय र आर्थिक विकासको हिसाबले पनि महिलाहरूलाई समावेशीकरण गरेरमात्र अधि बढ्नु पर्ने आवश्यकता माथि जोड दिनु भयो । नीतिहरू बनेका छन अब कार्यान्वयनमा कसरी प्रभाकारी बनाउन सकिन्छ त्यस तर्फ केन्द्रीत हुनु जरुरी छ । समावेशीकरण र वनको विकास अलग अलग होईनन् यसैले समावेशीकरण र वन विकास संगसंगै लैजानु पर्दछ । वन क्षेत्रको व्यवस्थित विकास र यसको प्रभावकारीता महिला समावेशीकरणबाट मात्र सम्भव छ । ४५% क्षेत्र ढाकेको वन क्षेत्रलाई उत्पादनशिल क्षेत्र बनाउनु पर्दछ, वनलाई प्रभावकारी व्यवस्थापन नगरीकन मुलुकको समृद्धिमा योगदान पुर्याउन सकिदैन ।

सामुदायिक वनमा महिला सहभागीता बढ्नु राम्रो हो तर तिनिहरू कति सकृय छन् यो पनि महत्वपूर्ण कुरा हो । यदि सकृय छैनन् भने त्यसको कारण के हो पहिचान गर्नु पर्दछ, समस्याको सहि पहिचान गर्ने र सोही बमोजिमको कार्यान्वयन हुनु पर्ने हुन्छ । जसको लागि नीति र कार्यान्वयन संगसंगै लैजानु पर्ने कुरा वहाँले बताउनु भयो ।

प्राकृतिक स्रोत व्यवस्थापनमा महिला समावेशीकरणका लागि विविध अवरोधहरू छन् । आगामी दिनहरूमा यसलाई सम्बोधन गरी कसरी अघि बढ्न सकिन्छ त्यसका लागि उचित संयन्त्रको विकास गरी वन क्षेत्रको निर्णय प्रकृत्यामा महिलाहरूको सकृय सहभागीता बढाउनु पर्ने आवश्यकता रहेको समेत वहाँले औल्याउनु भयो । यस गोष्ठीले स्थानीयस्तरका महिलाहरूको आवाज पहिचान गर्न सक्षम हुनेछ र आगामी दिनहरूमा नीति निर्माणमा यसको उचित सम्बोधन हुनु पर्ने कुरामा वहाँले जोड दिनु भयो ।

गोष्ठी उद्घाटन सत्रको अध्यक्ष तथा वन तथा वातावरण मन्त्रालयका सचिव डा. विश्वनाथ ओलीले वन क्षेत्रमा महिलाहरूको संख्यात्मक सहभागिता संगसंगै अर्थपूर्ण सहभागितामा काम गर्नुपर्ने कुरामा जोड दिनु भयो । वन क्षेत्रको काममा लैंगिक समावेशीकरणलाई ध्यान दिई वनलाई उत्पादनशील बनाई त्यसको व्यवस्थापनमा, संरक्षण तथा प्राप्त हुने लाभांस वितरणमा उपभोक्ता तहवाट नै महिलाको सहभागिता तथा प्रतिनिधित्व आवश्यक रहने भन्दै प्राकृतिक स्रोत व्यवस्थापनमा महिला समावेशीकरणका अवरोधहरूलाई सम्बोधन गर्दै वन क्षेत्रको निर्णय प्रकृत्यामा महिलाहरूको सकृय सहभागीता बढाउनु पर्ने आवश्यकता रहेको वहाँले औल्याउनु भएको थियो । वन क्षेत्रमा लैंगिक समावेशीकरणका लागि शिक्षा लगायतका अन्य क्षेत्रमा समेत संगसंगै काम गर्नु पर्ने, क्षमता अभिवृद्धीमा विशेष ध्यान पुर्याउनु पर्ने र व्यक्तिगत तवरवाट सबैले योगदान गर्नुपर्ने वताउदै सम्पूर्ण सहभागीहरूलाई धन्यवाद दिदै गोष्ठीको पूर्ण सफलताको कामना सहित उद्घाटन सत्र समाप्त भएको जानकारी गराउनु भएको थियो ।

२.२ पहिलो सत्र

कार्यशाला गोष्ठीको पहिलो दिनको पहिलो सत्रमा समुदायिक, साझेदारी तथा कबुलियती वन व्यवस्थापन र महिला विषयगत क्षेत्रमा चारवटा कार्यपत्र पेश भएको थियो । जसमा परिवर्तित आर्थिक सामाजिक परिप्रेक्ष्यमा सामुदायिक तथा कबुलियती वनमा लैंगिक अवस्थामा एक विश्लेषण शिर्षकमा सहायक वन अधिकृत सरस्वती अर्यालले, Gender and social inclusion in REDD+ initiatives: lessons from REED+ payment system pilot project in Nepal विषयमा डा. मनोहरा खड्काले, Does women leadership contribute better sustainability in community forests? विषयमा केशव आचार्य र साझेदारी वन व्यवस्थापन: लैंगिक दृष्टिकोण शिर्षकमा दिपा वलीले कार्यपत्र प्रस्तुत गर्नु भएको थियो । कार्यपत्र प्रस्तुती पश्चात प्राकृतिक स्रोत व्यवस्थापनमा दलित महिलाका विषयहरूलाई स्थलगत भोगाई तथा अनुभवका आधारमा प्राकृतिक स्रोत व्यवस्थापनका लागि दलित

समुदाय (गठबन्धन) नेपालका सुनिल परियारले आफ्ना अनुभवहरू प्रस्तुत गर्नुभयो । यसका साथै RECOFTC नेपालले प्रगतिशील सामुदायिक वन, सर्लाहीका श्री धनमाया वि. क. ज्यूको व्यक्तिगत जीवन भोगाई, नेतृत्व तथा परिवर्तनको यात्रा समेटी तयार पारेको वृत्तचित्र समेत प्रस्तुत गरिएको थियो । प्रस्तुती पश्चात प्यानलिष्टमा रहनुभएको बाग्मती प्रदेशका प्रदेश सभा सदस्य माननीय रमा आले मगर, वनस्पति विभागका महानिर्देशक धनञ्जय पौडेल, सामुदायिक वन उपभोक्ता महासंघका अध्यक्ष भारती पाठक र साझेदारी वन उपभोक्ता महासंघ, नेपालका राधेश्याम शिवाकोटीले छलफलको क्रममा उठेका प्रश्नहरूको जवाफ तथा आफ्नो धारणा व्यक्त गर्नु भएको थियो ।

यो सत्रमा समग्रमा सामुदायिक वनमा भएको नीतिगत व्यवस्थाका कारण महिलाहरूको प्रतिनिधित्व तथा नेतृत्व विकासमा सकारात्मक भूमिका खेलेको देखिन्छ । यद्यपि नीतिगत व्यवस्था अनुरूप कार्यान्वयनमा जोड दिनुपर्ने तथा लाभांस वितरण, महिला विकास तथा सशक्तीकरणका लागि प्रभावकारी काम गर्नुपर्ने विषयहरू आएका थिए । सामुदायिक वनको अनुपातमा साझेदारी वन तथा कबुलियती वन व्यवस्थापनमा महिलाहरूको सहभागिताको लागि नीतिगत व्यवस्थामा जोड दिनुपर्ने विषयहरू उठेका थिए । छलफल तथा प्यानलिष्टहरूद्वारा संरचनागत व्यवस्थाले मात्र महिला सहभागिता र नेतृत्वमा वृद्धि नहुने भएकोले शताब्दीदेखि जरा गाडेको सामाजिक नीति नियमहरू महिलाका लागि चुनौति रहेकोले यो विषयमा थप काम गर्नुपर्ने निष्कर्ष निकालेको थियो । यस सत्रमा सहजकर्ताको काम डा. मञ्जु तुलाधरले गर्नुभएको थियो ।

२.३ दोश्रो सत्र

दोश्रो सत्र “निजी तथा उत्पादनमूखी वन व्यवस्थापन र महिला” मा Women and private forest management in Nepal शिर्षकमा गंगामाया न्यौपानेले र Is gender role changing? A case of scientific forest management, implemented community forests in Nepal शिर्षकमा प्रविन भुषालले कार्यपत्र प्रस्तुत गर्नु भएको थियो । प्रस्तुती पछि Insight sharing को कार्यक्रम रहेको थियो जसमा Forest Farm Facility (FFF) को तर्फबाट शान्ता न्यौपानेले प्रस्तुती गर्नु भएको थियो । तत्पश्चात सहभागिवाट उठेका विषयहरूलाई सो सत्रका प्यानलिष्टहरू वन तथा वातावरण मन्त्रालय योजना, अनुगमन तथा समन्वय महाशाखाका प्रमुख सिन्धु प्रसाद ढुङ्गाना, बाग्मती प्रदेश, उद्योग, पर्यटन, वन तथा वातावरण मन्त्रालयका सचिव शिव कुमार वाग्ले र नेपाल वन पैदावार उद्योग व्यवसायी महासंघका कपिल अधिकारीवाट संबोधन भएको थियो ।

निजी तथा उत्पादनमूखी वन व्यवस्थापनको क्षेत्रमा महिलाका विषयहरू सतही रूपमा मात्र रहेको र यसलाई संवोधन गर्न पर्याप्त नीतिगत व्यवस्था नहुनुका साथै व्यवहारिक चुनौतीहरू रहेको निस्कर्ष थियो । वन क्षेत्रमा शारीरिक शक्ति उच्चतम प्रयोग हुने भनिएको कारणले समेत महिलालाई चुनौति रहेको छ तसर्थ निजी तथा उत्पादनमूखी वन व्यवस्थापनमा महिलाहरूको प्रतिनिधित्व बढाउन नीतिगत व्यवस्थाका साथै समाजिक तथा वातावरणीय पक्षमा काम गर्नुपर्ने भनी छलफल भएको थियो । यस सत्रमा सहजकर्ताको काम श्री शम्भू प्रसाद दंगालले गर्नुभएको थियो ।

२.४ तेश्रो सत्र

तेश्रो प्रस्तुती सत्र “भू तथा जलाधार व्यवस्थापन र महिला” विषयगत क्षेत्रमा केन्द्रित रहेको थियो । जसमा Gender mainstreaming in soil and watershed management: retrospective analysis शिर्षकमा विजयराज पौड्यालले र Gender dimensions in water use, management and disaster experienced from a climate change perspective शिर्षकमा प्रेम पौडेलले कार्यपत्र प्रस्तुत गर्नु भएको थियो । कार्यपत्र प्रस्तुती पछि भू-तथा जलाधार व्यवस्थापनमा उपभोक्ता स्तरमा रहेको स्रोत व्यवस्थापनमा गरिव, महिला एवं पेशागत जनजाती समूह (POWER Group) को तर्फबाट पोखरा महानगरपालिका वडा नं. २३, चापाकोटका गिता वि.क. ज्यूले आफ्ना भोगाई तथा अनुभवहरू सुनाउन भएको थियो । यसैगरी पोखरा महानगरपालिका वडा नं. २२ का मंगला पौडेलले आफ्ना अनुभवहरू प्रस्तुत गर्नु भएको थियो । कार्यपत्र तथा सहभागिबाट उठेका विषयहरूलाई सो शत्रका प्यानलिष्टहरू प्रदेश नं २ उद्योग, पर्यटन, वन तथा वातावरण मन्त्रालयका सचिव डा. पेम नारायण कंडेल र समुदायमा आधारीत वन सहजकर्ता, नेपालका अप्सरा चापागाईवाट संवोधन भएको थियो । यस सत्रमा सहजकर्ताको काम डा. शुशिला चटर्जी नेपालीले गर्नुभएको थियो ।

२.५ चौथो सत्र

चौथो सत्र “अनुसन्धान, अध्ययन अध्यापन तथा नागरिक समाज र महिला” मा पहिलो प्रस्तुती Trends and status of women’s engagement in forestry, academia and research: opportunities, barriers and implications शिर्षकमा कल्पना गिरी र शुष्मा भट्टराई, र दोश्रो कार्यपत्र Role of the civil society organization on for women empowerment in community based forest management system in Nepal शिर्षकमा दिलराज खनालले

प्रस्तुत गर्नु भएको थियो। कार्यपत्र प्रस्तुती पश्चात हिमवन्ती नेपाल प्रदेश नं. २ को संयोजक रमा पौडेलले वन व्यवस्थापन तथा हिमवन्ती नेपालमा आफ्नो अनुभव तथा प्रदेश नं. २ को विविसि नेपाली सेवाको पत्रकार माधुरी महतोले प्राकृतिक स्रोत व्यवस्थापन क्षेत्रमा महिला पत्रकारको भूमिका र चुनौतिको विषयमा आफ्नो अनुभवहरू राख्नु भएको थियो। कार्यपत्र प्रस्तुती पश्चात कार्यपत्र तथा सहभागिवाट उठेका विषयहरूलाई सो सत्रका प्यानलिष्टहरू कृषि तथा वन विश्वविद्यालय वन विज्ञान संकायका डिन प्राध्यापक डा. बलराम भट्ट, हिमवन्ती नेपालको कान्ती राजभण्डारी र नेपाल आदिवासी जनजाती महासंघका अध्यक्ष श्री जगत बरामवाट संवोधन भएको थियो । यस सत्रमा सहजकर्ताको काम श्री दिव्या गुरुङ्गले गर्नुभएको थियो ।

२.६ पाचौं सत्र

पाँचौं सत्र “वातावरण तथा जलावायु परिवर्तन र महिला” को विषयगत क्षेत्रसँग सम्बन्धित थियो । यस सत्रमा Women empowerment index in forestry शिर्षकमा सुजाता तामाङ्गले, Women and environment शिर्षकमा आभा श्रेष्ठ कर्णले, Nature based solutions as an approach to enhance the gender resilience in Nepal शिर्षकमा अनु अधिकारीले, Mainstreaming gender equality and social inclusion in forestry and climate change adaptation: Initiative through GESI community of practice in IFAD funded Projects in Nepal शिर्षकमा दौपदी सुवेदीले र Gender and social inclusion climate change: Issues opprtunities in federal Nepal शिर्षकमा दिव्या देवी गुरुङ्गले कार्यपत्र प्रस्तुत गर्नु भएको थियो ।

कार्यपत्र प्रस्तुती पश्चात हरियो वन नेपालका परिवर्तनका सम्वाहक धनमायाले हरियो वन कार्यक्रमको सहयोगमा आफु लैंगिक तथा जातिय भेदभावको विरुद्ध कार्य गर्न अग्रसर भई आफुले गरेको उदाहरणीय कार्य तथा आफ्नो भूमिका र चुनौतिको विषयमा आफ्नो अनुभवहरू राख्नु भएको थियो । कार्यपत्र प्रस्तुती पश्चात कार्यपत्र तथा सहभागिवाट उठेका विषयहरूलाई सो सत्रका प्यानलिष्टहरू सुदुरपश्चिम प्रदेशको, उद्योग, पर्यटन, वन तथा वातावरण मन्त्रालयका सचिव डा. दिपक कुमार खराल, आदिवासी अनुसन्धान तथा विकास केन्द्रको संयोजक डा. पासाङ्ग डोल्मा शेर्पा र Oxford Policy Management का डा. विमल कुमार रेग्मीवाट संवोधन भएको थियो । यस सत्रमा सहजकर्ताको काम डा. कल्पना गिरीले गर्नुभएको थियो ।

२.७ छैठौं सत्र

यस “संरक्षित क्षेत्र व्यवस्थापन र महिला” विषयगत क्षेत्रमा Women and protected area and buffer zone management शिर्षकमा विष्णु श्रेष्ठ र शिक्षा अधिकारी रानाले र लैंगिक समानता र सामाजिक समावेशीकरण: हरियो वन कार्यक्रमको सिकाई आदान प्रदान शिर्षकमा मनोरमा सुनुवारले कार्यपत्र प्रस्तुत गर्नु भएको थियो। कार्यपत्र प्रस्तुती पछि चितवन राष्ट्रिय निकुञ्ज चितवन हात्तिसार समुहका शोभा चौधरी र मीना महतोले महिला कर्मचारीले हात्तिसारमा भोग्नु परेका चुनौतिहरूको विषयमा आफ्नो अनुभवहरू राख्नु भएको थियो। सहभागिवाट उठेका विषयहरूलाई सो शत्रका प्यानलिष्टहरू प्रदेश नं ५ को उद्योग, पर्यटन, वन तथा वातावरण मन्त्रालयका सचिव डा. राधा वाग्ले, राष्ट्रिय निकुञ्ज तथा वन्यन्तु संरक्षण निर्देशनालय (सुरक्षा टोली) का श्री शरद ढकाल र वन अनुसन्धानकर्ता डा. नयाँ शर्मा पौडेलवाट संबोधन भएको थियो । यस सत्रमा सहजकर्ताको काम श्री विन्दा मगरले गर्नुभएको थियो ।

२.८ सातौं सत्र

सातौं सत्र “वन कर्मचारीतन्त्र र महिला” विषयगत क्षेत्रमा वन प्रशासनमा महिला समावेशीता शिर्षकमा डा. राधा वाग्लेले र वन क्षेत्रका कार्यक्षेत्रमा हुने यौनजन्य दुर्व्यवहार शिर्षकमा सिन्धु प्रसाद ढुङ्गानाले कार्यपत्र प्रस्तुत गर्नु भएको थियो। तत्पश्चात कार्यपत्र तथा सहभागिवाट उठेका विषयहरूलाई सो सत्रका प्यानलिष्टहरू राष्ट्रपति चुरे तराई मधेश संरक्षण विकास कार्यक्रमका सदस्य-सचिव श्री मन बहादुर खड्का, वन विज्ञान अध्ययन संस्थानका डिन प्रा. डा. कृष्ण राज तिवारी र वनकर्मी श्री उषा अर्यालवाट संबोधन भएको थियो। यस सत्रमा सहजकर्ताको काम श्री दुर्गा कार्कीले गर्नुभएको थियो ।

२.९ समूह कार्य तथा छलफल

राष्ट्रिय कार्यशाला गोष्ठीमा छलफललाई थप प्रभावकारी बनाउन सहभागीहरूलाई ४ वटा समूहमा विभाजन गरी समुहगत छलफल गराइएको थियो । वन तथा वातावरण मन्त्रालय अन्तगत संघका कार्यलयमा कार्यरत सहभागी कर्मचारीको समूह, प्रदेश मातहतका कार्यालय तथा संघ मातहतका पुरुष कर्मचारी सहित मिश्रित समूह, समूदायमा आधारित वन व्यवस्थापनमा संलग्न महिला उपभोक्ताहरूको समूह तथा अन्य संघ संस्थामा आवद्ध सहभागीहरूको समूह गरी ४ वटा समूहमा विभाजन गरी कार्यपत्रमा भएका छलफल तथा कार्यस्थलका अनुभवका आधारमा वन क्षेत्रका महिला केन्द्रित विशेष व्यवस्था,

सफल अभ्यास र चुनौति तथा हुनुपर्ने व्यवस्थाहरू छलफल गरी नीतिगत, संस्थागत, योजना बजेट र कार्यक्रम तथा कार्यवातावरण गरि ४ वटा क्षेत्रमा छलफल तथा विश्लेषण गरी प्रस्तुत गरिएको थियो। यी ४ वटै प्रस्तुतीको सारांसलाई राष्ट्रिय कार्यशाला गोष्ठीको घोषणापत्रमा समावेश गरिएको थियो ।

२.१० समापन सत्र

गोष्ठीको समापन २०७६ साल फागुन १९ गते वन तथा वातावरण मन्त्रालयका योजना, अनुगमन तथा समन्वय महाशाखाका प्रमुख तथा लैंगिक सम्पर्क व्यक्ति डा. सिन्धु प्रसाद ढुङ्गानाको अध्यक्षता तथा महिला, बालबालिका तथा ज्येष्ठ नागरिक मन्त्रालयका माननीय मन्त्री श्री पार्वत गुरुङ्ग प्रमुख आतिथ्यतामा समापन भएको थियो ।

रेड कार्यान्वयन केन्द्रका प्रमुख डा. बुद्धिसागर पौडेलले गोष्ठी सफल भएको र सफल पार्न सहयोग गर्ने वन तथा वातावरण मन्त्रालय र अन्य सहयोगी संस्था तथा सम्पूर्ण सहभागी, रेड कार्यान्वयन केन्द्रका सम्पूर्ण कर्मचारी र प्रत्यक्ष तथा अप्रत्यक्ष रूपमा सहयोग गर्नु हुने सबै व्यक्ति तथा संस्थाहरूलाई धन्यवाद ज्ञापन गर्नु भएको थियो । प्रदेश नं ५ उद्योग, पर्यटन, वन तथा वातावरण मन्त्रालयका सचिव डा. राधा वाग्लेले गोदावरी घोषणापत्रको रूपमा गोष्ठीको निष्कर्षहरू वाचन गर्नु भएको थियो ।

प्रमुख अतिथि महिला, बालबालिका तथा ज्येष्ठ नागरीक मन्त्री माननीय श्री पार्वत गुरुङ्गले कार्यक्रम आयोजना गर्नु भएकोमा वन तथा वातावरण मन्त्रालय र रेड कार्यान्वयन केन्द्रलाई धन्यवाद दिदै मुलुकमा समृद्धि हासिल गर्न हरेक कार्यक्रममा लैंगिक समावेशीकरण आवश्यक हुन्छ र यसका लागि यस्ता गोष्ठीको निष्कर्ष अत्यन्त महत्वपूर्ण भुमिका खेल्ने हुनाले वन तथा वातावरण मन्त्रालयले यसलाई आगामी दिनमा मनन गर्ने आशा वहाँले व्यक्त गर्नु भयो ।

कार्यक्रमको अन्त्यमा समापन सत्रका अध्यक्ष डा. सिन्धु प्रसाद ढुङ्गानाले रेड कार्यान्वयन केन्द्र तथा सम्पूर्ण सहभागीहरूलाई गोष्ठी सफल गरेकोमा धन्यवाद तथा बधाई दिदै गोष्ठीको घोषणापत्रलाई मन्त्रालयको आगामी नीति कार्यक्रम र बजेटमा कार्यान्वयन गर्ने विश्वास दिलाउदै समापन सत्र सम्पन्न भएको घोषणा गर्नु भएको थियो ।

२.११ गोष्ठीको विश्लेषण तथा निचोड

वन तथा वातावरण मन्त्रालय, रेड कार्यान्वयन केन्द्रको आयोजनामा २०७६ फाल्गुण १७ देखि १९ सम्म ललितपुरको गोदावरीमा आयोजित “वनक्षेत्रमा लैंगिक समावेशीकरण राष्ट्रिय गोष्ठी” मा विभिन्न ७ वटा विषयगत विधामा गरिएका १९ वटा प्रस्तुतीकरण, प्यानल छलफल, वक्ता तथा सहभागीका व्यक्त बिचार समेतका आधारमा गरिएको विश्लेषण र निष्कर्षलाई गोष्ठीको समापन सत्रमा प्रस्तुत गरिएको थियो जसलाई सर्वसम्मत रूपमा पारित गरी गोदावरी घोषणापत्रको रूपमा निम्नानुसार प्रस्तुत गरिएको छ।

नीतिगत व्यवस्था

- वन क्षेत्रका तीनै तहका विद्यमान नीति तथा कानूनलाई देशको लैंगिक विभेदको अवस्था, सविधान प्रदत्त महिलाका हक र अन्तर्राष्ट्रिय प्रतिबद्धता अनुरूप लैंगिक तथा सामाजिक समावेशीकरणको दृष्टिकोणबाट संवेदनशील हुने गरी परिमार्जन तथा तर्जुमा गर्ने ।
- लैंगिक समानता तथा सामाजिक समावेशीकरणलाई वन क्षेत्रको मुख्य कार्य (Core Business) को रूपमा स्थापित गर्न संस्थागत तयारी (Institutional Readiness) गर्ने ।
- वन क्षेत्रका केन्द्रिय स्तरमा भएका नीतिगत व्यवस्थालाई सरलीकृत गरी प्रदेश तथा स्थानीय तहसम्म लागु हुने गरी नीति रूपान्तरण (Policy translate into action) गर्ने ।
- वन क्षेत्रमा आवद्ध सरकारी, सामुदायिक, सार्वजनिक, निजी तथा साझेदार संस्थामा लैंगिक सम्वेदनशीलता सुनिश्चितताका लागि नीतिगत व्यवस्था गर्न कार्यसूचि सहितको लैंगिक सम्पर्क व्यक्ति अनिवार्य तोक्ने व्यवस्था गर्ने ।
- समुदायद्वारा व्यवस्थित सबै वनहरू (सामुदायिक वन, साझेदारी वन, कवुलियती वन, मध्यवर्ती क्षेत्र) को निर्देशिकाहरू परिमार्जन गरी कार्यकारी समितिहरूमा अध्यक्ष वा सचिव सहित कम्तिमा ५०% महिलाको प्रतिनिधित्व सुनिश्चितता गर्ने ।
- वन क्षेत्रमा आवद्ध सरकारी, सामुदायिक, सार्वजनिक, निजी तथा साझेदार संस्थामा स्पष्ट कार्ययोजना सहितका लैंगिक तथा सामाजिक समावेशीकरण रणनीति तर्जुमा गर्ने ।
- वन क्षेत्रका नीति तथा कानून तर्जुमा गर्ने कार्यदल देखि सेवा खरिद गर्दा परामर्श दाता छनौट गर्ने, कार्यान्वयन तथा अनुगमन तथा मुल्यांकन गर्ने तथा पृष्ठपोषण गर्ने समिति, उपसमिति वा कार्यदलहरूमा उपलब्ध भए सम्म ५० प्रतिशत महिलाको प्रतिनिधित्व सुनिश्चितता गर्ने नीतिगत व्यवस्था गर्ने ।

- प्राकृतिक स्रोत व्यवस्थापनमा आवद्ध भएका सामुदायिक वन, साझेदारी वन, कबुलियति वन समूह जस्तै भू तथा जलाधार संरक्षणमा आवद्ध भएका “POWER Group” लाई कानुनी मान्यता प्रदान गर्नु पर्ने ।
- कार्य सम्पादन सम्झौतामा लैंगिक मैत्री कार्यवातावरण व्यवस्थापनका विषयलाई अनिवार्य समावेश गर्ने ।
- महिला मैत्री कार्यवातावरण निर्माण गर्ने नीतिगत व्यवस्थाका लागि पहल गर्ने
 - ६ महिना तलवी सुत्केरी विदा र १ महिना सुत्केरी स्याहार विदा
 - २ वर्ष सम्मको वच्चा साथमा रहेका निजामती महिला कर्मचारीलाई मागेको स्थानमा पदस्थापना तथा सरुवाको व्यवस्था
 - मनोवैज्ञानिक परामर्शको व्यवस्था
- वन स्रोतमा महिलाहरूको पहुँच र नियन्त्रण बढाउन प्रोत्साहनका लागि समान कामका लागि समान ज्याला, अनुदान तथा विमाको व्यवस्था लगायतका सकारात्मक विभेदको व्यवस्था गरी लागु गर्ने ।
- वन क्षेत्रमा आवद्ध सरकारी, सामुदायिक, सार्वजनिक, निजी तथा साझेदार संस्थाहरूमा कार्यस्थलमा हुने यौनजन्य दुर्व्यहार निवारण ऐनलाई कार्यान्वयनमा ल्याउन अनिवार्य रूपमा मापदण्ड तथा आचारसंहिता बनाउने ।

संस्थागत प्रावधान

- वन क्षेत्रमा आवद्ध सरकारी, सामुदायिक, सार्वजनिक, निजी तथा साझेदार संस्थाहरूमा लैंगिक तथा सामाजिक समावेशीकरण खण्डिकृत तथ्यांक तयार गरी अद्यावधिक गर्ने व्यवस्था मिलाउने ।
- लैंगिक मैत्री भौतिक पूर्वाधार जस्तै सुविधायुक्त शौचालय, शिशु स्याहार कक्ष, सवारी साधन, कार्यकक्ष आदिको निर्माण तथा व्यवस्थापन गर्ने ।
- मन्त्रालयमा योजना अनुगमन तथा समन्वय महाशाखाको संयोजकत्व र मातहतका निकायमा कार्यालय प्रमुखको संयोजकत्वमा लैंगिक शाखा/ईकाई गठन गरी कार्य संचालन गर्ने व्यवस्था मिलाउने र सोही ईकाईले गुनासो सुनुवाई तथा संवोधन र व्यवस्थापन गर्ने ।

- लैंगिक सम्पर्क व्यक्तिहरूलाई क्षमता विकास गरी लैंगिक तथा सामाजिक समावेशीकरणका कृयाकलापहरूलाई अर्थपूर्ण कार्यान्वयनका लागि स्रोतको व्यवस्था गर्ने ।
- जसको सवाल उसको नेतृत्वलाई सार्थक बनाउन स्थानीय, राष्ट्रिय तथा अन्तर्राष्ट्रिय स्तरमा हुने सभा सम्मेलन तथा योजना र कार्यक्रमहरूमा महिलाहरूको अनिवार्य सहभागिताको सुनिश्चित गर्ने ।
- वन तथा वातावरण विषय अध्यापन गरिने अध्ययन संस्थान तथा वन सम्बन्धी तालिम पाठ्यक्रमहरूमा लैंगिक तथा सामाजिक समावेशीकरण विषय अनिवार्य रूपमा समावेश गर्ने
- वन तथा वातावरण मन्त्रालय तथा उद्योग, पर्यटन, वन तथा वातावरण मन्त्रालय र मातहतका कार्यलयहरूले करार, दैनिक ज्यालादारी वा लोकसेवा बाहेक आफ्नै प्रकृयाबाट कर्मचारी भर्ना गर्दा कम्तिमा ५० प्रतिशत महिला कर्मचारीलाई भर्ना गर्ने ।

बजेट तथा कार्यक्रम

- वन क्षेत्रमा आवद्ध सरकारी, सामुदायिक, सार्वजनिक, निजी तथा साझेदार संस्थाहरूमा लैंगिक उत्तरदायी बजेट तथा महिला लक्षित बजेट तथा कार्यक्रम तर्जुमा गरी निरन्तर कार्यान्वयन गर्ने ।
- वार्षिक कार्यक्रमको कम्तीमा ३५ प्रतिशत समानुपातिक समावेशीको सिद्धान्तको आधारमा महिला सशक्तीकरणका कार्यक्रम तर्जुमा गर्ने ।
- वन क्षेत्रमा आवद्ध सरकारी, सामुदायिक, सार्वजनिक, निजी तथा साझेदार संस्थाहरूमा योजना बजेट तथा कार्यक्रमहरू लैंगिक दृष्टिकोणबाट अनुगमन तथा परिक्षण गर्ने सूचक तथा मापदण्ड तयार गरी लागु गर्ने ।
- समुदायद्वारा व्यवस्थित वनका महिला पदाधिकारी तथा उपभोक्ताहरूलाई नीतिगत तथा कानुनी विषयमा अभिमुखीकरण गर्ने ।
- वन क्षेत्रमा आवद्ध सरकारी, सामुदायिक, सार्वजनिक, निजी तथा साझेदार संस्थाहरूका सबै तह तथा सबै वर्गका समुदायहरूको लागि लैंगिक विषयमा वृहत सचेतनाको अभियान संचालन गर्ने ।

- सवै निकायहरूमा कर्मचारी, पदाधिकारी तथा विद्यार्थीहरूलाई लैंगिक सचेतनाका विषयहरूमा अभिमुखीकरण तथा क्षमता अभिवृद्धि गर्ने ।
- लैंगिक, सामाजिक, राजनैतिक, आर्थिक रूपमा अति सिमान्तकृत, दलित, आदिवासी जनजाति, मधेसी समुदायका महिलालाई लक्षित गरी विशेष कार्यक्रम तय गर्नुका साथै लगानीका अवसर उपलब्ध गराउने ।

कार्यवातावरण

- कार्यस्थललाई सुरक्षित र मर्यादित बनाउन लैंगिक आचारसंहिता लागु गर्ने ।
- कार्यस्थलमा मर्यादित तथा लैंगिकमैत्री भाषा (Gender Sensitive Language) को प्रयोग गर्ने ।
- कार्यस्थलमा महिलामैत्री भौतिक पूर्वाधारहरूको व्यवस्था गर्ने ।
- कार्यस्थलमा हुने यौनजन्य हिंसामा शून्य सहनशीलता (Zero Tolerance to Sexual Harassment) अपनाउने ।
- वन क्षेत्रका सवै सरकारी, गैरसरकारी, सामुदायिक, सहकारी तथा निजी क्षेत्रका संस्थाका कार्यस्थललाई यौनजन्य हिंसाबाट पूर्णरूपमा मुक्त बनाउने ।
- वन क्षेत्र र वन क्षेत्र बाहिरका सरकारी, सामुदायिक, सार्वजनिक, निजी तथा साझेदार संस्थाहरूको तीनै तहमा महिला संजालीकरण वढाई सहकार्य गर्ने ।
- लैंगिक मैत्री कार्यवातावरण बनाउन यौनजन्य हिंसा विरुद्धका प्रचार प्रसार समग्री तयार गरी अभिमुखीकरण गराउने ।
- लैंगिक मैत्री कार्यवातावरण सृजना गर्ने कर्मचारी, पदाधिकारी, समूह, संघ संस्थाहरूलाई प्रोत्साहन तथा पुरस्कारको व्यवस्था गर्ने ।

Nature based solution as an approach to enhance the gender resilience in Nepal

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Abstract

Climate change has been becoming a severe threat to the lives in the world that largely affects natural resources, and hydro-geological processes and the people's livelihood. From a gender perspective, the intensity of climate change impacts is higher on women compared to men. The rural Nepal is in a complex transition period involving out-migration, urbanization, commercialization of the local economy which additionally threatened by climate change -particularly socio-economically disadvantaged community groups including women. Efforts to manage and restore natural environments can help women adapt to climate change. A sound understanding of their adaptive capacity is therefore critical for effective adaptation in the ground. Thus, different Nature based Solution (NbS) approaches were piloted and has been promoting in different parts of Nepal by different organizations. The Ecosystem based Adaptation (EbA) and Ecosystem based Disaster Risk Reduction (Eco-DRR) approaches in Panchase has become an example that NbS might be the effective means to reduce the differential impacts of climate change. Women lead homestay initiatives clearly indicated that NbS possess multiple benefit in restoring the ecosystem and enhancing the resilience of vulnerable communities especially women. This has increased the gender resilience in society, helped in protecting the different ecosystem services and protected the ethnic culture of the community.

Key words: Climate change, gender, nature based solutions, resilience

Introduction

Climate change has been happening globally. Climate change (CC) is a change in the state of the climate that can be identified (e.g., by using statistical tests) by

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changes in the mean and/or the variability of its properties and that persists for an extended period, typically decades or longer (IPCC, 2018). It has been becoming a real threat to the lives in the world that largely affects natural resources, and hydro-geological processes and has long-term effects on food security as well as in people's livelihoods. Both women and men are vulnerable to climate change; however, since they have different roles and status in their society, they are differently vulnerable. Therefore, the effects of climate change are not a gender neutral and there have been added challenges in achieving gender equitable livelihoods goals. About two thirds of the world's populations living in poverty are women and in the developing and least developed countries women are the primary exposure to the natural resources to sustain their livelihood, which underlines their greater vulnerability to the changing climate. Therefore, from a gender perspective, the intensity of climate change impacts is higher on women compared to men. The differential impact of climate change on women and men is due to social norms, traditional roles and different power structures. Nepal is a mountainous country with rich social, cultural and natural resources and is highly vulnerable to climate change due to its complex topography, variability in climate and micro-climatic conditions, and nature-based livelihoods. To address this issue Nepal had already prepared so many strategies related to climate change and acknowledged that women have greater vulnerability of cc but nothing concrete efforts has been done to address the causes of their vulnerability and also overlooked the women's knowledge, skills and contribution to socio-economic development and their potential for climate change adaptation.

Climate-induced disasters like erratic rainfall, unpredictable monsoon season, drought, landslides have substantially impacted in the mountain ecosystem (Gentle and Maraseni, 2012; ICIMOD, 2019; Machhi, 2011; Shrestha *et al.*, 2000 and World Bank, 2009). Furthermore, these climate induce disasters have certainly impacted in the livelihood of people and escalated the economic insecurity by increasing the possibility of crop failure and water scarcity (Gentle and Maraseni, 2012; Kohler *et al.*, 2010; Machhi, 2011 and Martson, 2008). The rural Nepal is in a complex transition period involving out-migration, urbanization, commercialization of the local economy which additionally threatened by climate change-particularly socio-economically disadvantaged community groups including women bear increased burden of adaptation in farm and natural resources management. Efforts to manage and restore natural environments can help women adapt to climate change. A sound understanding of their adaptive capacity is therefore critical for effective adaptation in the ground. Thus, different Nature Based Solution approaches were piloted and has been promoting in different parts of Nepal by different organizations.

The Ecosystem based Adaptation (EbA) and Ecosystem based Disaster Risk Reduction (Eco-DRR) approaches in Panchase region of Nepal has become an example that nature-based solution (NbS) might be the effective means to reduce

the differential impacts of climate change. NbS is defined as actions to protect, sustainably manage and restore natural or modified ecosystems, which address societal challenges effectively and adaptively, simultaneously providing human well-being and biodiversity benefits. Where program used sustainable management, conservation and restoration of ecosystems, as part of an overall EbA adaptation strategy, to reduce the vulnerability and enhance the resilience of ecosystems and their local communities to climate change impacts. More generally, it is a term that can be used to describe alternative and non-traditional approaches to environmental issues, like flooding, water scarcity, or soil erosion, by harnessing natural capital. It can be considered as an umbrella concept, encompassing ecosystem restoration, green and natural infrastructure, protection of ecosystems, and interventions to enhance particular ecosystem services.

In order to identify the possible solutions to address the above mentioned CC issues a case study has been done in the areas where the NbS approaches were implemented and the community people are adopting. This paper tries to identify the contribution of NbS approaches in enhancing gender resilience of Nepal.

Methods

The study was conducted in Panchase area which is located at the junction of three districts, Kaski, Parbat and Syangja of Gandaki Province covering an approximately are of 278.7 km². Previously this region comprises 17 Village Development Committees (VDCs) and now according to new governance structure these VDCs lies in Kusma Municipality and Modi Rural Municipality of Parbat district, Phedikhola Rural Municipality of Syangja district and Pokhara Metropolitan city of Kaski district. It represents a middle mountain ecosystem, and lies in the Chitwan-Annapurna landscape linking the lowland and high Himalayas of the Annapurna-Himalaya range. In altitude, it ranges from 742 m asl to 2517m asl. The area comprised 13 sub watersheds.

Outmigration is high in the area. In the past days, members of Gurung communities migrate outside of Nepal for employment in the British and Indian Armies, and they still continue to do so. Currently, there is an increasing trend of foreign employment opportunities in Gulf countries. People from other castes and ethnicities are also migrating as wage labors, especially youths are migrating to urban centers and to Gulf and other countries in search of better livelihood and women and old people now mostly reside in the villages. Majority of men working force are migrated in the foreign country which has force women to come forward to take a decision making role related to resource mobilization and their livelihood. Majority of the people livelihoods depends on the ecosystem services received from the area. Ecosystem services are received from water, agriculture, forest, grassland and various forms of

other natural resources. Forest (49%), agriculture (47.61%) and water body (0.29%) are the major ecosystems found in the Panchase area. The area is dominated by Asian monsoon system (average annual rainfall 3,882 mm), sub-tropical to temperate climate controlled by altitude and summer monsoon. The common natural phenomena in the area are landslides and flash floods. The homestay businesses were taken as an entry point for the piloting of EbA measures and mothers groups were taken as a means for demonstration of Eco-DRR approach.

The data was collected from the mountain EbA pilot area. EbA was piloted in three sub watershed of Panchase area with the financial support from Federal Ministry of the Environment, Nature Conservation and Nuclear Safety (BMU). The three sub watershed were Rati/Jare sub watershed from Parbat district, Harpan sub watershed of Kaski district and Andhi sub watershed of Syangja District. In each sub-watershed a homestay business were strengthened with view to restore ecosystem, foster the green businesses, efficient use of natural resources and build up the gender resilient society for the piloting of EbA options. All the homestay business was run by women groups. The name of homestay business is Chitre Rural Tourism Homestay, Sidhane Homestay and Boudha Tamu Community Homestay in Rati/Jare, Harpan and Andhi Sub watershed respectively. Similarly three bioengineering demonstration sites were established in Kaski, Parbat and Syangja districts under the Ecosystem Protecting Infrastructure and Communities (EPIC) global project with the financial support from BMU Germany to demonstrate the Eco-DRR approach. The demonstrations sites were managed by mother groups. In EbA and Eco-DRR, the gender and social inclusion approach was adopted and the options were implemented as an integrated, community led and participatory approach. The approach was used in following different steps as shown in Figure 1 below.



Figure 1: Gender and social inclusion in EbA and Eco-DRR

Members of all homestay business were involved in implementation of EbA measures in their area such as awareness raising, skill enhancement of different aspects of homestay business management (hospitality, financial management, record keeping etc.) and adoption of EbA approach, establishment of information center, water source protection, in situ conservation of different species, organic vegetable and fruit farming, bee-farming, waste management, sanitation and hygiene improvement, efficient use of kitchen waste water, bio gas promotion, Livestock farming and improvement of livestock shed, organic manure improvement, establishment of improved cook stove, in-situ conservation of different species, promotion of agro forestry and broom grass plantation etc. Similarly members of women groups were involved in the implementation of Eco-DRR measures in their respective area such as awareness raising, bioengineering training and research and establishment of bioengineering demonstration sites etc. The study was conducted at the end of the project period. Information were collected both from primary and secondary source. Primary source of information was collected from four focus group discussions and 15 key informant survey from the area. For the secondary information , literature review was done and personal experience was also included as the lead author is directly involved in the coordination and implementation of EbA and Eco-DRR program in the area. The collected data was gathered and analyzed for the further results.

Results

Promote green tourism: The study found that as the community involved in the homestay business also got chance to implement EbA measures as a nature based solution into their area. It provides an opportunity to conduct eco-tourism supported activities such as conservation of water springs, conservation of endangered species by adoption of traditional knowledge and style, which attracted more tourists to spend more time in their area. Similarly, they established the cultural museum, adopted organic farming and produced local organic products, which helped to run homestay business easily and tourist also attracted more by getting chance of enjoying natural beauty and getting local organic foods. Furthermore, local residents also got opportunity of social, economic, environment and natural resource benefits.

Create job opportunity at local level: The homestay business created job opportunity at the local level. During the FGD homestay members mentioned that the homestay business attracted more tourists and provided suitable environment to the tourists to come and spend more time in the community as they are able to provide lodging and fooding facilities. Some locals also got opportunity to engage as porter, household cleaner and organic food supplier etc. More than 185 local people were directly involved in the homestay business and more than 100 local people were directly involved in bioengineering works as a skilled and non-skilled labour and other ecosystem restoration activities, which provide employment opportunities to the

community people specially women. The study reveals that business provided an employment for around 55 days in a year. Beside this the locals were also involved in farming activities including vegetable farming and also involved in project activities in both skilled and non-skilled worker. Therefore, the project activities and homestay business created the job opportunity at the local level.

Increase economic opportunities and benefits: The study revealed that after getting opportunities to involved in ecosystem restoration activities and running a homestay business communities are able to sale different local products such as broom, local organic fruits and vegetables, organic honey, tea, coffee and other organic local products to the international and domestic tourists and others and earn money. From this the community also able to diversity their livelihood opportunities as they were involved in different sectors through the adoption of EbA and Eco-DRR approaches. The study found that around four thousand number of tourists received the homestay facilities annually and generated around NRs 40,000 per annum additional net profit from the business. Likewise, the business also created an opportunity in the allied sectors like grocery shops, tea stall and butcher shop etc. and individual households were also able to increase their household level income from homestay, EbA activities and other allied sectors. Furthermore, these approaches help to increase economic opportunities and benefits. The study also found that homestay communities are able to tap the additional resources from the government for their homestay business and organic farming. All the three studied homestay community received 10 lakh money for homestay and five lakh money for integrated organic farming from provincial ministry i.e. Ministry of Industry, Tourism, Forest and Environment (MoITFE) and Ministry of Land Management and Agricultural Cooperatives (MoLMAC) respectively.

Minimize health hazards and increase nutrition security: It was found that by adopting the nature based solutions the health hazards in the community is reduced and the nutrition level is increased. The respondents mentioned that the program promoted the efficient use of waste water, biogas, improved cook stove, improved livestock shed and biodiversity conservation and organic vegetable farming which is directly impacted to the health and nutrition status of community particularly women and children. By promoting efficient use of waste water the house utensils were cleaned and dried in the sun and the waste water was used in kitchen garden which provided hygiene environment to the community. Furthermore, by adoption of improved cook stove or bio gas the health hazards is reduced as uses of these technology discouraged the use of traditional cooking stoves and there is less exposure to indoor air pollution to the women members in the family as they are mainly responsible for cooking. Similarly, having diversified foods the community members as well as livestock got opportunities to receive diverse nutrition so the nutrition intake is also increase from the EbA and Eco-DRR activities.

Save time and energy: The study indicated that the NbS approach contributed on time saving and energy required for the restoration and management of ecosystem services in the area. The approach works by a group of people there is also increased the social benefits to the community, which increase social cohesiveness among the community members. As the work was done by a group of people in a participatory way the efforts required for the restoration and management of ecosystems is divided among the members so individual members can contribute their less time and energy to manage the tasks. Furthermore, this approach was adopted an integrated approach, time and energy spent on one task directly utilized or contributed to other task so it help to save time and energy for the other tasks such as one household was put their efforts for improvement of livestock shed (where individual separated and manage the dung and urine and utilized in different purpose), it directly help for bio gas plant and increase the production of home garden crops. This means from this measure HHs can use biogas plant and also reduced the pressure in forest and decreased the time required of HHs for fuel wood collection, biogas plant materials collection and consumption of fuel wood.

Discussion

Human wellbeing and livelihoods cannot be sustained without healthy ecosystems. Mountain ecosystems are particularly important, in that they maintain rich ecological processes and provide essential goods and services, especially water, not only to mountain people, but also to downstream lowlands where demand from population centers and agriculture is high (UNDP, 2015). Healthy ecosystems can play a vital role in reducing disaster risk. They can act as natural buffers or protective barriers to floods and landslides. They can also effectively act as water filtration and absorption systems (Renauld *et al.* 2013). Fully functioning ecosystems can further build resilience against disasters by sustaining human livelihoods and providing essential goods to local populations, like food and shelter. As a result, the EbA and DRR will be used as nature based measures to reduce the disaster risks, including those intensified by climate change.

The ecosystem approach, defined by the Convention on Biological Diversity (CBD) is a strategy for the integrated management of land, water and living resources that promotes conservation and sustainable use in an equitable way (CoP 5). Ecosystem-based adaptation is the use of biodiversity and ecosystem services as part of an overall adaptation strategy to help people to adapt to the adverse effects of climate change (CBD, 2009). Ecosystem based adaptation is a nature based solution for addressing the impacts of climate change on people and their environment. It involves the conservation, sustainable management, and restoration of ecosystems to help people adapt to the impacts of climate change; acknowledging that human resilience depends critically on the integrity of ecosystems. Although primarily a climate change

adaptation approach, ecosystem based adaptation can also contribute to climate change mitigation by reducing emissions from ecosystem loss and degradation. Eco-DRR is the sustainable management, conservation and restoration of ecosystems to reduce disaster risk, with the aim to achieve sustainable and resilient development (Renauld *et al.* 2013).

Study shows that women play a vital role in management of ecosystem (Singh, 2015). Women are always in the frontline to the resilience of households (Chanamuto and Hall, 2015). Women and girl spent their significant time for the collection of water for their domestic use. Allocations of such gigantism time for the collection of water constrain their involvement in economic generating activities and decision making processes. If women have improved water system facility then they would have plenty of time engaging themselves in the other source of income generating activities like organic farming and homestays (FAO, 2016). The concept of nature-based solutions promotes the role of natural, self-sustained processes relying on biodiversity and ecosystem services to bring about benefits for society. NbS are intended to support societal development goals as well as sustainable development goals, in ways that reflect social, cultural and economic values, through enhancing the resiliency of ecosystems and by supporting vital ecosystem services, biodiversity, and access to fresh water, improved livelihoods, healthy diets and food security from sustainable food systems.

The homestay business and bioengineering demonstration sites were established by adopting the nature based solutions approach where a lot of ecosystem restoration, biodiversity conservation and livelihood enhancement activities were done which build the gender resilience in the area. Different study also found that the activities adopting nature based solutions approach support for promotion of green tourism create job opportunities, minimize health hazards, increase nutrition and saves time and energy etc. A study done by Goswami *et al.*, 2016 mentioned that biogas works in the mechanism of utilizing the organic wastes produced from the humans and the animals. Furthermore, Georgi and Stathakopoulos (2006) mentioned that live fences are most effective on lower-angle slopes and on sites with thin soils where excavation would be difficult. They can also be used to protect the slope toe. Benefits is used with living cuttings to make the walls sprout and grow, further strengthening the structure. Rooted fences retain and stop moving soil to establish terraces that slow runoff velocity and reduce erosion and also enhance scenic beauty so support tourism.

Conclusions

Nature-based solutions are a fundamental part of action for climate and biodiversity and this approach is effective for building the gender resilience as it helps to build the resilience of ecosystem on which poor communities rely for their livelihoods and income. The community people especially women got opportunities to engage in

EbA and Eco-DRR measures are able to integrate their community based adaptation solutions through the use of their traditional knowledge and skills, which help to draw local people's capacities to enhance the resilience of their social and economic systems to climate impacts. All the initiatives taken by communities especially community based homestay business along with EbA measures and Eco-DRR approaches clearly indicated that nature-based solutions possess multiple benefits in restoring the ecosystem and enhancing the resilience of vulnerable communities especially women. Communities especially women are able to earn economic, social, cultural, environmental and health benefits from different initiatives such as women EbA champion were elected in local election as a ward chair and members, homestay business groups able to grab money from different sources for the promotion of their business, bioengineering works reduce the impacts of landslides and reduced the rate of soil erosion, biogas plants reduced level of indoor air pollution and also saved time for fuelwood collection and reduced the amount of fuelwood consumption, livestock shed management support for more production of crops and vegetables, home garden and organic farming increase the intake of fruits and vegetables, which increase level of nutrition and other related activities such as homestays from Sidhane, Chitre and Bange received support from provincial for homestay business and organic farming and livestock management. Similarly, local women started to sell local products such as tea, coffee, organic vegetables, honey, broom grass, grass etc and some also started new business such as tea shop, small restaurant etc. Therefore, NbS approach immensely assisted in developing the gender resilience society, helped in protecting the different ecosystem services and ethnic culture of the community.

Recommendations

The study shows that the approach is good for building the gender resilience particularly in mountain and mid hills of Nepal but the challenge is sustainability of the approach and promotion of eco-tourism in. For the enhancement of gender resilience through adoption of NbS following points should be considered.

- Strengthen the institutional mechanism of homestay business or provide support on institutional development so that they can continue their business by.
- Support from Government in capacity building such as skills, tools, and supporting technologies are needed for promotion.
- Engage community groups, clubs and organizations including youth and women groups and women led organizations in the formulation, implementation and monitoring and evaluation of plans and policies.
- Establish cross-sectoral collaboration among the sectors such as forest, agriculture, soil conservation, irrigation, road, infrastructure

etc. is needed for the planning, implementation and monitoring and evaluation as this approach is holistic and integrated.

- NbS should be mainstreamed within federal, provincial governance, climate action and climate policy related instruments, including Nationally Determined Contributions, National Adaptation Plan, Low greenhouse emission development strategies, development plans, Local Adaptation Plans etc.

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Role of civil society organizations on women empowerment in community based forest management systems in Nepal

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Abstract

The forestry sector policies and legislations have been recognizing the community forestry and other community-based forest management regimes in Nepal since the decade of 1980s. Despite having legal backup, from the very beginning of community forestry campaign, the concepts of gender mainstreaming had internalized in the policy instruments. Based on the community level experiences, the representative organizations of Community Forestry User Groups (CFUGs) and other community-based forest management groups have made some of the dedicated provisions in their bylaws for the equal representation of women in the executive bodies and decision-making process of civil society organizations (CSOs), which has widely contributed to intervene in the national level forestry sector policies and legislations for gender mainstreaming or integration particularly in the representation and decision-making process. Lessons learnt from community-based forestry sector can be replicated in other CSOs of community-based natural resource management groups such as land, water and energy. The different national legislations have also benefited from the experiences of women's participation in community-based forestry or their CSOs and made legal provisions to secure women's participation in the local governments, provincial assemblies and federal parliament. This article was written based on the desk-review of policies of relevant CSOs and institutional memories of the authors.

Key words: Community forestry, community rights, decision making, women empowerment

Introduction

The Master Plan for the Forestry Sector (MPFS) 1989 had envisioned to mobilize the non-state actors for the facilitation and capacity building of local communities including women groups during the formation of Community Forestry Users Groups (MPFS, 1989). However, MPFS has lacking the specific policy for the establishment of representative organization of forest communities. The Forest Policy 2015 and the new Forest Policy 2018 has made different provisions to promote the participation of

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CSOs in the policy process of forestry sector through multi-stakeholder mechanism. Forest Policy 2018 had included the provisions for gender integration in all types of forestry institutions including community-based forest management groups and their CSOs or representative organizations. Since 1990, the Constitution has also guaranteed the fundamental rights to organize and establish CSOs by the citizens or communities and based on such fundamental rights, the citizens of community forest users groups and other community-based forestry groups have started to establish their representative CSOs for the advocacy of community rights including women's rights over the forest resources and its benefits.

There are various types of CSOs in the forestry sector who represent different constituencies including forest communities, women groups engaging in the forest management, private/family forest owners, forestry professionals and private sector. Out of them, the Federation of Community Forestry Users, Nepal (FECOFUN), Association of Collaborative Forestry Users, Nepal (ACOFUN), Association of Family Forestry Owners Nepal (AFFON), HIMWANTI Nepal, Nepal Forester's Association (NFA), Federation of Forest-based Industry and Trade, Nepal (FenFIT-Nepal) and Nepal Herbs and Herbal Products Association (NEHHPA) are quite active in terms of advocacy point of view for the protection of the interest and rights of their constituencies including women groups. In this article, these CSOs were selected for the analysis of the roles of forestry sector CSOs for empowering women in the forest management sector.

Each of the above-mentioned forestry sector CSOs has their own bylaws (*Bidhan*) for their operation and maintaining governance in the institution. One of the important elements of the bylaw of these CSOs is to constitute an executive body with an equal participation of women and socially marginalized communities. Some of the forestry sectors CSOs have made explicit provisions for gender equality in their bylaws, however, majority CSOs lacks the provisions for equal participation of women in the executive body and other institutional mechanisms. The lack of provisions for the equal participation of women in the bylaws of CSOs is one of the major challenges for women groups. Despite having the provisions for equal participation of women in the decision making bodies of CSOs, the implementation status of such provisions are very weak due to stereotype of thinking, patriarchal hegemony and unequal social power structure. Lack of capacity building of the women leadership in CSOs is also one the main internal weakness of the forestry sector CSOs in Nepal. In this paper, strengths, weakness, opportunities and threats for the women empowerment in forestry sector CSOs will be analyzed and the recommendations will be presented to address the weakness and threats. The role of the media is also very crucial for the women empowerment in forestry sector CSOs, therefore, the role of the media is also briefly highlighted in the paper based on the available information and media reporting on gender empowerment in forestry sector CSOs.

Objectives

The main objective of this paper is to discuss about the roles of forestry sector CSOs for gender integration and women empowerment in the community-based forest management sector. The other objectives of the paper are to highlight the strengths and opportunities for women empowerment in the forestry sector CSOs. Considering the weaknesses and threats of the women groups in forestry sector CSOs, the other objectives of the paper are to propose some of the recommendations to address those identified weaknesses and threats.

Methods

This study is primarily based on the analytical (desk review) and consultative methods such as interviews with the duty bearer of selected forestry sector CSOs. The bylaws of the forestry sector CSOs are the main instruments for securing women empowerment through forestry sector CSOs, therefore the gender related provisions of the bylaws of forestry sector CSOs were reviewed. Similarly, the annual reports and other relevant publications of the forestry sector CSOs were also reviewed to explore the contributions of these CSOs for the women empowerment. Interviews were conducted with some of the duty bearers of the selected forestry sector CSOs to understand the perceptions of key duty bearers of these CSOs about that how the CSOs have been contributing for women empowerment in the forest management and CSO's movement. Some of the media reporting on the role of CSOs for empowering women were also reviewed to identify the role of media for this purpose. The preliminary findings of the study has presented in the national workshop on gender integration in forestry sector organized by the REDD Implementation Centre in Kathmandu. During the finalization of this paper, the feedbacks of the participants of the workshop were also considered.

During the drafting of this study paper, all data related to the women's representation at national level executive bodies of the selected forestry sector CSOs were collected, compared and analyzed to discuss about the status of women in the forestry sector CSOs in Nepal. There are many NGOs working in the forestry sector of Nepal for the gender empowerment, however, they have very limited accountability towards the wider interest groups of the society. Therefore, for the discussion in this article, only those CSOs were selected which represent the specific constituencies and interest groups such as local communities, women, private/family forest owners and private sector depending on forest products.

Results

Fundamental rights of women: The Constitution of Nepal as guaranteed some of the fundamental rights of the citizen, which are instrumental for the women empowerment

in all aspects of the societies including socio-economic and cultural status. The Constitution has guaranteed the women's rights, rights to equality, rights to social security, rights to social justice, rights to against discrimination and untouchability and other fundamental rights such as rights to food sovereignty, health, housing and employment (Chapter 3 of the Constitution). All these fundamental rights can be utilized by the men and women in an equal manner and without discrimination. The forestry sector CSOs are also responsible to ensure the exercise of all these fundamental rights in their institutions and constituencies. However, majority CSOs have lacking the provisions or mechanisms in their Bylaws for securing these fundamental rights in their institutional mechanisms.

International human rights of rural women: According to the article 14 of the Convention on the Elimination of all Forms of Discrimination against Women (CEDW) 1979, the member states have obligations to take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development. The member states have also obligations to ensure the rights of rural women particularly to participate in the development planning process; benefits form the social security program; to participate in the training and education and other capacity building program; to obtain equal access to economic opportunities; to participate in all community activities; access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes; and to enjoy adequate living conditions (Art 14, CEDW). The convention has also defined the roles of the non-state actors including CSOs to support in order to achieve these women rights within their scope of activities. In the context of Nepal, it has found that very limited CSOs are engaging to support to the rural women in order to exercise these rights of rural women as defined by the art 14 of CEDW.

Forest Policy 2018 and women's rights in the forest resources and its benefits: Some of the major provisions of the Forest Policy 2018 of Nepal are to increase the access in the benefits of forest through securing women's rights in the forest management; to apply gender sensitiveness during the formulation of plan, program and budget of the forestry sector institutions; and to ensure at least 50% representation of women in all types of forestry institutions through legislative and policy measures. The Forestry Policy has given emphasis to implement these policy measures in all type of forestry institutions including forestry sector CSOs and their constituencies. Based on the review and analysis of the Bylaws, plan and program of the forestry sector CSOs, it has found that only few of them are being able to fulfil these policy measures and majority forestry sector CSOs have lacking to maintain the consistency between these policy provisions and their internal operating instruments.

Forest Act 2019 and women's rights in the forest resource and its benefits: The Forest Act 2019 has incorporated a specific provision to secure women's rights in the benefits of community forest and collaborative forest. Such provision is included in the Forest Act 2019 at the first time of the history of forest legislation in Nepal. According to the section 22 and 25 of the Forest Act 2019, the Community Forestry Users Groups (CFUGs) and Collaborative Forestry Users Groups should allocate at least 50% income of forest user groups for the poverty alleviation, women empowerment and forest enterprise development from the remaining budget after allocating the income of the forest user groups in their forest management. However, it is require to elaborate the detail provisions on criteria and process in the Forest Regulation or guidelines for securing women's rights in the benefits of community forest and collaborative forest. The forestry sector CSOs including representative organizations of community-based forest management groups have responsibilities to facilitate for the effective implementation of this provision of the Forest Act 2019. During the consultation with some of the representatives of the forestry sector CSOs, it has found that they are proposing with the government to include specific provisions in the Forest Regulation for effective operationalization of the women empowerment related legal provision of Forest Act 2019.

The Forest Act 2019 has made different legal provisions for the formation of different types of Forest Users Groups (FUGs) and establishment of different institutional mechanism in the forestry sector such as Inter-levels Forestry Sector Coordination Committee (IFSCC) and Forest Development Fund (FDF) (sec. 73 and 45 of Forest Act 2019). The act has lacking the provisions for the composition of IFSCC and operating mechanism of FDF. Therefore, it is necessary to elaborate the composition and operating mechanism of such forestry sector institutions in the Forest Regulation. The forestry sector CSOs have some short of responsibility to advocate for securing women's participation in such mechanisms or institutions of the forestry sector. Though, the forestry sector CSOs have yet to be developed a common position for this purpose.

Forestry sector CSOs and their mechanisms for women empowerment: The forestry sector CSOs are established and registered under the Association Registration Act 1977. Unfortunately, this act has lacking a specific provision for the ensuring women representation in executive bodies of such social associations which are registered under this act. Therefore, it is not mandatory to make provisions in the Bylaws of associations or CSOs for ensuring women's representation in the executive bodies or decision-making bodies or mechanisms. However, majority forestry sector CSOs have made specific provisions in their Bylaws for ensuring women's representation in the executive bodies and decision making process. Some of them have ensured at least 50% women's participation in the Executive Bodies including decision-making process, though other forestry sector CSOs have yet to be developed such provisions

in their Bylaws. The women's representation related provisions of the different forestry sector CSOs are as follows:

Table 1: Women's representation in the forestry sector CSOs in Nepal

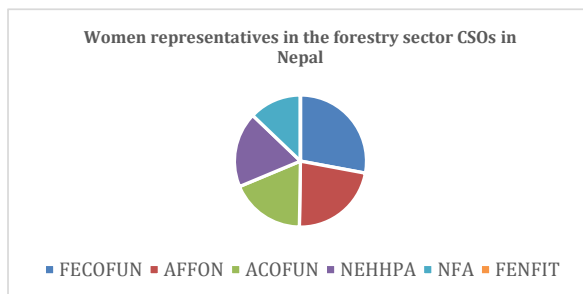
Forestry Sector CSOs	Executive Committee (Members)	Women representatives (%)	Women in executive committee	Remarks
FECOFUN (1)	85	At least 50%	43 (12 IPs and 5 Dalits)	50% Women in key posts
ACOFUN (2)	25	33%	8 (2 IPs)	Proposing up to 50%
AFFON (3)	44	40%	18 (2 IPs)	45% Women in key posts
HIMWANTI (4)	14	100%	7 IPs	
NFA (5)	13	23%	3	No women in key posts
FenFIT (6)	34	0%	1	No women in key posts
NEHHPA (7)	15	33%	5 (3 IPs)	No women in key posts

Source: Bylaws of the concerned CSOs and reports of their general assemblies

(1) Federation of Community Forestry Users, Nepal (FECOFUN), (2) Association of Collaborative Forestry Users, Nepal (ACOFUN), (3) Association of Family Forestry Owners Nepal (AFFON), (4) Himalayan Grassroots Women's Natural Resource Management Association of Nepal (HIMWANTI Nepal), (5) Nepal Forester's Association (NFA), (6) Federation of Forest-based Industry and Trade, Nepal (FenFIT-Nepal), (7) Nepal Herbs and Herbal Products Association (NEHHPA)

Based on the above-mentioned table, we can conclude that the FECOFUN is being able to maintain gender equality in the executive body and its decision-making process.

The AFFON ACOFUN and NEHHPA are maintaining at least 33% women representation in the executive bodies. NFA and FENFIT has very limited representation of women in their executive bodies, which is one of the major challenge for



the women who are working in the forestry sector professions and forestry sector private enterprises.

During the review of the reports of the General Assemblies of these forestry sector CSOs, it has found that only the FECOFUN has developed the Gender Strategy since last eight years (FECOFUN, 2018). Though, other forestry sector CSOs have yet to be developed their internal gender strategies. Likewise, these forestry sector CSOs have lacking gender-focused safeguards policies such as gender-based violence and sexual harassment control strategies; trafficking in person control strategy; whistleblower mechanism; and Feedback and Grievance Redress Mechanism (FGRM), therefore, women in the forestry sector CSOs are continuously advocating to develop gender-friendly safeguards policies in their CSOs.

All of these forestry sector CSOs have defined some of the objective in their bylaws for the women empowerment and promotion of gender integration in forest management activities. However, in practices, only few CSOs have developed and implementing women empowerment programs in the forestry sector which are also insufficient for the gender integration in all types of forest management activities. Therefore, the women representatives of these forestry sector CSOs are dissatisfied with the working procedure of their CSOs.

Role of the media for gender integration in forest management systems: The role of the media is very crucial for the women empowerment in the forest management systems. Though, there are very limited number of women journalist are working in the media sector in Nepal, therefore, very few media reporting on gender integration in forest management activities are available. Based on the database available from the Federation of Nepali Journalists (FNJ) and Forum of Women Journalists and Communicators (Sancharika Samuha), there are only 2% chief editors, 4% executive editors and 2% editors are women in Nepal. However, in the sector of print media and radio, there are 40% and 48% women journalists respectively. There are 10% women

<i>Women Journalists</i>	
Media	%
Print media	40%
Radio	48%
Television	10%
Online	2%

journalists in the televisions and 2% in the online media (FNJ, 2018). Despite having limited numbers of women journalists in Nepal, they are continuously giving high priority to highlights the contributions, opportunities and challenges of rural women in the different types of forest management regimes (FECOFUN, 2019).

Discussions

The Constitution of Nepal has guaranteed some of the fundamental rights of women which are really very important particularly for the rural women who are engaging

and contributing for the community-based forest management at community level. The forestry sector CSOs can play a crucial role for the empowerment of women through capacity building and leadership development activities at rural areas of local communities. Though, forestry sector CSOs has been giving low priority for the capacity building on constitutional rights of rural women groups. Similarly, article 14 of the CEDW has defined the state party obligations for securing rights of rural women over the natural resource and the benefits of rural development. Very limited rural women groups are aware about the international human rights of rural women as defined in the article 14 of the CEDW. It seems that this is the less prioritized agenda for the forestry sector CSOs in Nepal.

The Forest Policy 2018 and the new Forest Act 2019 has incorporated some of the strong policy and legal measures for securing women's rights over the forest resource and benefits generated from the community-based forest management regimes. The forestry sector policies has defined different roles of the forestry sector CSOs for the facilitation at community level in order to empower the rural women groups of the forest users groups. Only some of the forestry sector CSOs have developed and implementing very generic plan and program for this purpose, though, these efforts are not sufficient. Even after enactment of new Forest Act 2019, the forestry sector CSOs have not been organizing any training or capacity building events at rural areas targeting to rural women of forestry users groups.

The information provided in the table 1 shown that only one forestry sector CSOs (FECOFUN) is being able to ensure the equal participation of women in the executive body and decision-making process of the organization through its bylaws. The rest of the large forestry sector CSOs have lacking the provisions in their bylaws for gender integration and equal participation of women in the executive bodies and decision-making process of concerned CSOs. Due to lack of gender sensitive safeguards policies and mechanisms in the forestry sector CSOs, the women representatives are dissatisfied with the institutional mechanism of forestry sector CSOs. The CSOs themselves known as a champion for gender justice, though without having a clear and transparent gender strategy in the organization, it would be difficult to fulfill their objective.

Due to lack of networking of the women representatives of forestry sector CSOs, it is being difficult to develop a common advocacy strategy to influence in the CSOs for gender integration in the institutional mechanisms of these forestry sector CSOs. The women representatives of the forestry sector CSOs have not established any national forum for the experience sharing and knowledge exchange. The media may be one of the opportunities to share the best practices and challenges for the gender integration in forestry sector CSOs and women empowerment at rural areas targeting to rural women who are contributing for forest management at community level. There is necessary to develop a gender-friendly media advocacy strategy from the women representative of forestry sector CSOs.

Conclusions

The forestry sector CSOs have been playing a crucial role for the gender integration and women empowerment particularly in the community-based forest management regimes including community forestry in rural areas of Nepal. Therefore, the community forestry and some of the other community-based forest management systems are rewarding for their contributions to women empowerment at community level.

The Constitution of Nepal, the CEDW, Forest Policy 2018 and new Forest Act 2019 has guaranteed some of the important and supportive legal and policy provisions for the gender integration and women empowerment in the forestry sector and rural areas. If the forestry sector CSOs gives priority to enhance the capacity of women members of forestry users groups at rural areas, it can support for the gender integration and women empowerment in the CSOs. The different policy and legal instruments have given different roles and responsibilities to the forestry sector CSOs for the women empowerment in forest management systems, and the CSOs have obligation to develop and implement an appropriate plan and program for women empowerment at community level as well as policy advocacy at national level for securing women's participation in local and national level policy process.

One of the major challenge for the forestry sector women groups to secure their rights and representation in the executive bodies of forestry sector CSOs to engage in the decision-making process of these CSOs. Without revisions of the bylaws of the forestry sector CSOs, it is less possibility to secure women's representation in the institutional mechanism of the CSOs. The women representatives of the forestry sector CSOs can develop their networking to develop a common advocacy strategy to influence in the Bylaws of the CSOs for securing women's equal rights in the decision making bodies. The women representatives have also opportunities to take support from women journalists and the media to explore their issues and concerns at local and national level.

Comparatively, the CSOs of the private/family forestry owners, the forest entrepreneurs and forestry professionals have lacking the provisions for equal representation of women in their executive bodies and other decision-making bodies. The revision and amendment of the bylaws of the CSOs of these sectors is one of the options for gender integration in forestry sector CSOs in Nepal. It is assuming that the forestry sector CSOs will be agreed to amend their Bylaws for the gender integration in the institutional mechanism considering the constitutional framework of the country, international human rights of women and the forest policy and new forest legislation.

Recommendations

The existing national policies and legislations have ensured various rights of women over the forest resources and benefits generated from the forest users groups. The forestry sector CSOs have been also playing a vital role for the women empowerment in the community-based forest management regimes. However, there are lots of challenges for the women groups for gender integration in the forestry sector CSOs. Based on the review of existing policy/legal measures and the bylaws of the forestry sector CSOs, the following recommendations are proposed to address the challenges of women:

1. Revision and amendment of the bylaws of the forestry sector CSOs for the gender integration in the bylaw in order to ensure women's representation in the executive bodies and other decision-making bodies of CSOs.
2. Develop gender strategy and gender sensitive safeguards policies in the forestry sector CSOs in order to create conducive environment for the women in the CSOs.
3. Develop an informal network or forum of the women groups who are engaging in the forestry sector CSOs to develop a common advocacy strategy to influence in the decision-making process of forestry sector CSOs and sharing the knowledge and experiences through media.
4. Develop and implement capacity building and leadership development program for the women empowerment in the forestry sector CSOs.
5. Implement capacity building program at local communities of the rural areas to empower rural women about their constitutional and legal rights over the forest resources and benefits generated from forest users groups.

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Gender dimensions in water use, management and disaster experienced from climate change perspective

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and Susma Giri¹**

Abstract

Climate change is exacerbating existing water insecurity, and water induced disastrous events nationally and globally, with significant gender consequences. In this paper, gender dimension is assessed from four different aspects: I) water availability, II) contribution in water source management, and III) impact observed after improved water accessibility, and IV) impact during water induced disaster. These dimensions are analyzed based on two projects viz. BCRWME, and Climate Change Knowledge Management, executed by Department of Forests and Soil Conservation, and NAST respectively. It was found that proximity of water availability, its quality, and daily frequency of collection was directly linked with the workload and health of women and family members. The participation/contribution of women in water source protection was encouraging (ca. 5-10% of total cost). Out of 108 implemented sub projects by BCRWME, female were actively engaged to manage water sources, intake, tank, conservation pond, and plantation activities. After the improvement of water source at households and settlements level, time spent by women and children in collection was drastically reduced by about 77% and simultaneously daily water consumption per person/day was also increased from about 20 ltr. to 45 ltr, which is directly linked to their health and hygiene. After the water accessibility is improved, the saving time was used for gardening, cash crops farming, and care taking of their children. The female representation as community organizer, construction supervisor has enable them to empower their own personal knowledge, skills and capacity too.

As an adverse impact of climate changed related water induced disaster, a case example is analyzed in Darchula disaster, occurred in 2013. During the disaster it was observed that 3 persons died (2 of female) 64 houses were completely damaged (mainly female were) affected. It was because many male were migrated to India. In this area, 49% male and 51% female stated not having direct knowledge on the climate change and probability of water induced disaster and potential impacts. It may indicate that 1) adaptation and water management programs should also focus at

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individual and households levels so as to make more resilient, 2) Women's role in water management is critically important, 3) In most poverty underlying areas, there is only female (male are migrated for job) and water induced disaster can be more severe to them.

Key words: Climate change, disaster, gender empowerment, impacts, water management

Introduction

Gender refers to the different roles, rights, and responsibilities of men and women and the relations between them. It is generally associated with unequal power and access to choices and resources management decisions. While considering water, forest resources, it can be observed that women are mainly engaging to collect water, fuel, fodder for domestic use, and in generating agro based cash crops income. Due to their distinctive engagements with the nature, women's experience and knowledge are critically important for watershed resources management. Gender perspective analysis helps to create enabling situation for integration of women's knowledge on integrated watershed management, climate change impacts mitigation, and effective uses of resources. It indicates that there is close linkage between daily livelihood systems and surrounding nature and harmony reflects the balance on environmental sustainability. Social and economic analyses are incomplete without an understanding of gender and social differences and inequalities. With a gender analysis, planners gain a more accurate picture of communities, natural resource uses, and households level nature-communities interactive dimensions. Understanding the differences among and between women and men (who does what work, who make which decisions, who uses water for what purpose, who controls which resources, who is responsible for different family obligations, etc.) is part of a good analysis in any project/program interventions.

Water is one of the most important gifts of nature and required for existence of ecosystem/human being. However, if excessive, it becomes curse, it may trigger landslides, flood and others catastrophic disastrous events. Hence, managing water becomes critically important and of course gender dimension is primarily associated part of it. Under the Government's Strategic Program for Climate Resilience (SPCR), two projects named Building Climate Resilience of Watersheds in Mountain Eco-Regions (BCRWME) and Climate Change Knowledge Management, executed by Department of Forests and Soil Conservation, and Nepal Academy of Science and Technology (NAST) respectively are analysed primarily to understand;

1. Situation of water availability and uses,
2. Role of women in managing water sources/springs and its catchment,
3. Impact resulted after water sources managed appropriately,

4. Adverse impacts on women caused due to water induced disastrous events,
5. Challenges associated with water resources management from gender perspective.

Methods

Study/project area

The BCRWME pilot projects implemented under SPPR (GON/ADB) in far western development regions viz. Dadeldhura, Baitadi, Achham, Bajura, Bajhang, Doti and Darchula were taken as study/project sites. In Darchula, impacts observed on women during flood disastrous events was assessed. The area located within two watersheds viz. Budhi Ganga River and Lower West Seti River was taken as study/project area. Altogether 108 then VDCs out of 120 VDCs, were taken for study purpose where 1057 rural village tanks were constructed for water storage and multiple uses. The map of the study area is shown in Figure 1.

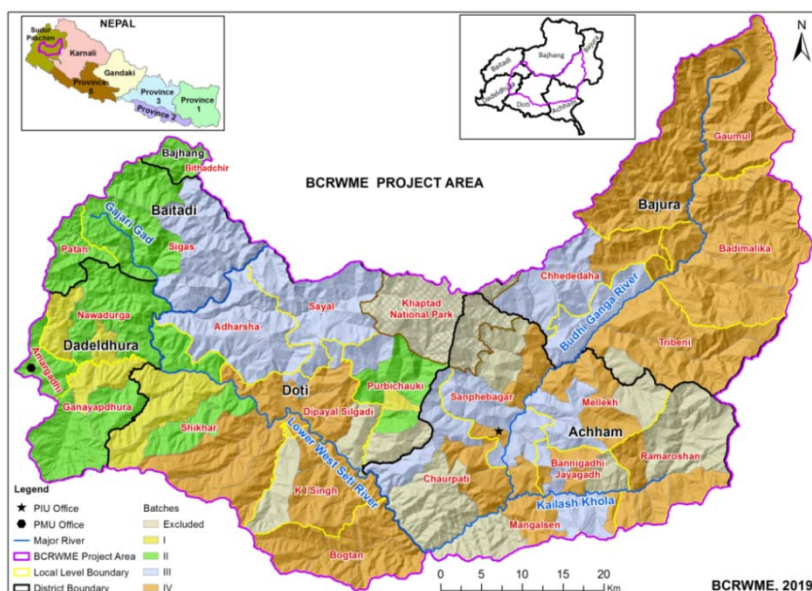


Figure 1: Location of study area

Study approaches and methodology

The water sources/springs management and associated genders perspective is analysed in its social, economic and environmental frame. The parameters considered in each component are shown below in Figure 2.

Gender Perspective

Social	Economic	Environment
of female motivators, of female participating in meeting, of scholarship provided to female, of receiving training opportunities, responsibilities and roles of male and female while managing water sources, empowerment processes/ institutionalization aspects	- Water collection time differentiation before and after water facility and uses for income generating uses, - Farming System alteration after water facility, - Operation and Maintenance plan of water management structures after project support,	- Cumulative changes in overall environm system at catchmer ing system level, - Inputs for catchmer - Inputs received from groups for overall e sustainability.

In addition, the role of men and women are broadly analysed from two different aspects;

- 1) Water source conservation and its utility management
- 2) Management of the catchment which has direct linkages with the water source (quality and quantity).

So as to understand the water environment and its associated catchment (also called management area) following diagrammatic illustration is shown (Figure 3).

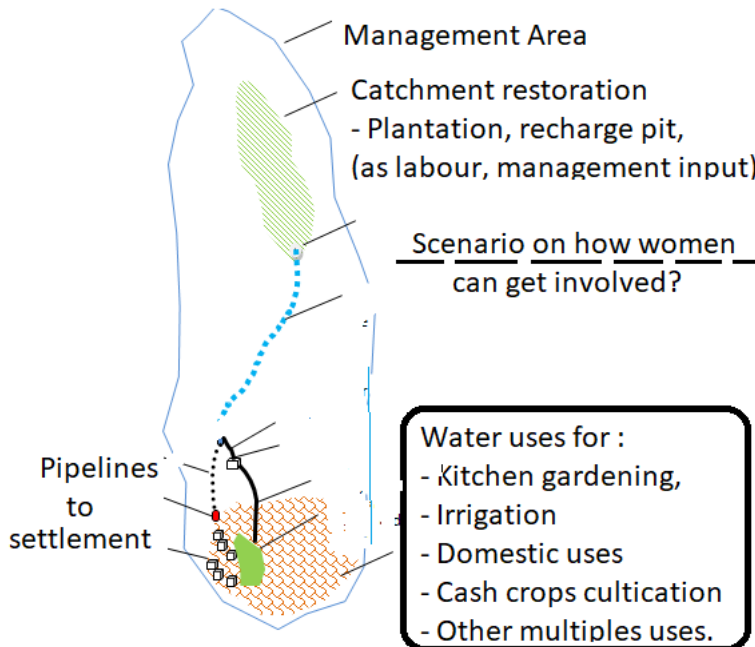


Figure 3: Conceptual diagram showing roles of women in water and catchment management

Results and discussion

Water availability

In the project area, most of the human settlements are on the top lap of the hills and along the ridges while the water sources are either down in the valley or far from the settlement. Water scarcity in terms of human/animal consumption, irrigation and other purpose are very common. So as to carry 20 ltr. of water, sometimes 2-3 hrs. walking distance may require for the women. Proper hygiene, health, nutrition related problems, and migration may have faced. The women specially bear the responsibilities to carry water for domestic uses. Despites of their old age, school time, and study time female are carrying water from a distance. It indicates that water scarcity can create multiple impacts (Figure 4).



Figure 4: Glimpse of women carrying water from distant sources

Community involvement and social mobilization

The primary users (who are directly depending upon particular water source) are grouped in the form of Sub Project Community Development Group at ward level (then VDC), and has direct responsibility to plan, implement and monitoring of the activities. Both male and female have responsibilities/opportunities for this. About 40% women's involvement in all development groups are mandatory. Hence roles of gender are clearly differentiated and unified depending upon the situation. So as to smooth the various sub project activities at ward level, Management Area Sub Project Community Development Group are also formed where both male and female are involved. Hence, social capital in the form of institutions is developed during the course of project implementation. This project provided the sole opportunity to female to serve as a social mobilizer in all 108 sub project area. In addition, female candidates are encouraged to take responsibility of operation and maintenance of the structures. While engaging as social mobilizer, they have developed their own capacity through training. Their role is to activate women for participatory planning and implementation. The concerned stakeholder are frequently organizing meetings, decides what they are wanting related with water source management (Figure 5). Their main intention is to construct the water source structures and supply system.

The role of female in water source management was very important, due to their direct linkage. Easy availability of water have reduced their transportation distance, health related behavior, per day water uses, animal feeding, kitchen gardening, cash crops production in their adjoining land.

The participation in catchment restoration activities (plantation, recharge pit construction), income generation (tunnel farming) have generated income and employment opportunities too. Because of these multiple benefits women were motivated to manage the water sources.

After project support, there was water intake, reservoir tank, pipeline system and substantial changes have noticed in consumption and transportation time (Figure 5). After the improvement of water source at households and settlements level, time spent by women and children in collection was drastically reduced by about 77% and simultaneously daily water consumption per person/day was also increased from about 20 to 45 liter which is directly linked to their health and hygiene. After the water accessibility is improved, the saving time was used for gardening, cash crops farming, and care taking of their children.



Few facts and Figures

1. Total sub project sites 108 nos. (one sub project in one then VDC as a unit).
2. There is 39.62% representation in each Sub project Community Development Group)
3. About 37.95 women are occupying key position : chairperson- 5 nos., and others as either secretary or treasurer).
4. There is 1057 numbers of Management Area Committee (it is smaller numbers of sub projects where 46.07 % of women are as committee members.
5. Out of 1057 Management Area committee 102 are female chair.
6. About 40.8 % female are participating in ward level meeting while planning the sub project.

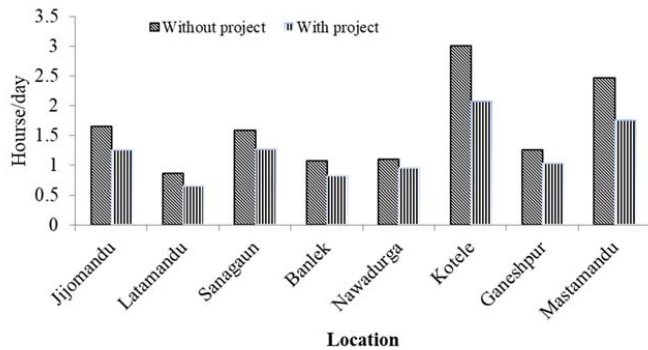


Figure 5. A glimpse of women meeting to implement water tank reservoir activity.

Gender and climate change induced flood/landslide disaster

Although water is nature gift but sometimes it become curse to the society. Flood/ landslide disaster can create serious impacts and social vulnerability for the entire society. As a case example, Darchula disaster, occurred in 2013 have assessed to understand how multiple consequences of water induced disaster can be observed in rural poverty dominated society. During the disaster it was observed that 3 persons died (2 of female) 64 houses were completely damaged (mainly female were) affected. It was because many male were migrated to India. In this area, 49% male and 51% female stated not having direct knowledge on the climate change and probability of water induced disaster and potential impacts. It may indicate that 1) adaptation and water management programs should also focus at individual and households levels, 2) In most poverty underlying areas, there is only female (male are migrated for job) and water induced disaster can be more severe to them. Results showed the vulnerability of the local communities in terms of knowledge, resource access, communication system, proper information dissemination, health, and livelihood. The gender variability is believed to have significant value in terms of flood disaster risk reduction, household development, and family caring activities.

Linkages among gender, water and poverty

Balancing water quality and quantity is always critically important and "too much and too little water" is always problematic. Access to water of sufficient quality and quantity will reduce the incidence of water-washed and water-borne diseases, improve health and productivity for women and attendance in schools for children. Women's development priorities for water resources are for those sources which are nearer homes. Improved livelihoods and food security for women and the disadvantaged are also dependent on access to sufficient water resources. Participation in water management has improved the dignity of women through giving them a voice and choice. Understanding the gender dimensions of institutions at all levels in society (within the household, community-based organizations, are really long term plan especially in rural society,

Challenges to empowerment processes

Although it may be easy to spell out the principle importance of women's role however in practice there might have some bottlenecks and obstacles due to education, awareness, poverty, and multiple circumstances. Few experiences are summarized in Table 1.

Table 1: Some challenges associated with gender empowerment process

Skill/knowledge development	Project need to develop the skills to facilitate gender-sensitive participatory processes with particular aim.
Time duration	Because of low level education, require support over a period of years.
Flexibility and adaptability	Trainings should be based on aim with certain flexibility
Continuous support	Require support at many instances and cases, which may emerge during the course of time. Continuing support to manage facing consequences.
Follow up	Continuous follow up on capacity enhancement resource, knowledge after project completion too.

Conclusions

Gender perspective is important aspect of any project/organization to involve both women and men to increase water effectiveness and efficiency. Mainstreaming gender helps both women and men to execute planned action, policies and programs at the bottom level. Water is important economic, social, and environmental goods and its quantity and quality is always matters to the human kind, because if it is excessive it may be causative factor of disaster. The provision of community organizers has proven to be very effective to motivate, strengthen local groups. There was direct linkage between roles of women and water management which has driven the strong motivation. There was saving of time, health, hygiene improvement and income generation. The women should give special emphasis to aware about water induced disaster mitigation.

Mainstreaming gender equality and social inclusion in forestry and climate change adaptation: initiative through GESI community of practice in IFAD funded projects in Nepal

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Abstract

Gender Equality and Social Inclusion (GESI) integration in development programs is a national issue of Nepal as well as the global. To address the GESI integration in policies and to translate policies into the practice are necessary at different levels and different sectors. This paper explores GESI initiatives in policy formulation, implementation status and common activities done so far for mainstreaming GESI in forestry and Climate Change Adaptation and experience of GESI Community of Practice (CoP) of International Fund for Agricultural Development (IFAD) funded projects in Nepal. Majority of development agencies have developed their GESI integration policies, strategies and actions, however there are gaps of scaling-up investment, strengthening capacities and institutionalized systems to track resources and monitoring results to ensure accountability for financing GESI. The finding relates the key learning of GESI community of practice within the IFAD funded projects and this learning can help to identify one of the practical ways forward for achieving the GESI goal in Forestry sector and Climate Change Adaptation. Literature review, key achievements and learning presentations shared by different projects that are working in Forestry and Climate Change Adaptation in Nepal and the learning from GESI Community of Practice (CoP) of IFAD funded projects are the main source of this assessment.

Key words: Climate Change Adaptation, CoP, Forestry, GESI

Introduction

Gender Equality and Social Inclusion (GESI) is one of the crucial cross-cutting issues at national as well as the global level. Realizing its importance, Government of Nepal (GoN) has been signatory to various international conventions and treaties, such as CEDAW, BPFA, ILO 169, and has been a party to the UNFCCC and COP negotiation processes, signatory of Paris agreement and Lima agreement in Gender, and has been committing to promote gender equality and social inclusion, equitable benefits sharing

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by women, indigenous and vulnerable populations through its various development interventions as well as the climate change adaptation initiatives. Similarly, constitution of Nepal mandates with a vision of “inclusive state” and the provision of proportionate inclusion of women, Dalits, Muslims, Janajatis and members of other minorities in the state structures, decision making and services. At the national and international scenario, Nepal has ensured and developed such GESI commitments as well as various policies and strategies for mainstreaming GESI like; Sustainable Development Goal-status and roadmap 2016-2030, National Periodic plans- 10th plan to 15th plan, and sectoral GESI strategies of line ministries etc.

The sector strategies such as Forestry Sector GESI strategy-2007, Forestry Sector Strategy (2016-25), National Forest Policy-2019, National climate change policy-2019, National environment policy-2019, Community Forestry Development Program Guideline-2014 all are giving clear mandates of mainstreaming GESI in forestry sector. Ministry of Forests and Environment (MoFE) (then Ministry of Forests and Soil Conservation-MoFSC) of GoN known as a pioneer Ministry to develop a strategy and address GESI concerns through systematic implementation (MSFP, 2014). There are lots of initiations/actions have been started from government and development partners/projects in forestry and climate change adaptation for addressing GESI issues and some progressive changes also seen in the sector but comparatively these favorable policies and commitments, there seems some gaps to translate policy into practice for achieving the expected results on GESI. In this context, this study contributes to identify the strategies/programs implementation status, practices and achievements, issues/challenges and way forward in Forestry and Climate Change Adaptation programs for mainstreaming GESI, and learning sharing of an initiative: GESI Community of Practice (CoP) of IFAD funded projects in Nepal including ASHA (Adaptation for Smallholders in Hilly Areas) project.

Methods

The study was carried out by collecting data through secondary information; reviewing literatures- various policies, reports/programs and plans, field observation and various interaction and learning sharing forums from different projects that are working in Forestry and Climate Change Adaptation issues including IFAD funded projects in Nepal, and personal experience of authors. This paper tries to assess the forest policy initiatives on GESI, key common activities accomplished through various forestry and climate change adaptation related programs/projects, implementation status of GESI policies and programs in forestry sector, and sharing the experience and learning from the initiative as GESI Community of Practice (CoP) of IFAD supported projects of Nepal.

Results

Based on the analysis of various policy documents, programs, plans, reports, experience sharing presentations related to GESI initiatives and achievements, and interactions with various officials and beneficiaries during the study it found the following results:

Key policy initiatives for mainstreaming GESI in forestry and CCA

In response to government's international and national commitments, the MoFE has prepared and has been implemented a good Gender and Social Inclusion (GESI) strategy and the Gender, Poverty and Social Equity (GPSE) monitoring framework on 2007 identifying four area of changes: 1) GESI in the Forestry Sector policies, laws, guidelines and strategies 2) Equitable governance and gender and social inclusion responsive institutional development 3) Gender and social inclusion sensitive budget, programs, and monitoring and 4) Equitable access to resources, decisions and benefits, program budget and monitoring system institutionalized. Following the vision of the strategy, few good initiatives have been taken viz., gender focal points are assigned at ministry, departments and district level implementation units, the community forestry development guideline was amended to include 50 percent women's representation in CFUG executive committees, mandatory provision to list the name of women and men both in household head of CFUG members and the provision of 35 percent income of CF would be allocated to pro-poor focus interventions, then started to identify poor and excluded groups through well-being ranking process and record gender-disaggregated data in community forestry database.

The Ministry has been enormously sharpening its visions in time to time onwards and put a new vision of Forest for People's Prosperity. The forest policy 2015 put its vision to contribute to local and national prosperity through sustainable management of forests, biodiversity and watershed with further strengthening of management capacity for promotion of good governance, inclusion and social justice in the forest sector. In 2016, Ministry has developed Forestry Sector Strategy (2016-25) with the aim to protect and manage forest, biodiversity, plant resources, wildlife, watersheds and other ecosystems sustainably, and make climate-resilient through an inclusive, decentralized, competitive and well-governed forestry sector providing equitable employment, incomes and livelihoods opportunities.

After the state restructuring process, MoFE has further reviewed the existing policies and developed few new policies, namely, National Forest Policy in 2019, National Climate Change Policy 2019, National Environment Policy-2019 etc. National Forest Policy 2019 emphasized on social security, inclusion and good governance as 1) proper distribution of benefits and effective utilization of all forest management systems will be ensured 2) The traditional knowledge, skill, practices, socio-cultural

practices, arts, intellectual property etc. of biodiversity and its associated tribal people and local communities will be documented, registered and protected 3) The gender discrimination will be ended in all government, community, cooperative and private institutions in the forest area and 4) Effective services will be implemented by maintaining transparency, accountability and fairness in all the bodies of the forest sector. The policy is recognized an approach of gender and social inclusion among the nine of policy implementation approaches.

Regarding the management of climate change issues, the National Climate Change Policy 2019 has mentioned to mainstream gender equality and social inclusion (GESI) into climate change mitigation and adaptation programs in its main objectives with an inter-thematic area of Gender Equality and Social Inclusion, Livelihoods and Good Governance in policy, strategies and working policies. MoFE is now reviewing the existing GESI strategy and planning to formulate new GESI strategy and action plans of Forest and Environment Sector soon. We hope this strategy will more progressive definitely.

In reference with all the forestry sector policies/strategies and GESI strategies of development partners, majority of projects under the Ministry of Forest and Environment have developed their separate GESI strategy, action plans, and operational guidelines. In overall, the presence of gender-sensitive forest policies and strategies seems good, whereas translations of strategies into practice are limited. Therefore, the effective implementation of policies needs high consideration and efforts for achieving intended GESI results.

Key common activities for mainstreaming GESI in Forestry and CCA

Ministry of Forests and Environment, its departments, division forest offices and the program/ projects working in forestry and climate change adaptation under the ministry has been mainly implementing the following activities for mainstreaming GESI:

- Capacity enhancement, women empowerment and leadership development, awareness raising/orientation on gender and social inclusion, climate change adaptation and entrepreneurship skills.
- Organize vulnerable, poor and excluded groups i.e. women, dalits (so called untouchable), indigenous minorities, people from geographically remote areas in the community as a user/beneficiary groups and capacitated them in group management and institutional strengthening, mobilize and empower for access to and control over resources.
- Ensure the representation of women and disadvantaged groups in users/beneficiary groups, executive committees and the key positions as well as

program planning, implementation and monitoring activities.

- Support to implement forest management; seedling production, plantation, thinning pruning, fodder forage cultivation and stall-feeding practices in livestock rearing.
- Support to implement water source protection and drinking water supply systems, use of renewable energy technologies, improved water mills for reducing women's workload.
- Support poor, women, disadvantaged and vulnerable households to implement forestry, agriculture and livestock based income generation activities or enterprises, livelihoods and nutrition sensitive food security, drought resistant agriculture and climate resilient cropping practices as well as off-farm income generation activities.
- Support to construct multi use water systems (MUS), improved water mills, forest management as focusing on firewood for reducing women's workload.
- Support to construct small scale irrigation/drip irrigation, water collection ponds for increase production, productivity and food security of vulnerable households.
- Support to construct improved cook stoves which supports to reduce indoor smoke pollution and fuel wood consumption which ultimately support to improve women's health and save time of fire wood collection.

Implementation status of GESI policy and strategies

Institutional arrangement

There are designated GESI focal points in ministerial, departmental and district level implementation units, who have given GESI related roles and responsibilities on top up their regular other duties. Majority of development partner funded projects and programs have a separate position of GESI expert/officer and Social Mobilization staffs under institutional arrangement, but this are only for project period and do not function in permanent structure. These Social Mobilizers have been working for enhancing capacity and empowerment of target groups i.e. poor, women, dalits and other disadvantaged ethnic groups for project period.

Participation

Participation and representations of women in forestry institutions, policy making forums as well as the decision making processes is the key element of mainstreaming gender equality and social inclusion. There are only 9.93% women staff have been working in Forestry Civil Services (GEWE report, 2019), whereas a nominal representation is existed in decision making positions. Community Forestry User

Groups (CFUGs) and Leasehold Forestry Users Groups (LFUGs) are appeared more progressive on women's representation in decision making positions in CFUG executive committee including in key positions. Although meaningful participation is still in question and needs to work more on it. Looking at the development partner funded projects, majority of the projects under the ministry have higher percentage of women employee than government civil services. During the assessment, it is found that on an average 31% women employee, 65% women beneficiaries and 52% women in key positions of local groups are held by women in IFAD funded projects in Nepal. Furthermore, Adaptation for Smallholders in Hilly Areas (ASHA), an IFAD funded project lead by MoFE has 38% women staffs and 46% women beneficiaries in its group members.

Budgeting and programing

Although the amount of Gender Responsive Budget (GRB) of Forest Ministry shows quite progressive i.e. 1% directs supportive in FY 2007/08 and 31% in FY 2019/20 through the budget speech document of Ministry of Finance. However, due to the absence of annual or periodic gender audit reports, it is difficult to say how many budget actually spent from gender and social inclusion perspective. It is true that GRB does not mean a separate budget for women and disadvantaged people but that is also crucial to separate the activity-wise expected target groups or GESI budget code in the Annual Work Plan and Budget (AWPB) of line ministries. During the assessment, there were collected and assessed the AWPBs of current fiscal year (2019/20) of all departments, projects and programs under the MoFE where was found a gap in planning format itself. Without the GESI budget code or specific target groups of planned activities that can't audit the proportion of gender responsive budget and also remains the high chance to slips in implementation from GESI perspectives. The GESI knowledge and mainstreaming capacity of staff is also a crucial to implement quality work in the ground. The allocation of GESI capacity building activities under the programs of MoFE is very less for example less than 1 percent of the MoFSC's budget was allocated in 2010 to mainstream the GESI (FAO and RECOFT, 2015) which does not appeared any changes up to now of FY 2019/20 AWPB into GESI dedicated capacity building types of activities.

Monitoring and reporting

Monitoring and reporting is a fundamental part of any policy, strategy, plans, and programs/projects for measuring its success. In such a way, monitoring and reporting from GESI perspective is the key of measuring track or results of GESI provisions of such documents/designs (policies, strategies, plans, programs/projects). The organizational responsibility of systematic monitoring and reporting, GESI disaggregated data management and review progress from GESI perspective found very weak. Reporting progress generally prepared in a sheet of progress against

plan, where only showed the numbers of events conducted or persons benefited. Lack of robust Management Information System (MIS) with GESI disaggregated data management and regular GESI audit systems, it is difficult to ensure women staff's and women beneficiaries' participation, positions in different forestry related activities, policy making processes and decision making forums. Although, there has been initiated and practiced systematic GESI disaggregated data management system from development partner funded various projects under ministry but looks gap in sustainability of these practices after the absence of projects.

Experience and learning from the initiative through GESI Community of Practice (CoP) among IFAD supported projects of Nepal

The IFAD Nepal GESI thematic group as a GESI Community of Practice (CoP) was formed in December 2013 with the aim to enhance the understanding on GESI concerns and issues, institutionalize the cross learning sharing of best practices, building capacity of staff and complement each other to contribute in bringing the desired results in each projects, and contribute to achieve gender equality, women empowerment and inclusive representation of poor and marginalized social groups as goal of government and IFAD. GESI Experts/Focal Persons and project managers from all the projects are the participants of this CoP.

GESI Thematic Group has planned to meet and organize the workshops trimester/biannual. In earlier stage there were no Terms of Reference (ToR) and regularities in meeting. Later on, the CoP has prepared a clear ToR of thematic group and is intensifying the learning/sharing events. This ToR has provided clear guidance on the structure, objectives, role and functions of GESI CoP and supported in organizing regular meeting/workshops for sharing best practices/achievements issues challenges and way forward to each other.

Key achievements of GESI CoP

- Exchanged expertise: support the projects for coaching newly recruited GESI team as well as exchange expertise and documents to each other on developing strategies, action plans and implementation guidance, where needed.
- Enhanced capacity: Need based capacity building sessions (Gender Responsive Budgeting, Gender auditing, Gender Action Learning System etc.) incorporated in regular meeting/workshop and organized training events:
 - Initiated capacity building events at national, provincial and local level through sharing learning and experiences on CCA and GESI.
 - Developed Gender Action Learning System (GALS) trainers within the projects and implementation of household methodology using GALS Tools.

- o GALS as an empowerment tools- incorporated newly designed projects.
- Shared learning and experiences: Organized meeting/workshop regularly and shared new initiatives, knowledge/tools, learning and experiences related to GESI issues.
- GESI disaggregated data management: collection and compilation of GESI disaggregated data of projects' beneficiaries and groups/cooperatives has been strengthened. Now, ASHA has initiated to manage the disaggregated data of differently abled beneficiaries, which helps local government to address the issue of such disadvantaged group.

Key learning from the GESI CoP

- Develop common understanding and translation of GESI knowledge into practices is vital at all level of implementation. The GESI CoP is experienced a better allies to create enabling environment and building proactive roles in coordinating and collaborating with each other including creating a common understanding on GESI knowledge, attitude and practice, complete the assigned task and enhance the facilitation skill to attain better performance.
- The Terms of Reference (ToR) of an individual as well as the group is very crucial that provides clarity and guidance on the structure, objectives, roles and functions for proper GESI institutional arrangements and networking or form a GESI allies.
- The institutional arrangement with clear ToR, budget and activities are fundamental to mainstream GESI into development work.

Discussions

The findings mentioned here are output of the discussions and interactions with forest authorities, professionals, activists, field workers and forest user groups. Along with this, experiences sharing events and presentations on forestry, CCA and GESI initiatives including review of policy documents are supportive instruments of this analysis. The majority of policy documents of forestry sector are found gender sensitive and the sector has been initiated various progressive actions. The Forestry Sector GESI Strategy-2007 and Community Forestry Development Program Guideline (2009 revised 2014) are the key documents that have been given some visible changes in the sector from GESI perspective. Although the needs of periodical review and timely readjustment after the structural changes of institutional arrangements are always requires. So, it is also felt needs to review and prepare new GESI strategy after readjusting new state structure.

During discussions with various formal and informal meetings regarding the institutional arrangements for mainstreaming GESI with the focal persons, it was found that there are some lacking i.e. a clear ToR of GESI focal persons, annual GESI action plans and budget, which are hindering to achieve expected results despite the favorable policies and strategies. Except the arrangements of GESI focal persons, there seems gap at district, sub-district and community level forum as envisioned in GESI strategy. Need of GESI focal person/officer with specific GESI task in all division forest offices and established functional linkages amongst central to field level are essential to attain better GESI results.

As per the learning of initiatives from GESI CoP of IFAD funded projects, GESI CoP can be established under forestry sector's institutional arrangements to build network. Regarding to increase the participation and representation of women and excluded groups, it needs to work more on women's representation in forestry civil services and also creating meaningful participation of women and disadvantaged people at group/ beneficiaries level.

The information shared by various forestry and climate change adaptation related projects/programs in the experience sharing and interaction workshop at central and provincial level organized by Adaptation for Smallholders in Hilly Area (ASHA) project also used in this assessments which were gathered more qualitative information rather than quantitative data. Therefore this study is reflecting as an experience sharing paper rather than academic research. At the same time, the annual work plan and budget for this fiscal year (2019/20) of MoFE and the project/program under MoFE, GRB budget sheet from Ministry of Finance (MoF) and other related data were collected and analyzed from GESI perspective. Based on the collected data, information and long experience of authors in forestry sector there were found gaps on planning format itself so became difficult to identify activity-wise Gender Responsive Budget. The data in budget speech 2019/20 of MoF shows 31% of total budget of MoFE is directly gender supportive budget. Despite of this increasing trend of GRB in overall budget celling there were found a very less budget (less than 1% of total budget) allocated in GESI related capacity building activities which can hinder to perform quality work in the ground.

In regards to the methodological viewpoint, this study has executed through the unstructured interactions, secondary information and has only derived the information which forestry and climate change adaptation related programs/projects have shared their experiences on GESI initiatives, implementation status, issues challenges and the observation of some project activities and the initiative as GESI Community of Practice (CoP) of IFAD supported projects of Nepal but did not use the structured questionnaires with larger individuals and stakeholders. Therefore, the study would have some lacking on the results.

Conclusions

This study gives a brief assessment of the GESI initiatives implemented and experienced by forestry sector of Nepal. This assessment found that the sector has been started a lots of initiations/actions and also seen some progressive changes. The policy documents of forestry sector i.e. Forestry Sector GESI strategy-2007, Community Forestry Development Program Guideline-2014, Forest Sector Strategy (2016-25), Forest Policy-2019, National climate change policy-2019, National environment policy-2019, are made clear mandates of integrating GESI in the forestry program but comparatively these favorable policies and commitments, there still needs to work more for translating these policies into practice to achieve the expected results on GESI. In policy perspective, the provisions of forestry sector GESI strategy 2007 looks good but there have been occurred several changes after state restructuring and it needs to review and prepare new strategy in line with the new structure soon. Regarding the institutional arrangements, MoFE has designated GESI focal persons in ministerial and departmental levels with giving additional GESI related roles and responsibilities which is working to some extent however there needs to provide a clear ToR to GESI focal persons, dedicated annual GESI action plans with proper budget and establish a GESI allies/networks of focal persons for more functional institutional arrangements.

The MoFE and program/projects under MoFE have been implementing the capacity building activities on women empowerment and leadership development, awareness raising/orientation on gender and social inclusion, climate change adaptation and entrepreneurship skills. Along with the capacity building activities, they are organizing vulnerable, poor and excluded groups ensuring their representation in users/beneficiary groups, executive committees and the key positions. The beneficiaries groups are further supported in economic empowerment through small income generation and enterprise development activities. As the effects of all these interventions, GESI aspect is now a crucial topic of discussion from at central to community level stakeholders in formal and informal gatherings, but, lack of ownership and internalization on the issues seems everywhere. In addition to knowledge gap, inadequate GESI friendly institutional arrangement (i.e. giving additional responsibility of GESI focal persons without ToR, budget and program) and monitoring/reporting framework, inadequate GESI responsive programming, budgeting as well as GESI auditing practice, inattention in budget allocation for implementation of study recommendations, proper coordination collaboration and knowledge sharing mechanism like CoP within the forestry institutions are other obstacles to attain quality result of GESI work.

Recommendations

Based on the assessment of various discussions, interactions and experiences, following actions are recommended for further improvements in mainstreaming GESI into Forestry sector and CCA:

- Develop proper GESI institutional arrangements and networking of GESI allies with a clear ToR, budget and annual plan.
- Make a mandatory provision to recruit GESI expert/officer at all level (Ministry, departments, Division Forest offices, Sub-Division Forest Offices) for accelerating and ensuring GESI considerations in programs and support to GESI focal persons.
- Include GESI responsibilities with performance evaluation criteria in ToR of all staff and make annual performance review accordingly.
- Continuation and up-scaling of capacity building activities on GESI mainstreaming at all level: central, district and field level staff including executive members, women and excluded members of user groups.
- Conduction of various studies/research with special attention to address GESI agenda and allocation of proper budget for the implementation of study recommendations.
- Prepare AWPB as per the GESI responsive budgeting including GESI policy/strategy and review the progress regularly as trimester and annual basis from GESI perspective as well as conduct gender auditing annually.
- Reflect activity-wise GESI code or beneficiaries in annual program and budget planning format 20 (1) so that everyone can analyses the GESI responsive budget.
- Initiate the household methodology in forestry and CCA programs using Gender Action Learning System as women empowerment tools with proper budget allocation to better GESI results in beneficiaries' level.
- Develop MIS and monitoring framework from GESI perspective, collection and management of GESI disaggregated data in MIS and prepare reports accordingly.

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Does women leadership contribute better sustainability in community forests?

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Abstract

Community forestry is considered as prominent institutions in Nepal for the sustainable forest management through the active involvement of local people. Community forestry has mandatory provision of at least half number of women representation in executive committee, however there is no restriction for all women representation in such committee. This study used case study approach for exploring sustainability and the question of whether the women leadership has significant contribution on sustainability of community forests by taking two community forest user groups namely Mahila Srijana Community Forest User Group (only women leadership) and Betkholshi Community Forest User Group (led by both men and women) in Hetauda Sub-metropolitan city of Makwanpur district. Four different criteria, 26 indicators and 60 verifiers were used to measure the sustainability through household survey (n=58), focus group discussion (n=4) and meeting minutes analysis. Present study reveals that overall sustainability index (OSI) of all women led community forest user group was insignificantly lesser (OSI=0.502) than the CFUG with the leadership of both men and women (OSI=0.512); however forest management practices was found better in women lead community forest.

Key words: Community forest, criteria & indicator, leadership, sustainability

Introduction

The concept of sustainable development gained momentum after the publication of *our common future* by World Commission on Environment and Development (WCED) in 1987 and the agenda of sustainability was highly recognized in the United Nations Conference on Environment and Development (UNCED) in 1992, popularly known as Rio conference. After the Rio conference, UNCED adopted three major agreements: Agenda 21, the Rio Declaration of Environment and Development, and the non-legally binding authoritative statement of forest principles for a global consensus on the management, conservation and sustainable development of all types of forests which is also known as 'Forest Principles' (Pokhrel, et.al,2014). The Forest

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Principles states that ‘Forest resources and forest lands should be sustainably managed to meet the social, economic, ecological, cultural and spiritual needs of present and future generations’ (Principle 2). Since then the sustainable forest management has become a univocal and universal goal. Several countries have developed and adopted the SFM concept by formulating a long term forest policy focusing community based forestry, and encouraging communities to practice sustainable forest management through community based forestry. Rio Declaration 1992 Principle 20:2 clearly states that, “Women have more knowledge about the forest resources and the benefits received from them. Women have a vital role on environment management and development; therefore full participation is essential, to achieve sustainable development” (UNCED, 1992).

As a signatory to the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW, 1979), Nepal has committed to taking the necessary measures to eliminate discrimination against women. The Beijing Platform for Action (BPFA) is a commitment for signatory governments to advance the goals of equality, development and peace for all women around the world (WWF Nepal, 2013). It was the final outcome of the Fourth World Conference on Women held in Beijing, China in 1995. It obliges governments to critically intervene in 12 priority areas: women and poverty; women, education and training; women and health; violence against women; women and armed conflict; women and the economy; women in power and decision-making institutional mechanisms for the advancement of women; human rights of women; women and media; women and environment; and the girl-child. The GoN has been implementing the Plan of Action on UN Security Council Resolutions 1325 and 1820, which support the increase of women's political participation in the peace process and development. The GoN's Local Self Governance Act 1999 provides guidelines for all national development plans to be consistent on gender and social inclusion (GESI) sensitive program and budget principles (WWF Nepal, 2013).

The primary focus of the community forestry was on institutional strengthening, greenery maintenance, protection of forest areas, and fulfilling subsistence needs of forest products to the local people (MPFS, 1989). After forest policy, 2000 good governance, sustainable forest management and promoting livelihoods were identified as second generation issues to be addressed by community forestry. In the context of international commitment and national importance for inclusion of all fraction of the society in forest management, forest policy for inclusion of women, dalit and indigenous people on community forestry decision making level was encouraged through approval of Gender and Social Inclusion policy in 2008 (MoFSC, 2008). Following the policy, Ministry of Forest and Soil Conservation amended the community forestry guideline in 2009 that has put the mandate of 50% women's representation in CF executive committees (MoFSC, 2009). The policy has no any

restriction to formulate women only executive committee. Due to this progressive policy, about 1072 community forest user groups (CFUGs) have been registered as women only managed community forest user groups (DOF, 2018). Efforts have been made to increase representation of women both in executive committee and user groups. However, there is inadequate representation in decision making that has been indicated by their low presence in vital positions and majority of FUG decisions are taken by men. National statistics indicated that only 25% of CF executive committee members are women (WWF, 2013).

Increased involvement of women in executive committee of community based forestry has found positive result on forest condition. Agrawal, 2009 confined the study in Nepal and India, found that the groups with a higher presence of women in the executive committee of community forest user groups show improvements in forest conditions. However, Sun et al. (2011) look at correlations between the gender composition of a sample of FUGs in Kenya, Uganda, Bolivia and Mexico found that groups with a balanced presence of women and men tend to participate more in decision-making than the majority of women (more than two third) in the executive committee. For the inclusion of gender in forest management, most of the efforts has been focused to increase the women participation in Nepal however limited study have been conducted to measure the effectiveness of women leadership on social, environmental and economic sustainability. Present study was conducted in two community forest user groups having the different proportion of women leadership on executive committee to identify whether the leadership of men and women has any influence on sustainability of the community forests.

Methods

Study area

The study uses case study approach by taking two community forest user groups in Makwanpur district of Nepal choosing the highly active only women led community forest user group. After identifying the only women led community forest user group, another community forest user group was selected having the similar socio-economic settings. During the study site selection, selected community forest user groups have revised the operational plan for two phases of their implementation. Following the criteria, Mahila Srijana community forest user group was selected representing the only women led community forest user group and Betkholi community forest user group had mixed leadership from both men and women. Both community forests have high value Sal forest.

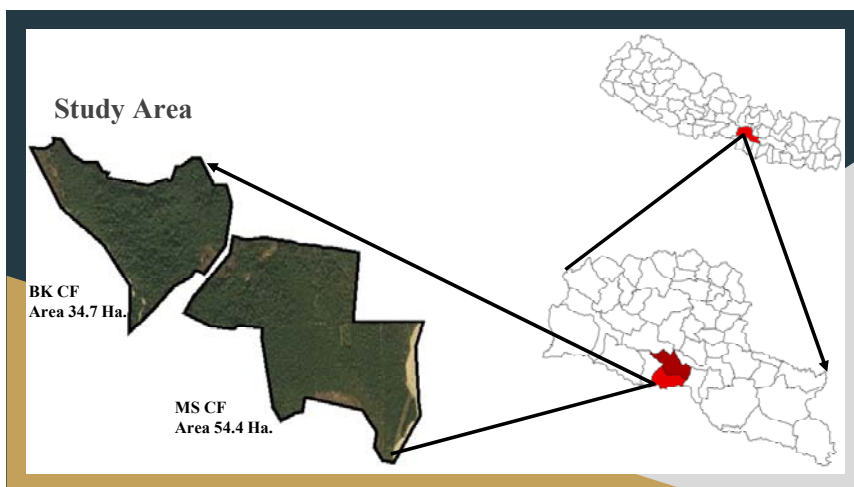


Figure 1: Study area showing in Map of Nepal

Selection of the criteria and indicators

Selection of criteria and indicators (C&I) to be used for the assessment was started with the selection of some relevant C&I from different literatures and articles. Those list of C&I were further verified and adjusted according to local condition in the study area for their compatibility with management objectives and other prevailing local condition. In total, 26 indicators, 60 verifiers under 4 criteria adopted from (Pokharel, et.al, 2009) were developed for the overall Sustainability Assessment of respected community forest. The four criteria were;

- Criteria 1** Extent of forest resources (focus on environmental condition)
- Criteria 2** Economic and social benefits (focus to socio-economic aspects)
- Criteria 3** Forest management and practices (focus to social aspects)
- Criteria 4** Institutional framework and governance

For scoring the criteria, different indicators and verifiers were used. Altogether, 6 indicators and 13 verifiers were used for extent of forest resources (C1), 7 indicators and 18 verifiers for economic and social benefits (C2), 7 indicators and 11 verifiers for forest management and practices (C3) and 5 indicators and 18 verifiers were used for Institutional framework and governance (C4). Detail of the indicators and verifiers is in Table 1.

Table 1: Research indicators and verifiers in each criterion

Criteria	Indicator	Verifiers
C1= Extent of forest resources (focus on environmental condition)	Forest condition	Composition of tree species
		Regeneration status
		Trees with different age classes
		Canopy (crown) cover of forest
		Good shape trees in forest
		Presence of destructive weeds and climber
	Forest growth & harvest	Annual harvestable amount
	Presence of greenery	Number of springs in forest
		Area covered by vegetation
	Forest ground coverage	Open area in forest
	Forest area changes	Changed forest area into other land use
Wildlife in forest	Occurrence of wildlife in forest	
Criteria	Indicator	Verifiers
C2= Economic and social benefits (focus to socio-economic aspects)	Conservation Awareness	Voluntary participation in conservation
		Number of meeting conducted for awareness
		Trees on private land
	People's Participation	Participation of household in general assembly
		Participation of household (HH) in forest management
	Access to benefits	Households obtained benefits
	Distribution of benefits	Poor/marginalized house-holds received benefits
		Fuel wood received by forest dependent people
	Motivational works towards forestry	Welfare funds/allowance through forest funds
		Financial support through forestry funds to forest dependent people for IGA
		Subsidy received through forestry funds for alternative energy
		Scholarship through forestry funds

	Employment opportunity	Local people hired as labors or staffs
		Received skill-oriented training
		Households involved in IGA through forestry funds
	CFUG fund	Income generated through forest products
		Income generated through other sources
Mobilization of forestry funds	Investment through forestry funds	
C3= Forest management practices	Silvicultural operations	Silvicultural operations conducted regularly
		Promoting valuable tree species
	Plantation activity	Conducted plantation activity
	Incidence of forest fire	Forest fire incidence
		Fire lines constructed
	Block divisions	Number of Blocks as per management practices
	Wetland in forest	Prevalence of wetland in the forest
		Artificial pond created in forest
	Grassland	Prevalence of grassland in the forest
		Grassland created artificially
	Recreation area	Forest area allocated for recreational purpose
	C4= Institutional framework and governance	Policy
Rules exists for forest product collection		
Leadership		Punctuality in pre-determined programs
		Democratic mindset
		Performed activities
		Knowledge on forest policy
		Sensitive on forest operational plan and FUG constitution
	Healthy competition during the selection of EC	

	Nature of executive committee	Inclusive executive committee (gender and marginalized people)
	Transparency	Citizen charter
		Public notice
		Public hearing
		Performed activities
		Sub-committee
	Office management	Office building
		Office outlook
		Regular meeting
		Timely report to concerned stakeholder (DFO)

Adopted from Pokhrel et.al, 2014

Data collection

Different PRA tools namely household survey (n=58), two focus group discussions with executive committee members as well as poor users in each community forest user group (total=4) and meeting minutes analysis were conducted for data collection. Developed criteria and indicators (C&I) were used for rating the indicators.

Data analysis

All the data collected from the field were scored according to the Likert's three points scale (1=Poor, 2=Medium, 3=Good). These scores were used to calculate the sustainability indices for individual criterion (SIIC) and overall sustainability indicator (OSI) using the following formula adopted from Singh (2002).

$$SIIC = \frac{\text{Sum of weighted scores for verifiers of indicators within a criteria}}{\text{Number of verifiers of indicators in the respective criteria}}$$

$$OSI = \frac{\text{Sum of SIIC}}{\text{Number of criteria}}$$

Results

Basic information about study site

Both CFUGs were lies in Hetauda Sub metropolitan city having the similar socioeconomic conditions. Both CFUGs were registered before twenty years and

both have revised their operational plan two times and in the process of third revision. In Mahila Srijana CFUG all the members were women whereas in Betkholshi CFUG more than 50% EC members were found male however other socioeconomic conditions were found similar in both CFUGs. Basic information on study site is presented in Table 2.

Table 2: Basic information about the study site

Particulars	Mahila Srijana CFUG	Betkholshi CFUG
Executive Committee	All women (Total 11)	5 women (Total 11) = 45 % of total
Address	Hetauda-8, Makwanpur	Hetauda -9, Makwanpur
Area	55.4 Ha	34.7 Ha
Registration date	2055/03/24	2050/09/23
Ethnic composition	Brahmin 30%, Janajati-45%, Dalit 05%, others 20%	Brahmin 25%, Janajati-45%, Dalit 05%, others 25%
Involved Household	244	307
Major Species	<i>Shorea robusta</i> , <i>Terminalia tomentosa</i> , <i>Bombax ceiba</i> and others	<i>Shorea robusta</i> , <i>Terminalia tomentosa</i> , <i>Shima walichii</i> and others
Number of Forest Management Blocks	2	5
Forest condition while handover	Degraded with plantation	Natural Sal forest

Source: Mahila Sijana CFUG, 2014, Betkholshi CFUG, 2015

Sustainability assessment

Scoring of every verifier for each indicator under the different criteria shows that both CFUGs have average score from 17 to 42 however some criteria have better score over the others. In case of Betkholshi CFUG, scores of C1, C2, C3 & C4 are 32, 33, 17 & 42 respectively, while in Mahila Srijana CFUG, the scores was 31, 30, 21 & 37 for C1, C2, C3 & C4 respectively. Table 3 shows the summery of the score.

Table 3: Score obtained by community forest for all verifier of respected criteria

S.N.	Name of CFUG	Sum of score of the verifier			
		C1	C2	C3	C4
1.	Betkholshi CFUG	32	33	17	42
2.	Mahila Srijana CFUG	31	30	21	37

Weighted score was used to calculate sustainability indices for individual criterion (SIIC) which indicates Betkholshi CFUG had better sustainability index. Table 4 shows the sustainability index for both CFUG.

Table 4: Sustainability indices of the CFUG

S.N.	Name of CFUG	Sustainability indices for Individual Criteria (SIIC)				Overall Sustainability Index (OSI)
		C1	C2	C3	C4	
1.	Betkholshi CFUG	0.62	0.46	0.39	0.58	0.512
2.	Mahila Srijana CFUG	0.60	0.42	0.48	0.51	0.502

The results shows that Betkholshi CFUG has better sustainability index in Criteria i.e C1, C2 and C4 as 0.62, 0.46 and 0.58 than Mahila Srijana CFUG as 0.60, 0.42 and 0.51 for respective criterion while Mahila Srijana CFUG has better in Criteria C3 as 0.48 which is more than Betkholshi CFUG i.e 0.39. The statistical analysis shows that sustainability of women led community forest i.e.Mahila Srijana CFUG was not significantly different than those of the CFUG having the leadership of both men and women i.e. Betkholshi CFUG.

Discussion

Community forestry development guideline, 2008 has the provision to include at least 50% women representation and at least one of the key position of CFUG executive committee (Chair person or Secretary) should be represented by women (MoFSC, 2008). In Betkholshi CFUG such provision was not followed as women representation was found in none of the key position but represented only in the vice-chair person, treasurer and members. The proportion was also less than the legal provision. An assessment of sustainability of community based forest management in Nepal was carried out by Pokhrel and his colleagues in 2014 in community forest of Tanahun district shows that performance of community forestry for criterion; extent of forest resources ranges from 0.42 to 0.43. SIIC for economic and social benefits, forest management practices and institutional framework and governance was found between 0.42 to 0.43, 0.29 to 0.25 and 0.82 to 0.76 respectively with overall sustainability index between 0.50 to 0.51 that was similar to present finding. Overall

sustainability index seems average in ranking (near 0.50) for both of the community forest despite the difference in women representation on executive committee.

Conclusions

Leadership role of women has been increasing since gender and social inclusion strategy approved by the ministry of forest and environment before one decade, however the provision still to be fully implemented. Community forest user group with the leadership by both men and women in executive committee still have male dominant however women managed community forest has restriction to men to be involved in the executive committee. The leadership of Betkholshi CFUG seems male dominated but in Mahila Srijan CFUG, men have the restriction to be selected as a executive committee members. The community forest user groups that are solely managed by the women were active in forest management activity but found poor in governance and institutional aspect and taking socioeconomic benefit from the forest. This study concludes that women leadership has not significant result on overall sustainability of Community Forest but forest resource could be managed in effective manner. So, strict implementation of community forest development guideline to include proportionate representation of different types of users (gender, caste and class) has been suggested rather gender isolation in leadership during executive committee formulation.

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Women in protected area and buffer zone management

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Abstract

Conservation sector is a sensitive sector from gender perspective with numerous workplace barriers that makes hard for professional women to advance. To assess the status of women; three national parks i.e. Chitwan, Lamtang and Banke and Buffer Zones and three conservation areas i.e. Annapurna, Kanchenjunga and Api-Nampa were selected and the authorities and community people were consulted. Protected areas and gender related policy documents were studied. Policy provisions ensure women participation in all forms of institutions. But there was low representation of women in all institutions. Only 175 staff out of 1155 of national parks and wildlife groups was female. There was no female in vital positions of Buffer Zone Management Committees and Conservation Area Management Councils. There were only 500 female members in 2069 committee members of 162 user committees and only 3 percent of vital positions were occupied by females and only 4 percent female members of total 54426 group members of 1381 buffer zone and conservation user groups occupy the vital positions. And in case of 437 forest user committees with 4741 members only 17% of vital positions were occupied by female members. It clearly indicates a huge gender gap in executive committees despite supportive policies. The working environment was also not conducive for the females. So, there is an urgency of policy intervention and sufficient resource allocation to conduct gender sensitization programs to make people aware and promote gender inclusiveness in all levels of working institutions.

Key words: Buffer zone, institutions, national park, user committee

Introduction

Protected area (PA) management and diversity conservation are two very dynamic approaches which demand continues changes over time. There are many conservation models brought into practice such as species focus to landscape conservation level and stayed effective for a period of time and replaced by other more progressive ones. Such paradigm shift in biodiversity conservation and protected area management

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is well recorded in Nepal (Bajracharya et al. 2007) 2007. Chitwan National Park was established as the first protected area of Nepal in 1973. Since then, Nepal has established and been managing 20 PAs including 12 national parks, 1 wildlife reserve, 1 hunting reserve, 6 conservation areas and 13 buffer zones extending from lowland to mountain ranges representing different eco-regions, ecosystems and species of flora and fauna and covering 23.39% of total landmass of the country (DNPWC 2019).

The interests on biodiversity conservation and protected area management intersect as the different communities, organizations and individuals engaged. The successful engagement of these all actors in conservation sector is important to achieve conservation objectives and for that the managers should know and well assess the diversity of the stakeholders and adopt the suitable approaches. In a community, men and women hold very different attitudes toward nature and biodiversity. The attitude and perceptions of women towards nature differs than man and understanding their aspirations is very important for successful implementation of the nature conservation initiatives (Anthony et al. 2004) preferred process characteristics, and criteria used to evaluate process success. Men's participation was more often motivated by a request from a wildlife-related entity. Women placed more importance on processes having unbiased facilitation and the opportunity for open exchange of ideas and information with the agency. Men placed more importance on the use of scientific information in decision making. Attained education level played an important role in observed gender differences. Different strategies are needed to fully engage both women and men in wildlife-related decision making processes." Conservation programs with women participation are well successful (Agarwal 2009) and also promote the equitable sharing of benefits as well as costs (Martino 2008). Moreover, a gender based conservation approach also promotes social justice (Orga 2008). But the access of women in resources and opportunities is very limited making a distinct gender gap in access to productive resources (FAO 2011), though the importance of women participation in conservation was already realized decades before (Kellert and Berry 1987).

Women are very important and helpful group of people in conservation sector but their participation is lacking (Kaeser et al. 2018) and such gender insensitive works can negatively affects the conservation actions and initiatives (Costa et al. 2017). In biodiversity conservation and protected area management, women involvement is continuously increasing in all kinds of works with the promotion of community based conservation approaches. The interests, needs, capacities and priorities of men and women need to be equally considered to provide gender friendly environment in workplace and in communities to enhance effective and efficient service delivery and communal happiness. Moreover, the conservation activities and conflict

resolution were well and effectively implemented where the women participation was high (Westermann et al. 2005). But conservation sector: protected area including buffer zone seems to be a sensitive sector from gender perspective as numerous workplace barriers: health, security, medication that makes it hard for professional women to advance. As a signatory member of to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Nepalese government must ascertain that the women rights are protected and gender equality has been well addressed through the formation of mechanisms to implement the provisions of gender responsive policies, strategies and plans into actions and monitor the effectiveness. But there were very negligible number of studies conducted regarding to assess the women participation in conservation sector specifically in protected area and buffer zone management and their involvement in planning and decision making mechanisms. This paper tries to examine and fills many of these gaps. It assesses the representation of women in government and community institutions formed to contribute in biodiversity conservation and protected area management and to explore the issues related to women that they are dealing with during service delivery and to enhance understanding of the gender aspects of this sector.

Methods

Study sites

Three national parks i.e. Chitwan national park (CNP), Banke national park (BaNP) and Lamtang national park (LNP) and respective buffer zones (BZ) and four conservation areas i.e. Annapurna conservation area (ACA), Gaurisankar conservation area (GCA), Api-Nampa conservation area (ANCA) and Kanchenjunga conservation area (KCA) of Nepal (Figure 1) were selected to conduct the study. The physiographic distribution of conservation areas and management approaches were taken into consideration before selecting the sites. CNP is an oldest one and BaNP is the newest PA from lowland and LNP represents mountains. Similarly, among conservation areas, ACA is an oldest CA and GCA is a new one managed by NTNC, ANCA is government managed and KCA is community managed CAs.

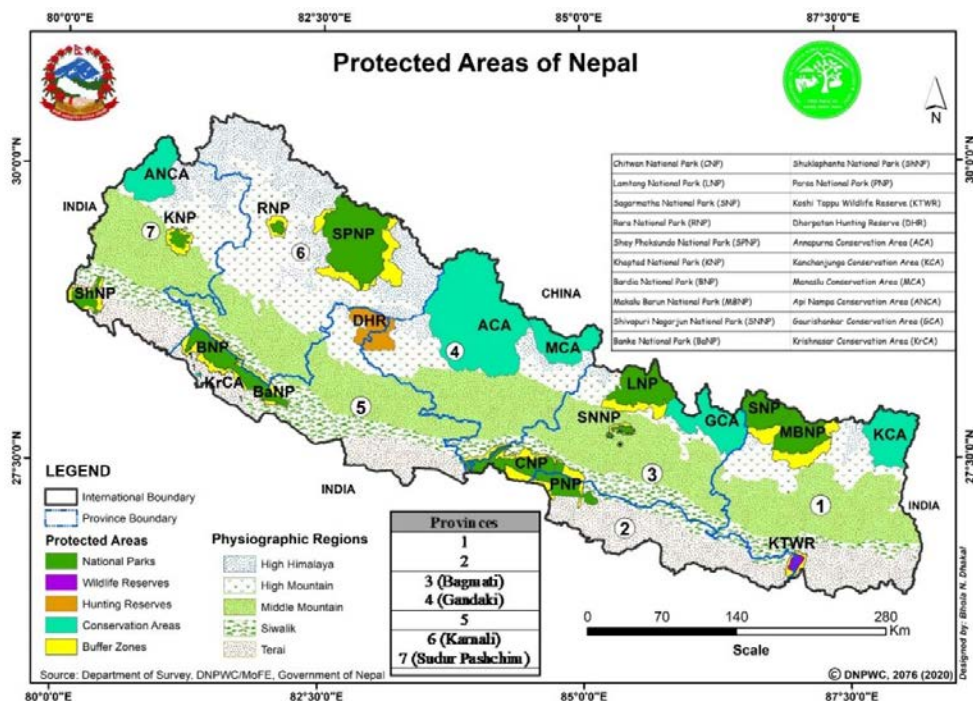


Figure 1: Location map of the study sites

Informal consultation: The protected area managers, field level staff and community people were contacted informally to collect the information about the status of women representation in field level offices, and community institutions formed to develop and execute conservation plans and programs.

Policies, reports and other documents review: Existing policies, strategies, guidelines related to biodiversity conservation, protected area management including buffer zone management and gender were studied to explore the legal provisions regarding to gender, and the documents and records were reviewed to know the implementation status of those legal provisions in field level institutions including government organizations and community based institutions mainly the user groups and committees of buffer zones and conservation areas.

Results

Policy provisions:

Government of Nepal has been considering the importance of women participation in natural resource management since long before. Nepal's constitution and various laws contain many provisions that try to address gender issues in different forms. In 1989, it has clearly recognized and raised the issues regarding the roles of women

in forest resource management in Master Plan for Forestry Sector 1989. Accepting the fact, to enhance the meaningful participation of women in forest resource management, 33% compulsory representation of women in executive committees of community forest user groups, a successful approach of community based forest management was promulgated in community forestry guideline 1991. Subsequent revisions in community forestry guidelines enhanced the participation of women and provisioned 50% women representation. The amendment of Civil Service Act 1991 in 2009 with the provision of 33% reservation for female candidates out of 45% reserved seats for socially marginalized groups also encouraged and improved the number of female employees in forest bureaucracy system. Forest Sector Strategy (2016-2025) has included inclusive forestry sector organizations and institution as one of its outcomes by increasing women participation and promoting gender equity in all forestry related organizations. This strategy also guides to establish and support to form sub-groups of women within Community Forest User Groups (CFUGs) one of the most successful approach of community based forest management in Nepal. And also suggests making Gender Equality and Social Inclusion (GESI) forum at national and sub-national levels bringing the gender focal persons from different organizations to upright the gender concerning issues and providing feedbacks.

The Forest Policy 2075 has taken gender inequality as a challenging crosscutting issue of forestry system which must be ended from all formal and informal institutions working in forestry sector by assuring access to planning, benefit sharing and decision making. It also indicates the essentiality of increasing women involvement up to 50% in all mechanisms responsible for making forest resource management policy and planning and implementation. Most prominently, the Gender and Social Inclusion Strategy for Forestry Sector 2008 speaks about reinforcing gender responsive policies and planning and making forestry sector organizations more gender sensitive and inclusive. To bring it into practice, it has suggested approaches to prepare or revise the all plans, policies, legislations, strategies, guidelines, programs and budgets more gender inclusive. Improve the access of women to the resources and services through women empowerment programs and by positive discrimination in needed fields.

Protected area management as an important sector of forestry, the most of the related legislations like National Parks and Wildlife Conservation Act 1973 and Regulations 1975 have no mentions about women representation and involvement except few provisions in Buffer Zone Management Guidelines 1999 and Conservation Area Management Regulation 1996, Conservation Area Management Regulation (Government Managed) 2000 and Guidelines 1999, Kanchenjunga Conservation Area Management Regulation 2007. According to Conservation Area Management Regulation 1996, the Conservation Officer should assign members including females while forming Conservation Area Management Committee. But in case of government managed conservation areas, 3 female members from the chairpersons of

female user groups should be appointed in each user committees and there must be at least 2 female members in Conservation Area Management Council (CAMC). More specifically, Kanchenjunga Conservation Area Management Regulation 2064 (2007) has provisions of at least 4 female members in CAMC, 3 in User Committee and 1 in sub-committee. Similarly, Buffer Zone Management Guidelines 1999 also clearly states that each user's committee must appoint at least 3 female members.

Gender composition in government and semi-government organizations:

The gender composition of government managed PAs including Department of National Parks and Wildlife Conservation (DNPWC) was not so good. Only 15 percent of total employees were female (Figure 2). At study time, in total 1155 staff (national parks and wildlife group) was working under department and its PAs offices, and out of which only 175 individuals were female (Table 1) which was very low in number compare to the male employees. Hattisar is another branch of DNPWC responsible for taking care of the domesticated government elephants. In this branch also only 10 percent staff was female.

The study sites ACA and GCA are managed by National Trust for Nature Conservation (NTNC). The gender composition of the employees of this organization was also imbalanced with only 12 percent of female staff including 1 Program Director, 1 Senior Officer, 3 Officers and 5 Rangers.

Table 1: Gender composition in the Government organizations of selected study sites

S.N.	Description	Staff No.	Staff	
			F	M
1	Gazetted First Class	4	0	4
2	Gazetted Second Class	18	1	17
3	Gazetted Third Class	60	4	56
4	Ranger	123	24	99
5	Senior Game Scout	198	30	168
6	Game scout	752	175	980
Total		1155	234	1324

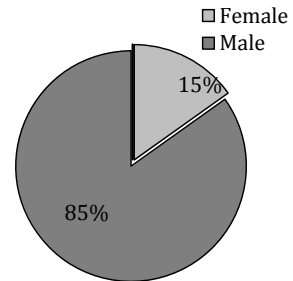


Figure 2: Percentage of Female and Male staff in the government organizations of the selected PAs

Gender composition in community institutions:

There were management bodies of community representatives in different levels formed to manage BZs and CAs. Buffer Zone Management Committees (BZMC) is the apex management body of BZ and Conservation Area Management Council

(CAMC) is the upper authority responsible to making decisions and implementing the various developmental and management activities. While analyzing the gender composition in these bodies, there was very low number of women representatives in all committees. There were only male members in BZMC of CNP, only 1 female member in BZMC of BaNP and 2 in BZMC of LNP (Figure 3). Similarly, there were 5 female members in CAMC of Kanchenjunga and only 2 in Api-Nampa conservation area. Kanchenjunga CAMC has followed the provision of minimum 4 female members in council.

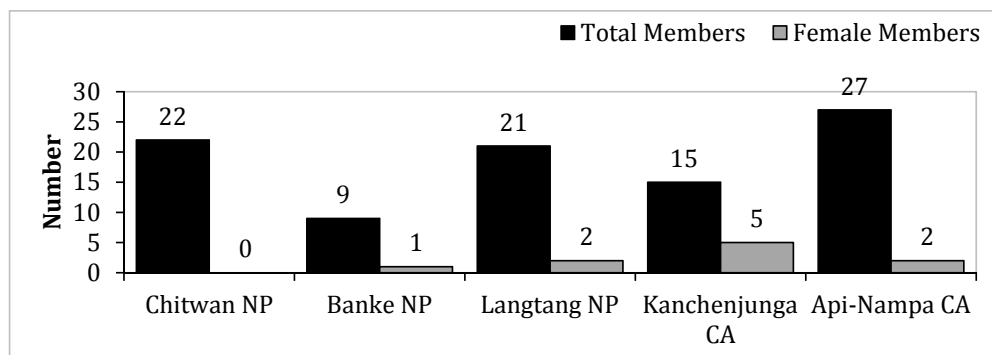


Figure 3: Female representation in BZMCs and CAMCs

Women presence was again under representation in user committees of both Buffer Zone User Committees (BZUCs) and Conservation Area User Committees (CAUCs). Most of the included female members were confined to the responsibility of committee members only, very few were appointed for vital positions. There were 2069 members in 162 user committees with only 500 female members, among them also only 13 percent (63 individuals) were assigned for vital positions of the committees, which covered only 3 percent of the total members (Figure 4). Buffer zone management guideline has clearly stated that there must be at least 3 women members in each user committees but these provisions were not followed in BZUCs of BaNP.

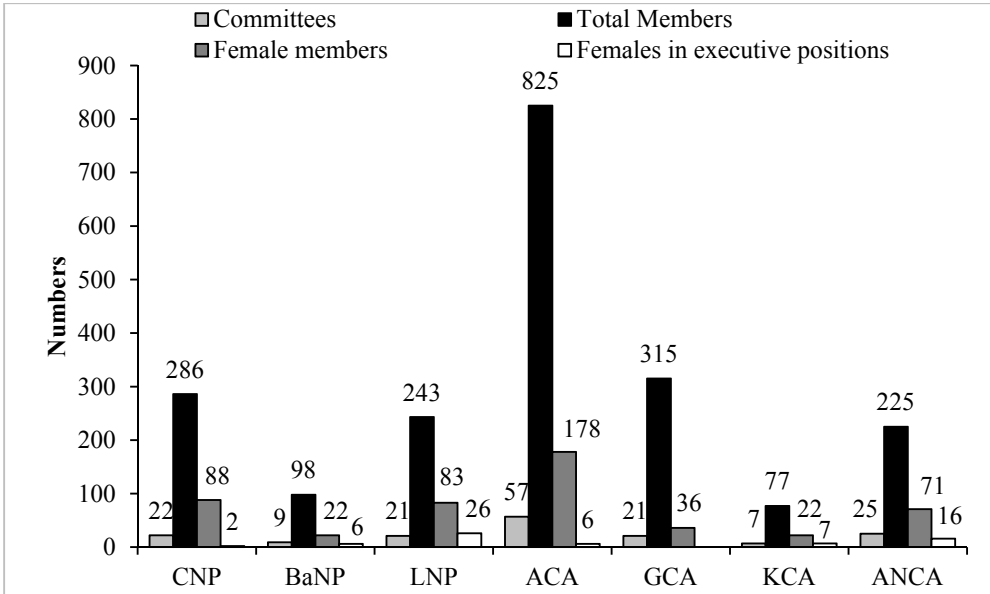


Figure 4: Gender composition in User's Committees of Buffer Zones and Conservation Areas and female representation in vital positions in those committees

The most grass-root level institution of buffer zone and conservation area management systems is the user groups. There were 914 user groups including 851 female user groups and 63 mixed groups in CNP, 41 mixed groups in BaNP, 191 in LNP, 46 in KCA and 189 female groups in ANCA (Table 2). Except in female groups, the coverage of females in vital positions of user groups was still under representation. If we see the number of women chairpersons, only 20 out of 63 mixed groups of CNP were women, no women chairperson in BaNP in 41 groups, only 11 women chairpersons in 191 groups of LNP. Most strangely, there was only 1 female chairperson in 46 user groups of KCA which is a community managed conservation area.

Forest user groups of BZs and CAs are another type of forum formed in grass-root level to conduct forest management activities and regulate the forest products distribution and benefit sharing. At the time of study, there were 437 community based forest user groups including 355 community forest user groups and 83 conservation forest sub-committee of GCA (Table 3). There was a religious forest user group in LNP. The inclusion of women in the forest user committees was ranging between 28 percent in ANCA to 47 percent in the committees of LNP with an average of 36 percent. But in executive positions the highest 24 percent was seen in LNP and lowest 8 percent was recorded in the forest user committees of GCA.

Table 2: Status of user groups and women representation in user committees of selected protected areas

Protected Area	Type of UG	Group no.	Member no.	Women no.	Chairperson	Vice Chairperson	Secretary	Treasurer	Vice secretary	Members	No. in main positions
CNP	Female group	851	38395	38395	851	851	0	0	0	38395	1702
	Mixed group	63	2835	1386	20	0	43	0	0	1323	63
BaNP	Mixed group	41	123	5	0	2	3	0	0	5	5
LNP	Mixed group	191	2865	1002	11	56	62	81	8	784	218
KCA	CA user group	46	1219	133	1	11	5	29	0	87	46
ANCA	Female group	189	8989	8989	189	0	189	0	0	8611	378
	Total	1381	54426	49910	1072	920	302	110	8	49205	2412

Table 3: Gender composition in Forest User Groups of Buffer Zones and Conservation Areas

Protected Area	Type of UG	Number	Total Member	women member	Chair person	Vice Chairperson	Secretary	Treasurer	Vice secretary	Members	Women in main positions
CNP	BZCFUGs	71	866	290	3	13	6	24	5	239	51
BaNP	BZCFUGs	69	668	304	12	28	29	31	16	188	116
LNP	BZCFUGs	88	963	451	31	56	57	73	11	223	228
GCA	Conservation Forest sub-committee	83	847	265	2	23	11	24	7	198	67
KCA	CFUGs	26	292	92	1	0	9	17	0	65	27
ANCA	CFUGs	100	1092	308	4	28	19	39	6	212	96
	Total	437	4728	1710	53	148	131	208	45	1125	585

BZCFUGs = Buffer Zone Community Forest User Groups

CFUGs = Community Forest User Groups

Issues experienced by frontline women:

Based on the information provided by the consulted personnel, we came to know that the issues related to women employees and the community workers were chronologically different but basically these both groups are fighting against the existing gender inequalities in and around their working areas. Representation in executive forums was a big issue for the women involving in various social works including women welfare but proving existence was a striking issue for the women government staff. The gender composition of government authorities of selected PAs was men dominated. Most of the available female staff was also of medium class below officer levels responsible to execute most of the field level conservation activities including habitat management, patrolling, anti-poaching, and developmental and other conservation related tasks. As the organization is dominated by men, obviously knowingly or unknowingly, the available resources were spent to purchase the facilities in favor of male staff. Moreover the responsibilities to implement annual programs were also given to male staff limiting the female staff in office related administrative types of works and conducting the workshops and trainings.

Despite of many, here are few issues that female employees have been experiencing during their duty performance.

1. Difficulties with gender insensitive talks and languages used by male colleagues (Nepali Army and game scout) during patrolling and feeling insecure going with them alone,
2. Disparity in opportunity and responsibility distribution between male and female staff,
3. Not conducive environment for female staff to do field visits and monitoring the conservation and development activities,
4. Limited female focused facilities such as vehicles: large number of motor bikes but few or no scooters,
5. No separate toilets for male and female in most of the office/post buildings,
6. The female Mahuts (elephant riders) have problems working during their menstruation period and have requested for the consideration of changing their tasks for the menstruation time because of physical difficulties as well as in their culture, elephant is worshiped as Lord Ganesh, and riding elephant during menstruation period is a matter of curse.

The policy provisions have helped to remove certain barriers and improve women participation in various discussions and committees but still the dominating roles of men were the main causes of unheard voices of community women in decision making processes and program development. They were not contacted or their health issues and imaginary incapability were brought to the discussions and they were excluded from getting responsibilities without any thorough consultations. Moreover, women have very limited access to higher level committees where the programs and budgets were filtered and approved. There was very limited numbers of women representatives in higher level committees with limited responsibilities which also contributed on gender exclusive budget and program allocation. Consultation with women was hardly done at that time. Family disagreement, personal willingness and many household tasks to engage were few reasons that made community women to hesitate taking part in community forums and raising their voices.

Discussion

Both men and women have different roles and experiences in every sector and these differences often take the form of gender inequality keeping women in less decision making positions; less access to natural resources. By conducting policy review and assessment of the implementation status of the policy provisions mainly the representation of women in various levels of executive committees formed in buffer zones of CNP, LNP and BaNP and the conservation areas ACA, GCA, KCA and ANCA, we came to know that the existing provisions have been followed except in BaNP i.e. the provision of at least 3 female committee members in each user committee was ignored.

The women representation was very low in BZMCs irrespective of their formation period as BZMC of CNP has very long history of its establishment and functioning and BZMC of BaNP is newly formed committee with an opportunity forming its committee more gender inclusive. It could be due to lack of strong legal provisions for women representation in BZMC as CAMC of government managed conservation areas are legally bound to include at least 2 female members in the council. And the committees that have met the criteria mostly limited the number of women within that legally binding quota and hardly given the responsibilities of vital positions to any women members which was distinctly observed in BZMCs and CAMCs i.e. there were only 10 women members in 94 total members and even not a single woman has got the responsibility of any vital positions. Paudel et al. (2007) also found the similar result; the indigenous people, dalits, the poor and women were inadequately represented in BZ institutions. According to their study, there are only one woman and one dalit members out of the 144 members of committee in four Terai PAs. These are the apex bodies responsible for approving most of the annual programs and budget distributions. It could be due to the system of by default appointing the

user committee chairpersons as the members of the BZMCs and CAMCs which were almost chaired by men. Similar trends of low woman participations were repeated in other lower level institutions also indicating a huge 'gender gap' in conservation sector. This level of poor women participation could be either they are excluded for the fulfillment of certain vested interests. Among the current institutions, forest user groups of BZs and CAs were found to some extent having better gender composition with 12 percent women in vital positions of total 4741 total committee members of 438 forest user committees. Forest user groups are critical socio-ecological systems, which are vital for conservation of forest and biodiversity in PAs and BZs, as well as significant to local livelihoods given the interactions of rural and agrarian people with the natural environment and resources. These groups are critical institutions of local communities, which are complementing the goals and efforts of PA and BZ management (Thing and Poudel 2017).

This study also identified the existing cultural settings and the engagement of women in daily household activities has greater influence on their involvement in conservation activities and was the major constraints for low women representation in conservation sector. So a policy interference is needed to improve the women participation in this sector, taking women as a integral part of policy and programming not barely as a component, because policies have very crucial roles for conscious social movements (FAO 2011). Otherwise the prevailing 'gender gap' will reduce the effectiveness of the committees and hinder to achieve the conservation objectives. Our constitution also strongly spells that all Nepali citizens will be treated equally without any discrimination, regardless of gender. Moreover, gender equality is a Millennium Development Goal (MDG) (UN 2015) which is included as one of the Sustainable Development Goals (SDGs) (UN 2019) also and its achievement will highly influence in fulfilling other targets.

Conclusions

Conservation sector mainly the protected areas including buffer zones is a sensitive sector from gender perspective as numerous workplace barriers: health, security, medication that makes it hard for professional women to advance. During our consultation with women conservation staff and community conservation workers, we were able to explore some personal as well as institutional issues, which need proper addressing to make service delivery more efficient and effective. Existing institutions are not executing the opportunities provided by current gender responsive policies, strategies, guidelines as in most of the executive committees, women remained under representation. The balanced staff composition from gender perspective in field level offices to DNPWC and other organizations working in conservation sector is required. The working modalities, responsibility and opportunity distributions and facilities allocation were not sufficient from gender perspective. The gender aspects

must be considered during program planning and eventually implementation. The insufficient policy provisions and ineffective execution of the available provisions lessen the women representation in decision making forums, causing less exploration and address of gender issues.

Recommendations

1. Enhance institutional capacity to fully implement the provisions of gender responsive policies to promote gender sensitivity and equality in program development to implementation and monitoring and evaluation.
2. The women representation in all forms of executive committees responsible to planning, budget allocation, program implementation and benefit sharing should be increased.
3. Gender sensitization programs for the people working in ground level to management and planning levels including community leaders (male and female) are required such as trainings, workshops and other means of knowledge dissemination to implant gender sensitivity in their senses.
4. Regular assessment of all related policies, strategies, program development and implementation mechanisms and the composition of male and female in all stages required to know the actual status of gender equalities in practice and to get and provide feedback for further improvements.

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Women and private forest management in Nepal: Present status, issues and way forward

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Abstract

The paper presents a review of present status of women involvement in private forests (PFs), and attempts to analyse existing legal, policy, and regulatory frameworks in Nepal from gender perspectives. Although women's contribution to the conservation and management of tree and forests resources is high, women's participation in decision-making and benefit sharing is low. More than 3753 registered PFs, covering an area of 2902 hectares in Nepal. In addition, over 53 million trees are growing in about 55000 hectares of private farmland and additional 27 million scattered trees in private farmlands in Nepal. It is estimated that about two-thirds of the total timber supplies from private farmlands in Nepal, indicating that the contribution of and potentiality of PFs and farmlands is immense for the national timber market. This review shows that policy and regulatory instruments lacks clear provisions on women issues in the management of PFs. As inequalities persist in socio-political system between women and men, it preclude women to benefit more and exercise their participation in higher levels of decision making relating to PF management. It underscores the importance of gendered approach to management of PFs. Emphasis should be given to encourage women participation in decision-making and benefit sharing processes by ensuring access to and control over land and forest resources by women.

Key words: Forest management, policy measures, private forest, women

Introduction

Forests represent the largest land use in Nepal, covering 40.36% of the total land area, whereas other wooded land covers 4.38%. Forest and other wooded land represent 44.74% of the total area of the country (DFRS, 2015). Most forest is covered by

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national forest, with private forests (PFs) occupying a very little fraction of total forest area. According to Amatya and Lamsal (2017), there were 3753 registered PFs, covering an area of 2902 hectares. In addition, over 53 million trees in about 55000 hectare of private farmland and additional 27 million scattered trees in private farmlands in Nepal (CBS, 2012). About two-thirds of the total timber is being supplied from private farmlands in Nepal, indicating that the contribution of and potentiality of PFs and farmlands is immense for the national timber market (DoF, 2018). Sometimes, the timber supply from PF even reaches higher than this figure. In 2015/16, out of total timber 321,866 cubic meters, the proportion of timber from PFs was even greater with 83% contribution (Amatya and Lamsal, 2017).

The proportion of PFs (whether registered or not registered) in the overall forest cover of the country is not known. However, it is significantly higher than the registered PFs which is obvious from the proportion of timber supply. Prior to Forest Act 2019, PFs had to be registered in then District Forest Office (Currently known as Division Forest Office -DFO) as well as authority of harvest and transport permission issuance with DFO. Now, as per the Forest Act 2019, PF comes within the purview of local governments. Local governments have authority to register PF and issuing transportation permission of products within the rural/municipality in recommendation of DFO. But, PF owners need to get recommendation from respective DFO for transportation from one district to another even for domestic use. DFO provides the technical support to PF owners while local government provides administration support whereas permission from the DFO is mandatory for transportation from one local body to another so far for commercial purpose. Both Federal and Provincial Government have been providing incentive to promote PFs as well. According to Forest Regulation 1993, Government had made provision for hassle free harvest, transport and sale of some 24 softwood species, no permission is required whether registered or not.

Most of the trees and forests in private land can be considered as family forest (FF) in Nepal. Association of Family Forest Owners Nepal (AFFON) considers 40 trees in Terai and 60 trees in hills in a place up to 10 hectares as FF (AFFON Constitution 2071). The trees in private land of more than 10 hectares are considered as PF by AFFON. Forest Policy (2019) has recognized the term FF for the first time. However, yet there is no any legal definition of FF in Nepal. Nepal Government has considered FF similar to PF and registers FF under the same category.

The legal and administrative steps are too many on the basis of experience/knowledge of private forest owner, for harvesting and transportation of products from PFs/FFs and need at least one month to three months. Some valuable timber tree species such as Sal (*Shorea robusta*), Okhar (*Juglans regia*) etc grown in PFs/FFs are still banned for cutting and transportation. The provision of distance restricts to promote and establish forest-based enterprises (FBEs). There are no special provisions of financial

and tax incentives to promote FFs, PFs or FBEs. By growing and conserving trees in private land, it also helps to conserve environment for public good (Kattel 2074/75). Broadly, there are national forest (NP) and PF in Nepal. The tenure right of NP is with government and of PF is with individuals (Amatya and Lamsal 2017).

Women's ownership of private resources is negligible and they depend heavily on common resources for their survival needs (UNSCO, 2002). In Nepal, more than 80% women are engaged in agricultural activities and provide sufficient labor while land ownership remains about 20% which was only 10% in 2001. The land ownership has increased by double in 15 years, however, at very slow rate (FAO, 2019). Land ownership is one of the major constraints for women to limit them from taking participation in decisions making and benefit sharing.

Therefore, the objective of this study is to review of present status of women involvement in private forests, and attempts to analysis existing legal, policy, and regulatory frameworks in Nepal from gender perspectives. And the specific objective of the study includes: review of present status of private forests, and attempts to analyses existing legal, policy, and regulatory frameworks in Nepal from gender perspectives and opportunities and problem that they have been facing.

Methods

This article is based on detailed review of existing policies, legislations, strategies, guidelines, and other grey documents available and employing qualitative methods. In addition, researchers were reviewed GESI provision on forestry related policy, act, strategies, AFFON website and related report review. Additionally, interview with two farmers who had faced some obstacles in the real field was conducted. And interaction/interview made with Female Family Forest Owners (FFFO) Nepal as well.

Results

Overview of relevant policies and plan in Nepal in the perspective of PF/FF and women

National Periodic Plans (9th plan 1999 onwards) accorded high priority on women empowerment and gender equality. Forestry sector prioritized on women empowerment with the initiation of community forestry (CF) program in Nepal in 1993. Gender and Social Inclusion (GESI) Strategy (2009) focuses on four areas: a) GESI sensitive policy and guidelines, b) Good governance and GESI sensitive organizational development, c) GESI sensitive budget, programs and monitoring, and d) Equitable access to resources, decisions and benefits. Constitution of Nepal (2015) is highly gender responsive, reserved quota for women through its directive

principles, promotes and protects the rights of individuals and their property, and has recognized the role of the private sector. In line with this, Forestry Sector Strategy (2016) has acknowledged the role of PFs and emphasized on the partnership between private actors, public officials, and the community in developing forest entrepreneurship. In Nepal, Civil Service Act (1991) has made reservation for women and deprived groups. The Forest Policy (2019) has emphasized provision about PF, Agroforestry (AF), family forest (FF) based enterprise promotion, extension and technology. This policy emphasizes that 50% women need to be represented during the implementation time. The Forest Act (2019) has given a special priority to women's participation in the decision-making process of community-managed forests and governance and this policy has provisioned of PF and soft loan provision to farmers (MoFE, 2019b). The Fifteenth Plan (FY 2019/20–2024/25) underscores capacity-building and empowerment of communities through skill-based training and awareness programmes (NPC, 2019).

The National Climate Change Policy (2019) focuses on awareness and capacity-building of vulnerable groups (including women) about climate change adaptation. It gives priority to implementation of livelihood improvement programmes/income-generating activities to climate vulnerable households, access to information and technology related to climate change (MoFE 2019a). Moreover, the policy has also emphasized a significant role of PF in climate change mitigation and adaptation.

Nepal National REDD+ Strategy (2018) has the provision of equitable sharing of carbon and non-carbon benefits (MoFE 2018c). The Forestry Sector Strategy (2016–2025) emphasizes GESI forums at the national and sub-national level and increasing the capacity of all stakeholders (MoFSC, 2016). The National Biodiversity Strategies and Action Plan (2014–2020) pursue gender equality and women's empowerment through a gender mainstreaming strategy (MoFSC, 2014b).

Agroforestry Policy (2019) has mentioned that AF will be promoted through CF and PF. It has prioritized plantation in PF, soft loan provision for AF promotion and green forest collateral system for loan sanction. AFFON (2019) has prepared GESI strategy where it gives clear picture and guideline for provisions for gender and social inclusion as well as establishes explicit mechanisms, tools and techniques to address the existing exclusion in the governance structure, programs and activities.

Forest Act (2019) has provisioned that federal government will establish a forest development fund for achieving the objectives of the act and protection and management forest and other promotional activities in forest. The fund will utilize according to fund mobilization provision as prescribed under this act which has not been materialized yet. This Act has also clearly provisioned that 25% earning of CF and Collaborative Forest should utilize for forest management and 50% of the remaining 75% is to be utilized for poverty reduction, women empowerment and

enterprise development whereas the Act has not been mentioned about the use of earnings of the PFs/FFs. However, the Act has given rights to the PFs/FFs owners for forest protection, management and utilization and fixing prices of the products independently.

The policies and plans have addressed somewhat the gender equality aspects as part of women empowerment. However, there seems a lack of clear provisions in the perspectives of PFs and women in the policy, act and strategies.

Implementation status

The national policy discourse is generally positive in terms of promoting PFs in Nepal. However, regulatory, programmatic, operational, and fiscal procedures are not in line with policy provisions and therefore have not been able to convince farmers to register PFs (Amatya and Lamsal, 2017).

Women are directly engaged in growing and conserving trees as well as their use for household purpose. They plant, raise, harvest, and carry it to their households but when it comes to sale of the PF products; they cannot take decisions and are not involved in economic activities. Legally, the most of the land belongs to men, so the most of the PFs has been registered in the name of men.

One woman from Manthali Municipality -7, Ramechhap, expressed that she has PF and involved in the forest protection and management activities. But her husband decides to sell the Khayar (*Acacia catechu*) trees in good price to contractors. She did not get a single rupee of the earnings from the sold logs as the land was belonged to her husband. Due to lack of land ownership, she could not decide the PF products. It clearly shows that due to the lack of land ownership, women are deprived from economic activities of PF. However, women are real protector and manager of PFs. Likewise, a man respondent from Bhimeswar Municipality of Dolakha viewed that women are primarily responsible for protecting and managing PF but women have to face legal difficulties for establishing forest based enterprise as land has registered in name of males and they have less information about the procedure for the registration and its compliance.

Furthermore, during interview with women members of FFFO they have shared that they have been facing problems like registration of PFs in the name of women. Moreover, they have traditionally been producing various forest-based products that have prevented promotion of forest-based enterprises. There is policy and legal hurdles for transportation of forest products regardless of land tenure to women or men. In Sarlahi district, women of FFFOs are cultivating medicinal and aromatic plants like citronella, palmarosa and lemon grass in PFs but they are facing difficulties for processing and selling to national and international market. Likewise, wood-based

handicraft enterprise in Hetauda run by the women is at stake due to lack of economic empowerment and skill enhancement. They viewed that women have less registered land in Nepal compared to men so that women are facing problem of PF management in commercial scale. As a consequence, women are not able to get loan or facing difficulties from the financial institutions i.e. banks, microfinances, cooperatives for PF management and establishing enterprises based on PF products. Moreover, there is also difficulty to get technical support from DFOs and other supports for the PF management as it is difficult to get support from DFOs. Moreover, almost local governments do not have forest technicians whereas legislation of some local governments has provisioned position of forest technician within their staff structure.

Additionally, FFFOs raised their voices that there is no proper acknowledgement of their labor and lack of equal benefit sharing amidst men and women, whereas few highlighted the need of coordination and collaboration amidst women- women themselves and the communication system shall be transparent and proper outreach shall be focused by the local authorities without missing any women in the society. Agriculture and forestry can be both taken together for economic prosperity.

Even some FFFOs urged that there is a dire need of a facilitating and counselling body for women entrepreneurs. Those women who wish to initiate enterprises have been kicked off as they lack Land Rights Ownership Certificates on their own name. The ownership of land and forests shall be secured in both man and woman of a household which also secures women's rights towards the land/forests they work on.

These above mentioned cases also clearly depict that women have been facing land registration problem, enterprise establishment and business conduction problem. Furthermore, from the above narratives it shows that it is clearly observed that it has been great problem in the field level.

Discussion

The status of women engagement in PF is limited to as a labor. Women are directly involved in planting and raising trees. They grow and conserve trees, harvest the products for household use but they have no access to sale and engage in economic activities. Generally, men deal with market and get cash in their hands. Registration of PF can be done only in the name of land owner who are mostly men. Due to women's limited knowledge, skill and access to resources, they cannot take part in decision making for adopting PF, selecting species, where to plant trees, whom and when to sale and at what rate.

Women have triple workload, i.e., productive, reproductive and community work. They are deprived of decision making to adopt technologies that are gender friendly, and they have many restrictions to access to market and for forest-based enterprise.

Women's empowerment is limited to participation in project and program activities but largely failed to address inequalities and disparities (FAO, 2019).

The GoN, I/NGOs and civil societies have initiated efforts to address women issues including women issues in the Forestry sectors. MoFE, departments, divisional forest, offices and REDD Implementation Centre are implementing activities related GESI training/ awareness, livelihood improvement, and capacity building. Likewise, AFFON has also implementation of different activities related PFs. Forest Policy (2019) doesn't clearly mention how PFs contribute to women livelihood. It does also not clearly define women link with PFs. The Climate Change Policy (2019) does not provide clear identification of the main agents for implementation of PFs linking with women. Likewise, the National Forest Policy (2018) does not have supporting legislation for effective implementation of PFs in the perspective of women friendly. Although it has been replaced by the Forest Act 2019, a forest regulation is yet to be formulated. Moreover, there is still ambiguity regarding the roles of federal, provincial and local governments in managing forest resources and where main problem would be women friendly PFs. Although, PF exists under jurisdiction of local government, there is still some control over of provincial and federal government to PF on harvesting and transportation of the products for commercial purpose that PF owners have a kind of confusion for PF management in commercial scale. The Forestry Sector Strategy (2016–2025) is silent on multiple benefits of PF activities through forest management and, furthermore, it does not acknowledge the institutions and organizations of women friendly PF. GESI criteria are not included in monitoring and evaluation or in budgeting programmes; GESI policies are not properly implemented. There is inadequacy of GESI -disaggregated data at all level.

In order to open up entrepreneurship for farmers of Nepal, constitution of Nepal has envisioned the approach of Public Private Partnership (PPP) in achieving prosperity and happiness. And the 15th National Plan of Nepal has expected about 55 percent contribution from the PFs/FFs for its successful implementation.

The analysis of laws and policies relating to PF and the all agencies are functioning in isolation in case of women empowerment and meaningful participation as coordination is not legally binding and often formalistic that effective coordination in planning, policy-making, and programme implementation is impaired. The downside of the failed coordination mechanisms has made most of the coordination committees non-functional. The lack of specific work mandates and the accountability mechanism is a hindrance to ensure effective coordination to AFFON, Women AFFON.

On the whole, the review shows that policy and regulatory instruments lacks clear provisions on women issues in the management of PFs/FFs. Crosscutting issues (mainly GESI) are embedded in forest policy, but meaningful participation of women in decision-making (meetings, campaigns, training/workshops, interactions), and

planning and implementation of PFs activities and benefit sharing are very low. Therefore, it is high time to debate and raise the issue of women in PF policies and programmes. This will also guide the I/NGOs and private sector to promote inclusion of women in projects, programmes and businesses to empower women that can be helpful to achieve gender equality.

Conclusions

To conclude, reviewing the present status of women involvement in PF/FF and analyzing existing legal, policy and regulatory frameworks in Nepal from gender perspectives; it is found that still the patriarchal mind set is leading plans, programs and activities due to which women are back warded. As inequalities persists in socio-political system between women and men, it prevents women to benefit more and exercise their participation in higher levels of decision making relating to PF/FFs management .It is revealed that women's contribution to the conservation and management of tree and forests resources is high, but women's participation in decision-making and benefit sharing is low.

There is a need to sensitize men about the equal roles both genders play in the sustainable forest management in PF/FFs which can only secure women's participation in decision making and benefit sharing and lead to economic prosperity through various field studies and cases. Women's participation and their contribution through FBEs is on high count to achieve economic prosperity aimed by Nepal. Despite the fact that, Forest Policy of Nepal has not clearly mentioned about GESI aspects of PFs/ FFs. Also as another way forward, PFs/FFs shall be promoted along with its linkage to entrepreneurship.

There still exist various policy hurdles in the selling and transportation of forest based products produced in PFs/FFs. Since women have less land holding compared to men, women are facing problem of PFs/FFs registrations, establishing forest based enterprises from PF/FFs products, loan provision from the financial institutions, technical and other supports from the government and marketing of the products. There is still ambiguity provision among three tiers of government about PF and local governments are not able to provide technical support to PF/FFs owners due to lack of forest staff within their structure. To overcome these problems, capacity building of women through skill enhancement and awareness would be instrumental to engage women in PF/FFs management. The local government and stakeholders shall also focus on soft loans to women belonging to marginalized groups. Likewise, women's land tenure rights shall be assured and cooperatives and banks shall help in business development by providing subsidy for women owned PFs/FFs forest-based enterprises.

Recommendations

Private forest is under the jurisdiction of local bodies. There is an opportunity for the current Ministry as it will: a) help to put PF at the forefront as MoFE is the powerful player; b) coordinate both PF and gender work more coherently; c) effectively implement PF and women through its own human resources, devolve structure, wider range of networks, and strong CBOs (e.g. AFFON, FECOFUN, HIMAWANTI and Women AFFON). Since private forest is always a crosscutting issue, coordination among all three levels will be challenging. Furthermore, the priority of the governments of all three levels is on the other aspects rather than PFs. Apparently, the priority to PFs and women aspects should now be aligned towards mainstreaming development for addressing the farmers' needs and demands. The policy need to be revised and functions of the different tiers of governments and institutions should be spelled out clearly, as follows:

Federal government: Some suggestions include favorable policy on PFs and women policy directives; coordination across governmental and non-governmental agencies; access to finance and technology; research, knowledge management and sharing; technical support to provincial and local governments; monitoring and reporting.

Provincial government: Policy and programme support to PFs and local governments; coordination across provincial and local governments in PFs and women issues i.e. issues within its jurisdiction - land registration in the name of women are important issues to be addressed by Provincial governments.

Local government: Implementation of PF focusing on women involvement activities; mobilization of finance; monitoring and reporting; favorable plan, policy and legislation; capacity-building of local communities; technology transfer; coordination with federal and provincial governments, and enforcement of regulatory measures. All 753 local bodies should establish at least one Model PF/FF with making business plan for private owner and providing technologies and equipment along with capacity building and financial support.

In present scenario, there is shortage of adequate labor to intensive agriculture and forestry in the rural areas in Nepal due to outmigration of youth men for employment. Therefore, women can primarily engage in agroforestry, PFs or FFs practices that demand less labor. There is a dire need to formulate the gender friendly policies and programs in PF sector addressing this contemporary issue. The very first important step is to promote joint rights in land resource ownership which will also promote overall socio-economic empowerment of women. The three layers of the government can work in tandem to promote the joint land rights. Secondly, there should be provision to register the PF in the name of women based on relationship proof even she is the not the land owner legally. Thirdly, government should prioritize the PF

and women engagement in the present context of labor shortage, men outmigration, women residing in urban areas without any work and being more dependent on men's earning abroad or cities within country. It can also be very crucial step to stop land abandonment and leaving it fallow. Fourthly, women can be capacitated technically in growing trees and harvesting, market access and enterprise establishment. This will also promote economic empower of women.

Civil society, private sector, academic institutions and others: Support the government in policy and planning in the aspects of PFs and women. Provide technical and other support wherever necessary, support in research, knowledge generation and sharing, ensure transparency and accountability, support in awareness-raising and capacity-building of local communities and households, financial leveraging, technology development and transfer.

Crosscutting issues (mainly GESI) are embedded in forest, biodiversity and watershed conservation sectorial policies and strategies, but meaningful participation of women and socially excluded groups in decision-making (meetings, campaigns, training/workshops, interactions), and planning and implementation of PF activities is very low. Therefore, stakeholders should include women and excluded groups in PF. Likewise, PF projects and programmes should be implemented by all stakeholder throughout the country. It is recommended to formulate women-friendly PF/FF policy basically focusing on the issues related to enterprise establishment, registration, subsidy, soft loan, insurance facility etc. The registration of PFs/FFs shall be encouraged under the name of both man and woman of the household. Also, women should be more capacitated on entrepreneurship, marketing, value chain analysis, etc. which are the essentials of any kinds of entrepreneurship. Women friendly PF Policy should be formulated (enterprise registration, subsidy, soft loan, insurance etc). It is required to promote and capacitate women in leadership on entrepreneurship and marketing. Moreover, women participation should be enhanced in decision-making and benefit sharing process by ensuring access to and control over land and forest resources by women.

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Gender mainstreaming in soil and watershed management: retrospective analysis

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Abstract

Policy guidance and mechanisms for up-scaling of good practices for gender mainstreaming is deemed important for achieving sustainable development goal and national vision of prosperous Nepal, happy Nepali. Soil Conservation and Watershed management programs were addressing the gender issues through conservation activities for a long time in the country. In this context, this paper examined the initiatives taken by the programs related to soil conservation and watershed management for mainstreaming gender equality and its empowerment in Nepal. To accomplish the task government documents, project completion reports and related literatures were reviewed. Moreover, lessons learned from the watershed management programs and projects viz. SABIHAA, BCRWME, BIWMP were analyzed. The review showed that that soil conservation and watershed management programs and projects have one or other ways embraced the importance of gender empowerment through different approaches. This paper highlights good practices from past and ongoing projects in watershed management sector, scope of gender mainstreaming in watershed management activities to build prosperous communities and will provide recommendations to internalize gender issues in program cycle through federal structure in all tiers of government to achieve the national agenda.

Key words: Gender mainstreaming, POWER group, soil and watershed management

Introduction

United Nations (UN) as the integration of gender into ‘the design, implementation, monitoring and evaluation of the policies and programs in all political, economic and societal spheres’ (ECOSOC, 1997). Gender mainstreaming (GM), with its promise of gender equality, empowerment and transformation, has become a central pillar of development discourse, policy and practice, particularly in international development

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organizations such as the UNDP, the World Bank and state-led development agencies (Carol and Shahra, 1995).

Gender integration is deemed important for achieving national commitment: Prosperous Nepal, Happy Nepali (GoN, 2018). Global agenda 2030 of Sustainable Develop Goals (SDGs) targets to achieve gender equality and empower all women and girls in its SDG 5 and also SDG 15: Life on Earth- ecosystem conservation (SDG, 2015). Approach paper of 15th Periodic Development Plan of Nepal has clearly mentioned policy direction to mainstream the gender in Soil and Watershed Management to achieve both national and global agenda (NPC, 2019).

In Forestry Sector, Soil Conservation and Watershed Management Program is one of the key components to addressing the gender issues through its conservation activities through then Department of Soil Conservation and Watershed Management (DSCWM) since 1974 which has been restructured and named now as the Department of Forests and Soil Conservation (DFSC) in the country. Government of Nepal (GoN) has been carrying out soil and watershed conservation programs. In addition, a number of donor partners have also been supporting in the journey (DSCWM, 2018). An extensive development literature from Nepal discusses gender issues in the context of natural resource management and climate change (Bajracharya et al., 1993; Sharma *et. al.*, 2005; Acharya and Gentle, 2006; Gurung *et. al.*, 2011; Leduc, 2011; Karki and Gurung 2012). Many literatures pointed out the important roles of women in natural resource management and stress the need to address their practical gender needs such as fuel wood, fodder, and water (Khadka et al., 2014).

Despite the mushrooming literature on gender, gender equality, and women's empowerment in developing countries, there have been a paucity of research those examine the intersection of poverty, membership in underprivileged caste/ethnic groups, and self-help group participation (Atteraya et al., 2016). However, there were very limited efforts made to comparative study and analysis of projects and programs on gender mainstreaming in Nepal.

Time has come to review the major Soil Conservation and Watershed Management program and projects viz. Government solely run Soil Conservation and Watershed Management Program (SCWMP), Building Climate Resilience of Watershed of Mountain Eco-region (BCRWME), Bagmati Integrated Watershed Management Project (BIWMP) and Community Development and Greenery Program (SABIHAA) to understand and explore their efforts on gender mainstreaming. Further, the authors tried to sum up the lessons learnt from those initiatives which could ensure the gender mainstreaming through the functional groups-Community Development, Groups, Beneficiary User Groups, Women User Groups and Poor, Occupational Women's Empowerment for Resource Conservation (POWER) Groups.

This study tried to identify programs and projects to understand the concept and implementation modality in existing gender mainstreaming initiatives in Soil Conservation and Watershed Management (SCWM) in Nepal from the perspective of gender equality and participation and institutional arrangement, both government and project interventions through various functional groups. Further the paper recommends for the future what were the best practices and successful approaches for gender mainstreaming in SCWMP through planning cycle. This paper incorporates international as well as national policies scenario, interpretation of Gender mainstreaming, some case studies from both programs and projects interventions. In addition, the paper tries to addressing of gender issues in Soil conservation and watershed management through lessons learnt and recommended action for the future programs on gender mainstreaming in SCWM activities to achieve national missions and global agenda 2030.

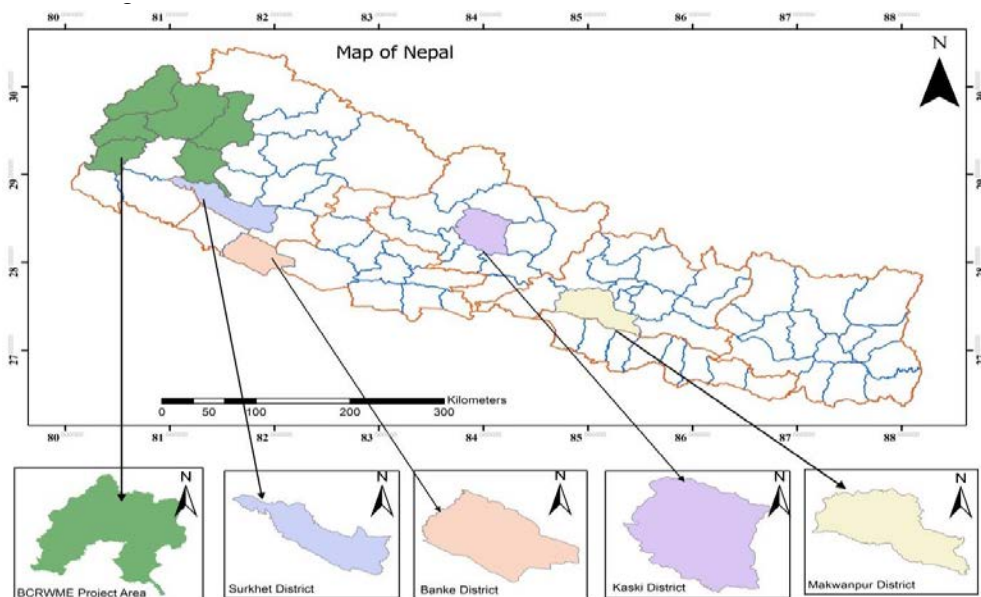
Methods

This study is primarily based on participatory and qualitative research, using case study approach. Primary data and information were collected using focus group discussions, interview with key stakeholders, and direct field observation in selected watersheds in different districts of Nepal. Secondary information was obtained from published and unpublished literature, policy and program documents. Policy and literature review was carried out to find out the initiatives and gaps between past and present practices of gender mainstreaming in soil and watershed management in Nepal.

Data regarding participation of women in soil and watershed management in the study sites were collected through field observation and social survey techniques. A semi-structured questionnaire was developed and administered to the communities in the respective watersheds. The semi-structured questionnaire was aimed to assess the Women's Participation, motivation and sustainability in Soil Conservation and Watershed Management projects and programs. Responses related to issues and challenges of the working in the watershed management were also collected through the checklists. In-depth interviews were conducted with the key informants, government actors and representatives from the soil conservation and watershed management groups. The interviews were objectively focused on assessing the overall gender mainstreaming for resource management and socio-economic development of watershed dwellers in the study areas.

The field work at various offices was carried out between 2018 and 2019 in various institutions (Figure 1). Intensive field works were accomplished with eight soil conservation user groups from Birendranagar Municipality (Surkhet district of Karnali Province), four soil conservation user groups from Rapti Sonari Rural Municipality (Banke district of Province 5 under the working area of DSCO Surkhet

district), thirty eight soil conservation groups (Kaski District, Gandaki Province) and five soil conservation groups (Makwanpur district – Bagmati Province) for this study with the consultation of former DSCOs. Similarly, to understand the status of BCRWME project of Sudur Paschim Province, a study report of December 2019 gathered as a reference material. Project completion reports were taken as reference material for reviewing BIWMP of Bagmati Province and SABIHAA projects from the perspectives of gender mainstreaming.



Map prepared using Arcmap and shapefiles from Department of Survey, Nepal 2020

Figure 1: Maps showing the study areas in Nepal

These case studies were observed and compared in terms of Gender components and institutional context to discuss the gender mainstreaming and best practices in SCWM activities in Nepal.

Results

For knowing the status of gender mainstreaming in soil conservation and watershed management, the authors purposively selected four districts from government solely managed programs, one ongoing (BCRWME) and two past projects (SABIHAA and BIWMP). All the relevant documents and reports were reviewed and consultation with soil conservation and watershed management groups in Soil Conservation and Watershed Management Program and one Past Projects (SABIHAA) areas. Field observations were carried out to explore the good practices and its sustainability in relation to gender mainstreaming in soil conservation and watershed management activities. Based on the field visit to four districts (51 Soil Conservation and Watershed

Groups) and ongoing BCRWME project, the following results were obtained and presented below in following perspectives.

1. Representation of women in soil conservation and watershed management groups

The soil conservation and watershed management groups who were in consultation and took part in interaction comprised mix type -both male and female members. Group solely comprising of females were not found during the period of study. Women representation in User Group Committee (UGC) and in lead position were 34% and 46% in Surkhet district, 35% and 45% in Banke district, 40% and 43% in Kaski district, 33% and 36% in Makawanpur district and 42% and 46% in BCRWME project respectively (Figure 2).

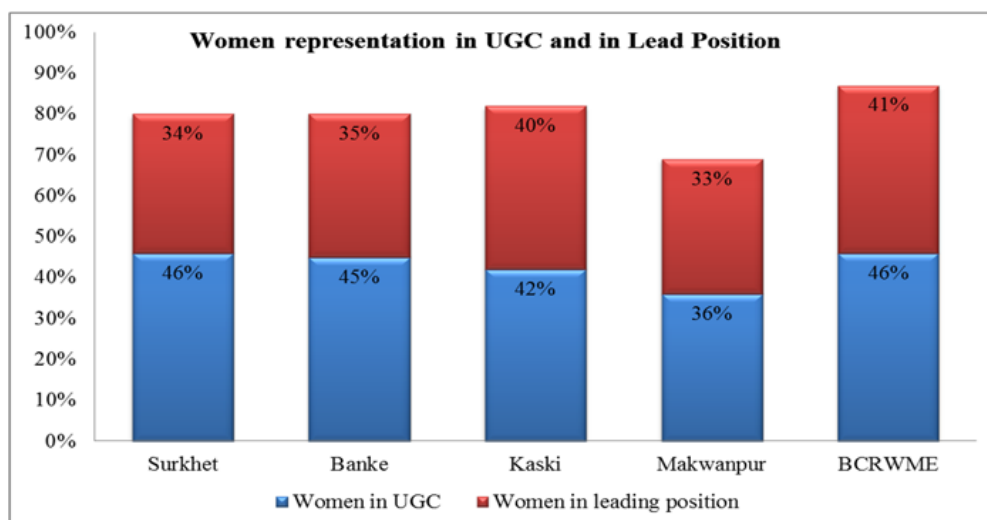


Figure 2: Representation of women in UGC and in lead position

2. Women's participation in soil conservation and watershed management

2.1 Program planning process

Participation of female in soil conservation and watershed management program planning is as notable. The results of interviews of in Surkhet district revealed that only 34% of the women are actively participating in planning process while Banke district had around 35%. In case of Makawanpur district, the selected groups were women groups and mixed groups where the participation was around 39%. However about 41% of women thought that female participation in planning was practiced in case of Kaski district.

2.2 Involvement of women in program implementation

Involvement of women in program implementation was found mainly in voluntary basis based on their skills and capacity of the subject matters related to soil conservation. The programs were either carried out during their leisure time or they have to keep aside their personal household duties to take part in the activities. It was found that women had high level of involvement in program implementation. In this context, the checklists and questionnaire data analysis showed that almost 66.67% in Surkhet district, 60% in Banke district, 65% in Makwanpur district , 56% in Kaski district were engaged in programs implementation which must be recognized by the country for the sake of soil and watershed conservation activities.

2.3 Decision making and women's lead

Participation in decision making in the group signified that how much women's voice and ideas matter in the conservation journey. When decision making capacity of women was increased, the presence of women was remarkably noticed in the environmental, social, economic and political spheres of community life. The study revealed that about 41.7% women were found to be active, around 50% of the women were moderately active and 8.3% of women were not involved in decision making in the studied groups. While studies suggests that women participation in decision making for conserving soil and waters was high when group was formed of only female. Further, there were medium and low levels of participation for mixed groups.

2.4 Benefit sharing from the natural resources

Women's were getting direct benefits derived from conservation of resources included readily availability of water, fodder, fresh air, wild life, herbs, retention of soil fertility, prevention from flood, landslide, soil erosion etc. Sharing of benefits obtained from the utilization of resources, in a fair and equitable way, is crucial for women's economic empowerment. From the studied groups in an average 60% of groups who have saving fund had high level of women participation in benefit sharing within the group, about 20% of female had medium and also 20% of female had low level of participation in benefit sharing in the groups. Benefit to the community has been attributed to everyone having access to the benefits of the economic activities undertaken by the groups. It was found that economic activities through the group were not much carried out. This has hindered the economic empowerment of the women in the community. Economic development is essential for the overall improvement of status and condition of women to fulfill their strategic and practical gender needs.

3. Perception on GESI strategy 2065

The studied soil conservation groups were questioned whether they had learnt about Gender Equality and Social Inclusion (GESI) Strategy 2065BS (2007) implemented by former Department of Soil Conservation and Watershed Management (DSCWM) or not. It was found that 75% of the groups had no idea regarding the GESI while only 25% of them had heard about it. Since, majority of groups had no knowledge of the strategy, it can be inferred that there was lack of sufficient awareness programs to educate and update the group members and users committees with the government's long term and yearly plans and policies.

During the study, it was known that District Soil Conservation Offices (DSCOs) have adopted different actions to ensure proper translation of GESI Strategy 2065 in the field. Some of the common actions that were adopted in the districts were as follows:

- Prioritizing women in income generation activities: Income generation activities (IGA) were directly related to soil conservation. One of the example of prioritizing women is power group which are special groups provisioned in SABIHAA for ensuring poor, marginalized women in soil conservation and watershed management through community development.
- Women oriented budget allocation: DSCO has also ensured budget allocation for women involved in soil conservation and watershed management. For example: POWER group (Poor, Occupational Women's Empowerment for Resource Conservation) were allocated 15% of budget for livelihood improvement activities at district level.
- Capacity building: DSCO has also been delivering capacity building trainings for soil conservation groups and has special focus on women groups. For example: Mahila Samrakhsan training is one of the activity that specially targeted women's to enhance skills and capacity of rural women. The training included bio-engineering techniques, IGA, etc.

4. Issues and challenges of women in SCWM

During the study, a number of issues and challenges related to women in SCWM were observed. The study showed that 79% of the women felt that the illiteracy as a major hurdle for understanding the concept and implementation of SCWM activities whereas 21% of them accounted time constraints as the cause of challenge in program cycle. Lack of education was one of the major factors which lowered their confidence to speak in meetings, and annual general assemblies of the community user group. Some of the issues and challenges of women participation in soil conservation and approaches adopted to overcome those issues and challenges are summarized below (Table 1).

Table 1: Issues and challenges faced by different SCWM groups and approach adopted to overcome issues and challenges

Issues and challenges	Approaches adopted
<ol style="list-style-type: none"> 1. Poor literacy and education level 2. Lack of awareness promotion program 3. Lack of capacity building trainings for livelihoods improvement 4. Budget deficit and constraints (20%) 5. Lack of support and time from household work to participate in community work by male members of family for their female members. 6. Lack of manpower/human resource 7. Lack of public participation interest. 8. Women are used for labor work which are very difficult task for them (stone carrying) 9. Inadequate construction material 10. Women's are facing difficulties to do physical work as men are not involved. 	<ol style="list-style-type: none"> 1. Formal and Informal education were encouraged 2. Awareness and capacity building trainings were provided as per need assessment 3. Participatory approaches

5. Gender mainstreaming approach of SCWM programs and projects

5.1 Bagmati Integrated Watershed Management Project (BIWMP)

BIWMP was a five year Watershed Management Project as had signed in 1985. The project was supported by European Economic Commission (EEC) in the Bagmati Catchment Area including the Mahabharat Range of Central region of Nepal. It had covered six districts in mountain region showed that it has indeed improved watershed quality and increased productivity and livelihood in its 23 priority sub-watersheds through participatory approach. The project document envisioned that at least 40% of female membership in all groups for implementing project. It was found that 80 % of disadvantage groups (DAGs) and 50 % of women actively participated in the UG activities (BIWMP, 2003). Information of the project was very hard to collect and the existing areas are common areas of present Soil and watershed Management Office, Lalitpur under Bagmati Province. Moreover the remote area of Lalitpur, Kavre and Makawanpur districts has becoming more motor accessible, communication and agriculture promotion areas.

5.2 Community Development and Greenery Program- Samudayik Bikas tatha Hariyali Aayojana (SABIHAA)

SABIHAA is a program that envisioned participatory watershed management in collaboration with District Soil Conservation Offices (DSCOs) and local bodies in Western six hilly districts: Syangja, Myagdi, Baglung, Parbat, Kaski, Tanahu, and central two hilly districts: Kavre and Sindhupalchowk districts. Later, it was extended to 21 districts of Nepal. One of the special features of SABIHAA project was POWER (Poor, Occupational Women's Empowerment for Resource Conservation) Model. It had special capacity building program for women and deprived people in the community (victims from disaster, dalit, janajatis). It provisioned minimum 33% members are female in Ward Coordination Committee (WCC) where two representatives participated from POWER group (PG). The WCC allocated 20 % budget for POWER group. Gender equality and Social inclusion had been a major focus of the project.

5.3 Building Climate Resilience of Watersheds in Mountain Eco-Regions (BCRWME) Project

The BCRWME project is one of the five components in Nepal's Strategic Program for Climate Resilience (SPCR), which was endorsed in 2011. The project aims to provide 45,000 households in vulnerable mountain communities with access to more reliable water resources via spring or surface water sources. Department of Forest and Soil Conservation (DFSC) under Ministry of Forest and Environment is the executing agency of this project (2014-2020). The project is being implemented in the Lower West Seti and Budhi Ganga watersheds of the Far Western Region of Nepal. It covers 108 VDCs of six districts namely; Dadeldhura, Doti, Baitadi, Bajhang, Achham and Bajura.

The project's Gender Equity and Social Inclusion (GESI) component is incorporated in the projects Administration Manual (PAM) which focuses mainly for the inclusion of women and dalits in Community Development Group (CDGs) at least 33%. The priority is also given to the trainings to women and DAGs (60% participation), incorporates special GESI training to DSCWM staffs, sponsorships to women (33%) and dalits (45%) communities for technical and vocational trainings, provides opportunity to at least one female candidates for the Master's degree program, there is target to reduce 75% amount of time that women and children spend in collecting domestic water during dry season, and 8 out of 12 knowledge products produced by the project focusing on gender and social inclusion. In addition, GESI specialist has been appointed to monitor the approved GESI plan and other social dimension of the project.

As of December 2019, this project had formed and mobilized a team of technical experts called Field Technical Team (FTTs) which is a new working principle to make the project activities more effective and efficient. Among the 39 FTTs, two were female and in all 108 CDGs all 108 community organizers were female. In 108 Subproject Area, CDG (SP-CDG) 37% female are in key positions (Chair, Secretary or Treasurer). In the project groups, most of the CDGs have women members as treasurer or secretary but five CDGs have women as Chairperson. Women representation in 1057 Management Area CDG (MA-CDG) committee was 46% and representation in key positions was 41%. As part of capacity development, the BCRWME project has designed numbers of training packages, till date, overall participation of women, Dalit and DAGs was 52% against the target of 60% in the project capacity building mission.

Discussion

Gender mainstreaming is one of the vital pillars of conservation and development agenda of National and International context. In this connection, to know the status of gender in soil conservation and watershed management activities, retrospective analysis has been carried out based on secondary information and recent field data collected including revision documents of past projects and programs. The sampled CDGs and POWER groups were selected by purposive sampling technique through the basis of their commitment to share experiences and ideas by participating and cooperating in the semi-structured interview and discussions to gain gender knowledge watershed management at community level in sampled districts, programs and projects. Purposive sampling is commonly used and has been conducted by (Thiengkamol, 2016) for the assessment of urban community development. Alcorn et al., 2010 mentioned that the active role of women was encouraged, and women representatives were incorporated into the watershed associations.

In this study, we found that in community user groups, especially women, have shown enthusiasm in soil conservation and watershed management activities and also found encouraging other women besides their groups. Banjade et al., 2006 claimed that women urged to take part in the meetings after they realized that their male colleagues did not give them adequate space in those public assemblies. Analysis of this study indicated that the representation in the soil conservation and watershed management committees in key positions were dominated by male members. Majority of positions such as Chairman and Secretary in CDGs or user groups have been occupied by male members while female members were in Vice-Chairman and Treasurer Posts only.

The UN Millennium Development Goals (MDGs) in South Asia, including Nepal, have acknowledged that transforming poverty-stricken societies to prosperity will not be possible without addressing gender inequality and gender-based poverty (Kabeer, 2003). Gender equality is a priority policy in Nepal, because it is perceived

as a way to improve socio-economic development, reduce poverty, and enhance societal well-being. A critical aspect of gender equality is women's participation in planning of programs which shows their level of empowerment, condition and status in the user group. Women's empowerment has been measured by looking at the extent to which women participate in self-help groups, their employment status, their property ownership, their level of education, and their decision-making autonomy in household affairs (Agrawal, 1994; Dyson & Moore, 1983; Mason, 2003). The vision of Gender equality and social inclusion can only be successful when there's high level of participation in planning in all the groups involved in watershed management and nature conservation. Women's participation on program planning and activities shows how empowered they are in the group. It is a representation of women's ability to make strategies for the successful implementation of community conservation and development programs.

While both male and female members are involved in conservation programs, most of the women were seemed engaged in program implementation as paid or unpaid laborers. Study showed that women have very much enthusiasm to manage the resources that they are heavily depended upon. Women are the main pillars of the rural economy as primary users of watershed resources and conservationists with greater ownership (Prasanna and Pitamber, 2007). Yet, frequently they have passive role in decision-making process because of their low educational levels, social customs, and economic reliance on males (Sreedevi et al., 2007). The percentage of women in decision making position is less than in planning and implementation. It signifies that women still don't have equal participation in program implementation and given less priority at this stage and are not yet recognized as powerful decision makers in the community user groups.

Women should also be provided with their share of benefits obtained from economical activities carried out by the user group. Soil conservation activities initiated by the user group increased availability of water for farming, grasses for cattle feeding and decrease in the loss of soil erosion rate. In the rural area where occupation opportunities are limited, women are earning some cash income, acquiring new skills, and developing a sense of possession through these community economic groups (Oberhauser & Pratt, 2004). Natural resources such as Water availability, fuel wood, fodder for animals and timber wood have benefitted individual households by women's contribution. However, the sense of community welfare through group economic activities was found to be lacking.

In recent years, women were motivated by conservation partners to participate both in voted positions as well as in volunteer places surrounding watershed management and infrastructure maintenance but women in a village have multiple identities other than being 'women' and has less time to invest in conservation activities (Cairns et al., 2017).

Women, especially rural women face many challenges in taking up community-based activities due to socio-economic and cultural hindrances. Women who take up dual responsibility of homes and farm are devoid of extra time for other activities including community activities for soil and water conservation. It is evident from the research that there are different factors which influence the extent of women's participation in soil conservation and watershed management. These factors were: limited skills and experience and lack of confidence. It was also found that women's lack of education presents a formidable barrier to their participation in soil conservation and watershed management activities.

Nepal's forestry sector is progressing and has placed virtuous illustration of amalgamation of gender-inclusive strategies and policies. The forestry sector's gender mainstreaming course is a comparatively worthy illustration of this activity in the region (Upadhyay, 2015). This has been prepared in the year 2007 and implemented by the government institutions especially the then District soil conservation offices (DSCOs) for soil conservation and watershed management. This study tried to understand the user groups' knowledge and understanding about GESI Strategy. It was found that; about 75% of the groups had no idea regarding the strategy, while only 25% of them had heard about the strategy. Since, majority of people had no knowledge of the strategy, it can be inferred that, there was a lacking of sufficient awareness programs to educate and update the people with the government's plans and policies.

Women are often not acknowledged as members of the watershed community in their own right, but are viewed as being there to fill the quota which the Guidelines outlines. The Guidelines do not specify any tools or institutional arrangements for confirming and supporting the true and meaningful participation of the deprived and women (Seely et al., 2000). Rural women keenly contribute in diverse activities i.e. soil-water conservation, conservation farming, crop production practices, practices for fodder, fuel and vegetable production and other practices forest based small scale industries. But rural women's involvement in natural resource management and watershed conservation practices have been inadequately accepted or largely disregarded.

It is obvious that lack of capacity, education and awareness have been great challenges of soil conservation for women section. Besides that, women's participation in soil conservation is hindered by lack of support from concerned family, women being assigned only labor work and busy schedule with household activities. It was found that few efforts have been put to facilitate women participation in soil conservation activities. However, groups assumed that there should be sufficient budget allocation, capacity development training and IGA activities to ensure women's participation and engagement in soil conservation and watershed management.

Gender mainstreaming has been increasingly used in the development programs and projects by the government and non-governmental agencies (NGOs). The development projects /programs implemented by government and NGOs consistently integrate gender development components. The eighth agenda of millennium development goals (MDGs) provides scope for the third sector to take up development projects (Baiju, 2011). Further, State-led development agencies have sponsored projects to mainstream women into educational, economic and political institutions in underdeveloped countries (ADB, 2012). In this context, Gender mainstreaming efforts are taken by past projects such as SABIHAA and BIWMP and ongoing BCRWME project. SABIHAA generated a POWER model for the equal and meaningful participation of poor and marginalized women in community resource management. Similarly, BIWMP is an exemplary project which considered the health issues of women contributing in the watershed management sector by providing nutritious food to mothers and health kit to community people. Similarly BCRWME project is considering the women's involvement in every step of decision making watershed management right from problem identification, program and budget planning, implementation, benefit sharing and monitoring. BCRWME has partially achieved the time saving objective for water collection and production of knowledge products focusing on GESI is ongoing. Most of the targets of GESI action plan are achieved and some are partly achieved stated in its PAM. In soil and watershed conservation activities, female contribution has been found almost equal to males in the concerned communities.

Conclusions

Gender equality and social inclusion in soil conservation and watershed management programs is necessary for the equal participation of people irrespective of their sex, age, ethnicity, caste and class in Nepal. The livelihoods related activities have made them conserve soil & water and also participate in livelihoods upliftment program. Various awareness programs and trainings related to sub and micro watershed planning, soil conservation and watershed management activities conducted by DSCO have provided positive impact in groups life, especially women who need to be replicated in other forestry and environment sectors as well. Women's participation in planning and monitoring phases were found comparatively less than the implementation phase. The DSCOs have played a key role for empowering women and providing information on soil and water conservation.

Recommendations

- Soil conservation and watershed management activities are directly related to gender mainstreaming therefore sustainability of community

soil conservation and watershed management groups and reinforcement of very popular and successful existing POWER groups is necessary.

- Extension of POWER groups in watershed management in Nepal is must. POWER group is a pro-people nature conservation and livelihoods improvement model program which has been helping to reduce inequality and to enhance inclusion for gender mainstreaming in soil conservation and watershed management. Further the model could be an entry point for climate change adaptation as well.
- In coordination among all three tiers of government (local, provincial and federal government), Basin Management Office under federal government, watershed management offices under Provincial level, and sub watershed level offices at local government based on rivers system of Nepal as well as formation of permanent soil and watershed management groups is necessary.
- Local, provincial and federal government should include gender responsive budget and audit activities such as conservation, income generation and capacity building by establishing Watershed Management Learning Centers (WMLC), record keeping and establish management information system (MIS).
- Frequency of trainings and skill development activities need to be increased through soil and WMLC.
- Soil conservation activities need to incorporate with diverse income generating activities focusing POWER groups.
- Soil conservation and Watershed Management Group must be legally registered and groups involved in activities are needed to be legally registered documented.
- Women's presence in executive committee members of SCWM group as chairperson and secretary are to be highly encouraged.
- Periodic National Workshop on POWER groups must be organized for blending social and technical dynamics of SCWM.

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Gender and social inclusion in climate change: Issues and opportunities in federal Nepal

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Abstract

Though climate change impacts everybody, it is important to understand the differential social, economic and gender impacts of climate change. It is important to be gender equality and social inclusion (GESI) responsive and integrate it in climate change planning, programming, policy and decision-makings. With these considerations two specific objectives of this paper are: 1) To review, assess, analyze and synthesize GESI and climate change related issues and opportunities at the institutional and community levels in the context of federalism (federal, provincial and local governance) in Nepal; and 2) To make recommendations for further mainstreaming GESI in climate change at the institutional and community levels in federalism in Nepal. This paper reviews four studies on GESI and climate change carried out by the authors focusing on issues and opportunities for mainstreaming GESI in climate change in the context of federal Nepal. Findings of the studies were reviewed, assessed and analyzed to synthesize common findings in terms of issues and challenges. The findings, synthesis and conclusions of the four studies form the narratives of the paper identifying the issues and opportunities regarding mainstreaming GESI in climate change and makes recommendations for institutional and community level actions.

Key words: Community, gender equality, social inclusion, institutions, marginalized groups

Introduction

Nepal is one of the most climate change impacted countries in the world. In fact Nepal is ranked as the fourth most climate change affected country by The Climate Risk Index for 2017.³ Despite its negligible contribution to total global emissions of

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3 The Global Climate Risk Index (CRI) developed by Germanwatch, analyses quantified impacts of extreme weather events – both in terms of fatalities as well as economic losses that occurred – based on data from the Munich Re NatCatSERVICE, which is worldwide one of the most reliable and complete databases on this matter. David Eckstein, Marie-Lena Hutflits and Maik Wings, Briefing Paper, Global Climate Change Risk Index 2019, Who Suffers Most From Extreme Weather Events? Weather-related Loss Events in 2017 and 1998 to 2017, Green Watch.

greenhouse gases, Nepal is one of the countries that have high risks of adverse effects of climate change. Topographical diversity, fragile geological structure, sensitive ecosystems and diversity of climate and micro-climate zones are the main reasons for it. In addition to these, poverty, illiteracy, social disparity as well as high dependence of community on natural resources for livelihood have made Nepal more sensitive towards the impacts of climate change. The negative effects of climate change have been directly experienced in forest and biodiversity, energy, human health, tourism, habitation, infrastructure development as well as in the areas of livelihood, while there has been a huge loss of lives and property due to climate induced disasters such as flood, landslide, and windstorm and wild fire every year.⁴

Although climate change affects all the people, many studies have shown that it has differential impacts gender and social-economic group wise. While men and women are likely to face many common challenges due to climate changes, in many communities, climate change will have a disproportionately greater effect on women and historically and social marginalized caste and ethnic groups. Women are often poorer and less educated than men and often excluded from decision-making processes that affect their lives. Despite these challenges, women also have a rich knowledge and skill set in managing and making wise use of natural resources and biodiversity. Although their knowledge and skills contribute to adaptation in extreme situations such as conflicts, disasters or displacement, they are not adequately acknowledged, valued and documented. These challenges vary widely depending on the circumstances, and our evidence base on the gendered interaction between livelihoods, natural resource management, poverty and resilience is still weak.⁵

Similarly men and women from historically, socially and religiously discriminated caste and ethnic groups such as Dalits (caste) and Janajatis (ethnic) will have differential impacts of climate change due to their historical marginalisation from or non-inclusion in the mainstream social, economic and political functions of the state. Against these gender, social, economic and political perspectives of impacts of climate change in Nepal this paper has been prepared with the primary objective to assess and review the Gender Equality and Social Inclusion (GESI) issues and opportunities in the context of federalism in Nepal. The specific objectives of the paper are basically two pronged as:

1. to review, assess, analyze and synthesize GESI and climate change related issues and opportunities at the institutional and community levels in the context of federalism (federal, provincial and local governance) in Nepal; and

4 MoFE, Government of Nepal, Nepal Climate Change Policy 2019.

5 Gurung, D. Dibya, Bisht, Suman, Women's Empowerment at the Frontline of Adaptation; Emerging Issues, Adaptive Practices, and Priorities in Nepal - ICIMOD Working Paper 2014/3, ICIMOD. (<https://lib.icimod.org/record/29811>)

2. to make recommendations for further mainstreaming GESI in climate change at the institutional and community levels in federalism in Nepal

Approach and methods

This paper is based on the assessment and reviews of four qualitative studies related to GESI and climate change⁶ conducted by the authors between 2014–2019 and both the authors' extensive experiences and observations working on GESI and climate change issues within the government and beyond. The methodology and the approach of all the studies were participatory. These studies covered more than 16 districts in mountain, hill and tarai regions of all the seven provinces in the federal governance structure of Nepal. The studies primarily used desk reviews and field work for information and data collection. Desk reviews of national policies, plans, strategies and others related to forestry sector, climate change and federal system, such as the National Climate Change Policy 2019; National Adaptation Programme of Action 2010; Nepal National REDD+ Strategy 2018; National Self Governance Act 2017 were carried out. In addition GESI and climate change related national and international literatures published by government and non-government institutions such as I/NGOs and academia were reviewed.

In all the studies field work for qualitative information and data collection included interviews, focus group discussions and consultations at the community, provincial and national levels. The participants in these processes were inclusive of diverse groups in terms of gender (men and women), caste, ethnicity, marital status, disability, geographical locations, decision-making (national and local authorities), historically discriminated, and the poor and marginalized communities. Some of the key informant at the national level included Ministry of Forests and Environment (MoFE), Department of Forests and Soil Conservation (DoFSC), REDD Implementation Centre (REDD-IC), Department of National Parks and Wildlife Conservation (DNPWC), Forests Research and Training Centre (FRTC) and their respective gender focal points. In addition, national and international NGOs working on GESI and climate change issues in Nepal were consulted. At the provincial level provincial governments,

6 1) Gurung, DD; Bisht S, 2014, Women's empowerment at the frontline of adaptation: Emerging issues, adaptive practices, and priorities in Nepal, ICIMOD Working Paper 2014/3. Kathmandu, ICIMOD; 2) Assessments - REDD-IC, Forest Carbon Partnership Facility, World Bank, Women Organizing for Change in Agriculture and NRM (WOCAN), 2017; 3) Gender Assessment and Action Plan for integrating Gender in Emission Reduction Programme Document; Government of Nepal, Ministry of Forest, Environment and Climate Change, Kathmandu, Nepal, REDD-IC, 2018; 4) Forest Investment Program Forest Investment Program: Investment Plan for Nepal, Government of Nepal, Ministry of Forests and Environment, REDD Implementation Centre, Kathmandu, Nepal; 5) REDD-IC, 2019, Preparation of Advanced Draft Benefit Sharing Plan for Emissions Reduction Programme in Nepal's 13 TAL Districts (Draft), Government of Nepal, Ministry of Forests and Environment, REDD Implementation Centre, Kathmandu, Nepal.

local governments (municipalities and wards), related district level NGOs and projects, community based organizations and their stakeholders (communities) were consulted.

Key issues and opportunities related to GESI and climate change at the national and provincial/local levels at the institutional and community levels in the studies were assessed by applying combination of several participatory methods, such as activity profile, access and control profile, and elements of the 9-box framework analysis⁷ used for the assessment of technical, political and cultural dimension of organization which explores key policies/ strategies of the organizations used to integrate a gender perspective in their field programmes/ projects and outcomes, issues and challenges at institutional and programme/community levels. Findings of all the four studies related to GESI and climate change were reviewed, assessed and analyzed to synthesize a common finding in terms of issues and challenges.

Assessments, analysis and findings

Institutional level

Prevalence of plans, policies, strategies and guidelines at federal level

The Government of Nepal (GoN) has made substantial progress in integrating GESI in climate change through sectoral and provincial plans, policies, strategies, programmes and mechanisms. The 14th plan (2073/74-2075/76) recognizes that improving gender equality and addressing issues of “backward” regions, classes and communities and excluded groups requires conscious efforts, such as targeted programmes, equitable distribution of resources, and social security for poverty reduction and set goal of implementing the environment friendly and climate change adaptive development programme and strategy to integrate national and international climate finance in the national budget and increase the investment in this sector for minimizing the impact of climate change. Similarly, 15th plan (2076/77-2080/81) approach paper has a strategy of gender equality and social inclusion mainstreaming in forests, biodiversity and watershed management and equitable sharing of benefit.

Some of the key policies of the government related to GESI and climate change are assessed in Table 1.

7 Mukhopadhyay, Maitrayee & Steehouwer, G. & Wong, Franz. 2006: Politics of the possible: gender mainstreaming and organizational change: experiences from the field. (<https://www.researchgate.net/publication/237142255>)

Table 1. Key national policies, strategies and guidelines

SN	Key policies and strategies	GESI provisions and assessments
1.	Forest Sector Gender and Social Inclusion Strategy 2008	<ul style="list-style-type: none"> • Focuses on GESI sensitive policy and guidelines, good governance and GESI sensitive organizational development, GESI sensitive budget, program and monitoring and equitable access in resources, decision-making and benefits. The GESI strategy envisioned four distinct organizational structures from central to community levels but this structure exists only at the central level.¹ • It gets success in terms of women participation in planning and decision making at community level in comparison to intuitional level. But its strategy lacks implementation action plan, not systematically disseminated and easily available within sectors at national and sub-national levels and low focus on GESI incorporation in institutional mechanism (functional/structure, budget, program me).
2.	National Adaptation Programme of Action (NAPA) to Climate Change 2010	<ul style="list-style-type: none"> • Livelihood, governance gender and social inclusion is identified as cross-cutting theme in NAPA and gender sensitivity analysis of climate change impacts on six thematic sectors (water and energy, agriculture and food security, forestry and biodiversity, urban settlement, public health and climate induced disaster)² are done but the results are not well incorporated in the document and instead are parked as annex.
3.	Community Forestry Development Programme Guidelines 2071 (2014)	<ul style="list-style-type: none"> • This guideline has provision to have at least 50% women in CFUG and at least one of the two decision-making position holders be woman (chairperson or secretary) and ensures that at least one woman should hold a signatory post to ensure the women participation and 35% of the income should be spend on target program for pro poor identified by participatory wellbeing ranking.³

SN	Key policies and strategies	GESI provisions and assessments
		<ul style="list-style-type: none"> • But women who are strong and confident are usually not given key positions in the main committees, unless they have political affiliations. Women with less experience and confidence may be deliberately chosen to fill the quota. Regarding allocated budget for poor, target programme for them is not implemented effectively.
4.	Forest Sector Strategy (2016-2025)	<ul style="list-style-type: none"> • Its third outcome is about inclusive forest sector organizations and institutions and focuses on increasing participation, competency and leadership of women, indigenous nationalities and other poor and socially excluded groups and individuals. • It promotes gender equity, inclusive development and economic uplift of the poor, women, Dalits, Janajatis, Adibasi and other marginalised groups of people. • Gender equality, social inclusion and poverty reduction is identified as seventh strategic pillar. However, this strategy is not implemented effectively.
5.	Nepal National REDD+ Strategy 2018	<ul style="list-style-type: none"> • Two objectives mention about the GESI; to increase livelihood assets and diversify employment opportunities of women, indigenous peoples, Madhesis, Dalits, local communities and forest-dependent poor and strengthen governance, gender equality and social inclusion of the forestry sector to improve and harmonize policy and legal frameworks, in line with national and international requirements and standards, to harness carbon and non-carbon benefits. • Promoting people-centric, gender and socially inclusive practices and approaches, as well as equitable benefit sharing and social justice is the guiding principle.

SN	Key policies and strategies	GESI provisions and assessments
		<ul style="list-style-type: none"> Provides for safeguard measures on forest tenure security, vocational and skill based training, increase access and develop mechanism to alternative technology for women, indigenous peoples, Madhesi, Dalits, local communities, and forest-dependent poor and also ensure their adequate representation and meaningful participation <u>in</u> forestry decision-making processes through policy provisions, institutionalization and capacity development, improve management and leadership competency, GESI responsiveness, commitment and morale of forestry personnel.⁴ But, it does not mention how the social position of women and socially excluded groups can be strengthened to benefit from REDD.
6.	National Climate Change Policy 2019	<ul style="list-style-type: none"> The policy has recognized the need to integrate GESI through its Objectives, “To mainstream GESI into adaptation and mitigation programs”, and as cross cutting-thematic area with GESI related 6 key strategies and working policies. However, the policy is not informed by the specific problems, challenges and opportunities faced by different groups of women and men in the context of climate change. Even though the GESI policy (inter-thematic area), mentions about different vulnerable groups to be addressed, the sectoral policies within it considers the community/citizens as a monolithic groups and does not take into consideration their historical discrimination, situational vulnerabilities, and hence the differential impacts of CC on these groups. This can pose problems in addressing the GESI issues and opportunities within/ and through the sectoral policies and isolate the GESI policy and strategies. The policy (GESI chapter) focuses on addressing the vulnerabilities of women and marginalized groups and does not consider these groups as contributors and agents of change.

SN	Key policies and strategies	GESI provisions and assessments
7.	National Forest Policy 2019	<ul style="list-style-type: none"> • Provisions for social security, inclusiveness and good governance; mention about to increase access on benefit with ensuring right of forests labor, management community, women, indigenous peoples, Madhesi, Tharu, Muslim, minority, Dalits, disabilities, marginalized and backward classes community. • Forest sector institution, policy, program and budget will formulate on the basis of GESI principle, 50% women participation with decision making responsibility in all forestry sector institution, strategy, law, program, budget and practice will be followed as strategy and working strategy.⁵ • But, working strategy do not clearly speak on capacity building on GESI consideration in forestry, gender responsive budget, gender friendly environment and awareness.

As far as mechanisms for implementation of the policies are concerned, the government has dedicated institution for institutionalizing climate change at national, provincial and local level. Ministry of Forests and Environment (MoFE) is the focal ministry for climate change. Establishment of the Climate Change Management Division, REDD Implementation Centre within MoFE Climate Change Council, Inter-Ministerial Climate Change Coordination Committee, provision of the Environment Protection and Climate Change Council in Environment Protection Act 2019, thematic and inter-thematic working groups, designated Climate Change Focal Person and Environment and Climate Change Unit in sectoral ministries are the institutional mechanism and structure for climate change at federal level. At provincial level, Ministry of Industry, Tourism, Forests and Environment (MoITFE) is the focal ministry for climate change. Establishment of Environment and Climate Change Division within MoITFE and Infrastructure Development and Environment Management Section⁸ are the institutional arrangement for climate change at province level and local level respectively. Gender working group for forests, environment and climate change, gender focal points, GESI, livelihood and governance thematic working groups are formed at federal level for considering GESI in forestry or climate change.

8 <http://tamakoshimun.gov.np/organogram>; Forests, Environment and Disaster Section in Sanibheri Rural Municipality, Rukum west district. Name of the section vary from one local level to other.

Ministry of Finance (MoF) has adopted climate change financing framework for integrating climate change and climate finance into national planning and budget processing to ensure that climate finance reaches the vulnerable communities, particularly when climate programmes are directly implemented by line ministries.⁹ The climate budget code was introduced in the annual budget of fiscal year 2012/13¹⁰ to track climate public expenditure.¹¹

Challenges of translating into actions

Although there are ample policy provisions in place to institutionalize GESI in sectors like climate change, the challenges of translating them into tangible actions persist.

Results of implementation of existing GESI policies, such as affirmative action's show that the quota system had a positive effect in bringing women into positions and institutions. High percentage of women has been elected as deputy heads in local governments. This could have a positive impact in increasing gender sensitivity in governance. However, providing opportunities for adequate representation is indeed a prerequisite for greater inclusiveness, but does not ensure meaningful participation. Women and Dalit representatives elected to the local governments from reserved seats are not encouraged to participate in decision-making and are deprived of specific roles and responsibilities in local governance. In forest service, there is still a low percentage of female professional staff and no detailed GESI segregated data system. All these affect negatively the efforts for GESI mainstreaming into forestry and climate change programmes and activities.

Mechanism wise there are challenges like institutional mechanism and structure are in place but there is a dearth of actual institutional GESI implementation guidelines. Further challenges have been observed in integrating GESI in forming committees or working groups in forestry and climate change activities or programmes. Increasing trends of gender responsive budget shows institutionalization of budget allocation for gender mainstreaming in all sectors of development. However, Gender Budget Audit of Ministry of Forest and Soil Conservation (now MoFE) 2006 found low women participation in planning (programme and budget) process (3%). Absence of women in decision-making positions in district planning process though women's participation is said to be comparatively high, particularly in community forestry programme

9 MoF, 2017: Climate Change Financing Framework: A roadmap to systematically strengthen climate change mainstreaming into planning and budgeting. Ministry of Finance, Government of Nepal, Kathmandu, Nepal.

10 NPC, 2013: Climate Change Budget Code, Application Review, Published by Government of Nepal, National Planning Commission with support from UNDP/UNEP in Kathmandu, Nepal in November, 2013.

11 NPC, 2012: Climate Change Budget Code, Documenting the National Process of Arriving at Multi-sectoral Consensus, Criteria and Method, Published by Government of Nepal, National Planning Commission with support from UNDP/UNEP in Kathmandu, Nepal in September, 2012.

(CFP) and leasehold forestry programme (LFP). There is no clarity on gender sensitivity in the implementation phase, monitoring and evaluation process. Lack of sex disaggregated data or information in the community forestry management.¹² Despite progress made by MoFE in GESI mainstreaming there are still challenges in planning processes like no discussion or preparedness on gender mainstreaming; organizations are less sensitive to mainstream gender in their regular programmes, budgeting and monitoring and evaluation processes; and limited knowledge on how to integrate GESI in planning cycle.

Issue of behavioral change

Nine-box analysis showed that organizations have limited gender friendly infrastructure, like for example childcare center, changing room, rest room, women prison. However, women and marginalized groups have limited participation in sharing information, networking only in personnel relationship, information and knowledge sharing through meeting, website, workshop, seminar, mail and notice and coordination at the central level. Less importance to gender issues, absence of common code of conduct, lack of inter agencies coordination, lack of networking within federal, provincial level, local level and conservation partner, organization and research academia from gender perspective and lack of vertical structure and coordination from field to central level are the gaps identified.

Progressive decision-makers and staff who want to bring change are dominated and influenced by those who are less supportive of GESI policies and practices. Voice raised by women in the meetings or committees are not valued. Although the women participation is ensured in the committee/ meeting, voices/ issues/ ideas raised are determined by the power, politics and education background (whether educated from national or international academia) of the women.

Community level

Who are the vulnerable groups and how is community defined?

"In the context of vulnerability assessment, a community can be defined as people living in one geographical area who are exposed to common hazards due to their location. They may have common experience in responding to hazards and disasters. However, they may have different perceptions of and exposure to risk. Groups within the locality will have a stake in risk reduction measures (either in favour or against)."¹³ According to National Climate Change Policy 2019, women, Dalit,

12 <https://www.undp.org/content/dam/nepal/docs/project-documents--2019/Nepal-Climate-Citizen-Budget-English.pdf>

13 IUCN, 2011: Terminologies used in climate change, International Union for Conservation of Nature and Natural Resources. Available at <https://portals.iucn.org/library/sites/library/files/documents/2011-118.pdf>

indigenous people, Madheshi, Tharu, Muslim, oppressed groups, backward class, minorities, marginalized, farmers, labourer, youths, children, senior citizens, persons with all forms of disability, pregnant women, incapacitated and disadvantaged persons or groups are vulnerable groups. But, this definition does not include the intersection of various dimension of discrimination based on them.

The studies found that hill Dalits are considered to be the most discriminated and vulnerable in comparison to tarai Dalits (e.g. Sardar-Bantar, Khang-Khatwe; Chamar, Dom, Musahar), although majority of both inhabit remote areas and degraded lands. Both have been historically discriminated in terms of access to resources such as education, employment and other socio-economic opportunities and services, making them socially, economically, politically and culturally the most discriminated. These multiple layers of discriminations have affected both their material conditions and social status in society. Ultimately, it hinders them from accessing resources, understanding the values of participating in community initiatives and networking.

Similarly, poor and highly marginalized Adivasi Janajatis, such as Majhis, Kumals, Botes etc. living near and along the river banks and in landslide and flood prone areas, seemed to be highly affected by the changing climate risks. As these groups live in clusters, in remote areas far from the main villages, which makes them excluded and difficult for them to participate in development interventions, networks, resources and opportunities and easy access to response and information sharing. Women across all these social and economic groups seem to be more excluded as compared to men.

However, the degree of exclusion and vulnerability is highest among the poor single women, tarai Dalit women living in remote and disaster prone areas followed by hill Dalit women (e.g. Gandarvas), poor and marginalized indigenous women (Rajis), single women and poor women from advantaged caste groups (Chettri, Brahmins). Single women, elderly, people living with disability and pregnant and lactating women have problems related to getting timely and complete information, participation and access to resources. Mechanisms or platforms to understand and discuss their special needs and contributions are almost non-existent. Hence, they usually tend to get excluded from participating in meetings, consultations, trainings, and group memberships, such as the ward level planning and budgeting meetings, trainings or exposure visits etc. Due to these limited physical and social assets, the climate change risks have further worsened their conditions and increasing their vulnerabilities. Thus, adopting the intersectionality ('interaction between gender, race and other categories of difference in individual lives, social practices, institutional arrangements, and cultural ideologies and the outcomes of these interactions in terms of power')¹⁴ lens

14 Davis, K., 2008. Intersectionality as buzzword: a sociology of science perspective on what makes a feminist theory useful. *Feminist Theory*, 9 (1), 67–85 cited in Anna Kaijser & Annica Kronsell (2014) Climate change through the lens of intersectionality, *Environmental Politics*, 23:3, 417-433, DOI: 10.1080/09644016.2013.835203.

and understanding the contextual conditions (pre-existing condition) can contribute to deal effectively with impact of climate change.

Issues of "time poverty"

The impact of changing climate together with the transition from the past governance system to the new federal system has brought both opportunities and challenges in women's leadership and empowerment processes. A large number of women have come into leadership positions. Scarcity of water and firewood has increased threats to the safety of women, poor and marginalized groups; decreased productivity in other areas like farming, and reduce time availability for productivities activities; and emergence of new weeds and pests has increased their workload. This has also contributed in increasing women's time in collection of the forest products, as these are almost exclusively women's traditional work.

Due to increased workload, women's mobility, participation in community initiatives, committees, decision-making processes, and accessing timely and complete information has decreased. Women across all caste and ethnic groups are heavily engaged in their traditional reproductive and productive roles, miss the opportunities to lead and benefits from forest-related resources and activities. This is common even for women in position such as elected mayor, deputy mayor, ward members, community forestry executive members etc. They have to finish their household duties and only then can they participate in planning and implementation of program. Missing the opportunity of active participation in planning cycle, decision-making process and limited access on information sharing directly affect the consideration of GESI issues in forestry and climate change. Ultimately, vulnerable group are adversely exposed and can be a victim of climate change impact. This result that progress made by women in terms of their material conditions (well-being) and social positions or status (leadership, decision-making) in society also seemed to be declining.

Leadership and power politics

Due to inclusive policy and guidelines only a handful of women who are socially, politically and economically advantaged obtain opportunities to participate and take leadership. The studies reviewed indicated that that four different types of leadership have emerged as follows.

i. Educated men from socially, politically and economically advantaged groups

This leadership comprises most powerful with strong political and non-political networks. Usually heads or members of executive bodies of key organizations, federations, alliances and user groups, key players, informants, focal points in forest and other sectoral programmess, key contact points, usually first interface

for major and large organizations for advice or spokespersons (man), guidance, and implementation of programs and main influencers and decision-makers for most of the forest-related programs; also capture resources.

ii. Educated men from socially marginalized but politically advantaged groups

This leadership seems powerful within their communities, but do not have strong political and non-political networks, hence tend to be excluded from key mainstream decision-making processes and benefits. But in comparison to women leaders, these men leaders from socially excluded groups tend to have more access to information and resources.

iii. Literate women from socially, economically, and politically advantaged groups

This women leadership possess intersectionality like practicing male-like leadership patterns, and excluding and resisting the empowerment of other women. But still excluded by men from mainstream decision-making processes and opportunities, even when such opportunities are meant for them and not trusted and respected for their capacities as much as men.

iv. Literate women from socially marginalized and politically affiliated groups

This type of women leadership have intersectionality, such as are members in executive committees or are women representatives in development interventions, but have limited networks, and are usually patronized by advantaged women and men. While looking at these four types of leadership and their intersectionalities, sometimes they are privileged and sometimes marginalized. Women in the leadership positions are members of key committees, but they are usually engaged and responsible for women-centered programmes and committees. They do not have substantial roles in the mainstream planning processes. In most cases strong women leaders were found to be excluded from key technical and local development related committees and from planning and decision-making process as they were perceived as a threat to the local power centers. A trend of selecting or nominating women with limited exposure and experience in leadership was observed, making their participation mere token with no influence in the planning processes and decisions.

Role of men

Because of socialization, insensitivity, tradition, culture, norms and practice of dominant masculinity in the society, some men have trouble accepting the women leadership and being supportive of GESI in forestry and climate change. Men discomfort in front of colleagues and society while supporting GESI issues. Giving less importance to these matters in front of technical matter and seeing no opportunity

and future to carry on with these issues. But, there are men gender champions who support the GESI issues and play key role in the integration of GESI in forestry and climate change.

Although mostly men are present in the higher decision-making positions, consideration of GESI in policies, strategy, mechanism and structure to some extent is possible. The studies indicate that presence of few supportive men's effective roles results most of the progress related to GESI consideration which proves that men GESI champions can play effective role for addressing the GESI issues through policies, strategy, activities, programmes and institutional capacity building.

Conclusions

- Forest Sector Gender and Social Inclusion Strategy 2008; Forest Sector Strategy 2016; National Forest Policy 2019; National Adaptation Programme of Action 2010; Nepal National REDD+ Strategy 2018 and National Climate Change Policy 2019 are the key policies and strategies with GESI provision related to forestry and climate change at federal level.
- Institutional mechanism and structure are in place but still need GESI implementation guidelines. Balancing the GESI during the formation committee or working group related to GESI, forestry and climate change is challenging.
- There is still a low percentage of female professional staff in organizational structures and decision-making positions, lack of GESI disaggregated data, less clarity on GRB and limited understanding on gender sensitive or responsive planning, programming and budgeting including gender sensitive monitoring and evaluations. No discussion or preparedness on gender mainstreaming, less sensitivity of organization to mainstream gender in their regular programmes, budgeting and monitoring and evaluation process and limited knowledge on how to integrate GESI in planning cycle are the major issues/challenges.
- Existing organizational structures both at central and local levels have limited the space for GESI-responsive decision-making processes or innovation. Progressive decision-makers and staff who want to bring change are dominated and influenced by those who are less supportive of GESI policies and practices. Although the women participation is ensured in the committees or meetings, voices/ issues/ ideas raised are heard, but are biased on the basis of power, politics and education background (whether educated from national or abroad) by the decision-makers.
- The participation and leadership of women and men in the programmes or activities related to forestry and climate change are based on their gender, political affiliation, geographic location, caste ethnicity, age, economic status, literacy and ability. Although, women who are socially, politically and economically advantaged obtain opportunities to participate and take leadership, in most cases

strong women leaders were found to be excluded from key technical and local development related committees and from planning and decision-making process as they were perceived as a threat to the local power centers.

- Women's workloads within and outside the household are heavy, and "time poverty" is a critical issue. Due to increased workloads, women's mobility, participation in community initiatives, committees, decision-making processes, and accessing timely and complete information has decreased. There is no progressive change in the material conditions and social positions or status of women.
- Although women across all these social and economic groups are excluded as compared to men, the degree of exclusion and vulnerability is highest among the poor single women, tarai Dalit women living in remote and disaster prone areas followed by Hill Dalit women, poor and marginalized indigenous women, single women and poor women from advantaged caste groups. They usually excluded from participation and access in the development intervention, network, resources, opportunity and easy participating in meetings, consultations, trainings, and group memberships.
- Role of men presence at decision-making level is also effective for addressing and institutionalize the GESI issues through polices, strategy, mechanism and structure.

Recommendations

- Strengthen the knowledge and skills of government staff at federal, provincial and local levels on GESI, for analysis and integration both in the design and planning cycle of project and within their organizations. This would be particularly effective for Gender Focal Points, planners, unit heads and implementing staff at all governance levels. Develop programmes and allocate resources targeting women staff at all levels to improve their leadership and gender analysis skills.
- Awareness to address gender equality and inclusion among the national and local level institutions, identify, name, frame the social aspect, prioritize it, and deal with it.
- Different layers of power structures must be understood, and actions taken to ensure that these mechanisms do not become bottlenecks for reaching women, the poor and socially marginalized groups for forestry and climate change.
- Invest in interventions that reduce workloads for women. Establish and support platforms for women's leadership to allow both men and women to learn about gender and the importance of women's engagement in forest and development related decision-making. These leadership platforms can build the confidence of women -particularly of those from marginalized minority groups - to comfortably voice their priorities in their own language and surroundings.

- Prioritize strengthening the organizational capacities of women-led forest users groups (FUGs) through development of systematic mechanisms that provides regular training and mentoring on inclusive and collaborative leadership, planning and monitoring, networking, through leadership training and coaching provisions.
- Adopting the intersectionality lens and understanding the contextual conditions can contribute to deal effectively with impact of climate change.
- Invest in increasing the number of men gender champions through the awareness, training and creating the mixed platform for sharing the GESI issues in all levels of government.

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अनुसूचीहरू

अनुसूची १

सल्लाहकार समिति तथा व्यवस्थापन समिति

सल्लाहकार समिति

१	प्रमुख	योजना,अनुगमन तथा समन्वय महाशाखा, वन तथा वातावरण मन्त्रालय	संयोजक
२	महानिर्देशक	वन तथा भू-संरक्षण विभाग	सदस्य
३	महानिर्देशक	वातावरण विभाग	सदस्य
४	प्रदेश सचिव	उद्योग, पर्यटन, वन तथा वातावरण मन्त्रालय, प्रदेश नं. ५	सदस्य
५	प्रतिनिधि	हरियो वन कार्यक्रम, नेपाल	सदस्य
६	प्रतिनिधि	हिमवन्ती नेपाल	सदस्य
७	श्री दिव्या गुरुङ्ग	लैंगिक विज्ञ	सदस्य
८	केन्द्र प्रमुख	रेड कार्यान्वयन केन्द्र	सदस्य सचिव

व्यवस्थापन समिति

१	केन्द्र प्रमुख	रेड कार्यान्वयन केन्द्र	संयोजक
२	उप सचिव	रेड कार्यान्वयन केन्द्र	सदस्य
३	उप सचिव	रेड कार्यान्वयन केन्द्र	सदस्य
४	प्रतिनिधि	WoCAN	सदस्य
५	प्रतिनिधि	राष्ट्रिय प्रकृति संरक्षण कोष	सदस्य
६	अधिकृत प्रतिनिधि	वन अनुसन्धान तथा प्रशिक्षण केन्द्र	सदस्य
७	अधिकृत प्रतिनिधि	रेड कार्यान्वयन केन्द्र	सदस्य
८	लैंगिक सम्पर्क व्यक्ति	रेड कार्यान्वयन केन्द्र	सदस्य
९	श्री दीपा वली	स.व.अ.,वन तथा वातावरण मन्त्रालय	सदस्य
१०	श्री विष्णु कुमारी अधिकारी	रेड कार्यान्वयन केन्द्र	सदस्य
११	श्री सुजस फुयाल	रेड कार्यान्वयन केन्द्र	सदस्य
१२	श्री पशुपति नाथ कोईराला	रेड कार्यान्वयन केन्द्र	सदस्य सचिव

अनुसूची २

राष्ट्रिय कार्यशाला गोष्ठीको खाँका

Gender Integration in Forestry
29 February - 2 March 2020 (Godawari, Lalitpur)

PROGRAM OUTLINE

DAY ONE: Saturday, 29 February 2020			
9:30 – 10:30	Registration/Networking		
10:30 – 12:00	<p>INAUGURAL SESSION</p> <ul style="list-style-type: none"> • Welcome address by Dr. Sindhu Prasad Dhungana, JS/GFP Ministry of Forests and Environment • Address by Ms Bharati Pathak, Chairperson, FECOFUN • Address by Dr. Krishna Prasad Oli, Hon. Member, NPC • Special address by Hon. Rama Aale Magar, Chairperson - Natural resource Committee Bagmati Province • Special address by Hon. Satya Pahadi, Parliament of Nepal • Special address by Hon. Purna Kumari Subedi, Chairperson, Agriculture, Cooperatives and Natural Resources Committee, Parliament of Nepal • Inaugural address by Hon. Shakti Bahadur Basnet, Minister for Forests and Environment • Closing remarks by Dr. Bishwa Nath Oli, Secretary, Ministry of Forests and Environment • Group picture 		
12:00 – 13:00	Lunch Break		
13:00 – 15:00	PLENARY SESSION I: WOMEN IN COMMUNITY FORESTRY/ COLLABORATIVE FORESTRY/LHF		
13:00 – 14:10	<table border="0" style="width: 100%;"> <tr> <td style="width: 30%; vertical-align: top;"> <p>Presentations: 15 min Presentation (60 Min)/ Questions for clarification (20 Min)</p> </td> <td style="vertical-align: top;"> <ol style="list-style-type: none"> 1. परिवर्तित आर्थिक सामाजिक परिप्रेक्ष्यमा सामुदायिक तथा कबुलियती वनमा लैंगिक अवस्थाको एक विश्लेषण - अनुजराज शर्मा, प्रकाश लम्साल, पशुपति नाथ कोइराला, सरस्वति अर्याल, विना श्रेष्ठ र स्वति थापा 2. Gender and social inclusion in REDD+ initiatives: lessons from REED+ payment system pilot project in Nepal - Dr. Manohara Khadka 3. Does women leadership contribute better sustainability in community forests? – Shikshya Bist & Keshav Acharya 4. साभेदारी वन व्यवस्थापन लैंगिक दृष्टिकोण - दिपा वली, राजेन्द्र के.सी., विन्दु कुमारी मिश्र, राकेश कर्ण, यज्ञमुर्ती खनाल, विनोद सिंह र भोला भट्टराई </td> </tr> </table>	<p>Presentations: 15 min Presentation (60 Min)/ Questions for clarification (20 Min)</p>	<ol style="list-style-type: none"> 1. परिवर्तित आर्थिक सामाजिक परिप्रेक्ष्यमा सामुदायिक तथा कबुलियती वनमा लैंगिक अवस्थाको एक विश्लेषण - अनुजराज शर्मा, प्रकाश लम्साल, पशुपति नाथ कोइराला, सरस्वति अर्याल, विना श्रेष्ठ र स्वति थापा 2. Gender and social inclusion in REDD+ initiatives: lessons from REED+ payment system pilot project in Nepal - Dr. Manohara Khadka 3. Does women leadership contribute better sustainability in community forests? – Shikshya Bist & Keshav Acharya 4. साभेदारी वन व्यवस्थापन लैंगिक दृष्टिकोण - दिपा वली, राजेन्द्र के.सी., विन्दु कुमारी मिश्र, राकेश कर्ण, यज्ञमुर्ती खनाल, विनोद सिंह र भोला भट्टराई
<p>Presentations: 15 min Presentation (60 Min)/ Questions for clarification (20 Min)</p>	<ol style="list-style-type: none"> 1. परिवर्तित आर्थिक सामाजिक परिप्रेक्ष्यमा सामुदायिक तथा कबुलियती वनमा लैंगिक अवस्थाको एक विश्लेषण - अनुजराज शर्मा, प्रकाश लम्साल, पशुपति नाथ कोइराला, सरस्वति अर्याल, विना श्रेष्ठ र स्वति थापा 2. Gender and social inclusion in REDD+ initiatives: lessons from REED+ payment system pilot project in Nepal - Dr. Manohara Khadka 3. Does women leadership contribute better sustainability in community forests? – Shikshya Bist & Keshav Acharya 4. साभेदारी वन व्यवस्थापन लैंगिक दृष्टिकोण - दिपा वली, राजेन्द्र के.सी., विन्दु कुमारी मिश्र, राकेश कर्ण, यज्ञमुर्ती खनाल, विनोद सिंह र भोला भट्टराई 		

14:10 – 14:20	Insights sharing:	Video Sharing Dhan Maya B K Sunil Pariyar: Women, Dalit and Forestry
14:20 – 15:20	Panel Discussion:	Hon. Rama Ale Magar, Province Assembly Mr. Dhananjaya Paudel, DG, DPR Ms. Bharati Pathak, Chair Person, FeCOFUN Mr. Radhe Shyam Shiwakoti, ACOFUN
	Moderator:	Dr. Manju Tuladhar
15:20 – 15:40	Tea/Coffee Break	
15:40 – 17:40	PLENARY SESSION II: WOMEN IN PRIVATE AND PRODUCTION FOREST MANAGEMENT	
15:40 – 16:40	Presentations:	<ol style="list-style-type: none"> 1. Women and private forest management in Nepal– Anita Shrestha, Ganga Maya Neupane, Shyam Krishna Shrestha, Shyam Bhandari, Pragna Dahal & Manju Ghimire 2. Is gender role changing? A case of scientific forest management implemented community forests, Nepal– Prabin Bhusal, Srijana Adhikari, Ganesh Paudel, Basundhara Bhattarai, Deepak Gnawali, Janak Padhya & Apsara Chapagain
16:40 – 16:50	Insights	<ol style="list-style-type: none"> 1. Representative of FFF 2. CF rep.
16:50 – 17:40	Panel Discussion:	Dr. Sindhu Prasad Dhungana, Joint Secretary, MoFE Mr. Kapil Pd Adhikari, FeNFIT Mr. Shiva Wagle, Secretary, Ministry of Industry, Tourism, Forests and Environment, Bagmati Province, Hetauda
	Moderator:	Mr. Shambhu Dangal

DAY TWO: Sunday, 1st March 2020

07:30 – 08:30	Breakfast	
08:30 – 10:00	PLENARY SESSION III: WOMEN IN SOIL AND WATERSHED MANAGEMNET	
08:30 – 9:10	Presentation	<ol style="list-style-type: none"> 1. Gender mainstreaming in soil and watershed management: retrospective analysis– Bijaya Raj Poudyal, Prakash Singh Thapa, Sumana Devkota, Indira Mulepati, Sabina Maiya Parajapati and Sushma Giri

		2. Gender dimensions in water use, management and disaster experienced from climate change perspective – Prem Paudel, Susma Giri & Bimala Devkota
09:10 – 9:20	Insights sharing:	Power Group 1 Gita BK , Mangala Paudel
9:20 – 10:00	Panel Discussion:	Dr. Pem Narayan Kandel Ms. Apsara Chapagain
	Moderator:	Dr. Sushila Chatterjee Nepali
10:00 – 10:20	Tea/Coffee Break	
10:20 – 01:15	PLENARY SESSION IV: WOMEN IN RESEARCH, ACADEMIA/MEDIA AND CIVIL SOCIETY	
10:20 – 11:00	Presentations:	1. Trends and stat us of women’s engagement in forestry, academia and research: opportunities, barriers and implications– Kalpana Giri, Sushma Bhattra, Pabitra Jha, Pushpa Dhakal, Rajesh Rai & Sambhu Dangal, 2. Role of civil society organization on women empowerment in community-based forest management system in Nepal – Dilraj Khanal and Pragati Dhakal
11:00 – 11:15	Insights sharing:	Ms. Maduri Mahato Ms. Rama Paudel
11:15 – 12:15	Panel Discussion:	Dr. Balram Bhatta, Faculty of Forestry, AFU Ms. Kanti Rajbhandari, HIMAWANTI Nepal Mr. Jagat Baram, Chair Person, NeFIN
	Moderator:	Ms. Dibya Gurung
12:15 – 1:15	Lunch Break	
1:15 – 3:30	PLENARY SESSION V: WOMEN IN ENVIRONMENT AND CLIMATE CHANGE	
1:15 – 2:30	Presentations:	1. Women empowerment index in Forestry - Sujata Tamang 2. Women and Environment – Aabha Shrestha 3. Nature based solutions as an approach to enhance the gender resilience in Nepal– Anu Adhikari and Sanot Adhikari

		<p>4. Mainstreaming gender equality and social inclusion in forestry and climate change adaptation: Initiative through GESI community of practice in IFAD funded Projects in Nepal – Draupadi Subedi, Shila Gyawali & Krishna Prasad Osti</p> <p>5. Gender and social inclusion in Climate Change: Issues and Opportunities in federal Nepal– Srijana Shrestha and Dibya Devi Gurung</p>
2:30 – 2:40	Insights sharing:	CLAC Representative: Hariyo Bann
2:40 – 3:40	Panel Discussion:	Dr. Pasang Dolma Sherpa, CIPRED Dr. Dipak Kumar Kharal, Secretary, MOITFE, Sudurpashchim Province Dr. Bimal Regmi, Climate Expert, OPML
	Moderator:	Dr. Kalpana Giri
3:40 – 4:00		Tea/Coffee
4:00 – 5:30	Group Discussion and Presentation (4 Thematic) Group	
	Moderator	Dr. Radha Wagle
DAY THREE: MONDAY, 2nd March 2020		
07:30 - 08:30	Breakfast	
8:30 - 09:00	Reflection	
09:00 - 10:20	PLENARY SESSION VI: WOMEN IN PROTECTED AREA MANAGEMENT	
09:00 - 09:40	Presentations:	<p>1. Women and protected area and buffer zone management – Sujan Maharjan, Bishnu Shrestha, and Shikshya Adhikari Rana</p> <p>2. लैंगिक समानता र सामाजिक समावेशिकरण: हरियो वन कार्यक्रमको सिकाई आदान प्रदान- मनोरमा सुनुवार</p>
9:40 - 10:20	Panelist Discussion	Dr. Radha Wagle, Secretary, MoITFE Province 5 BG Sharad Dhakal, Nepal Army Dr. Naya Sharma Paudel
	Moderator:	Binda Magar
10:20 – 10:40	Tea/Coffee Break	

10:40 - 11:20	PLENARY SESSION VII: WOMEN IN FOREST BUREAUCRACY	
10:40 – 12:00	Presentations:	<ol style="list-style-type: none"> वन प्रशासनमा महिला समावेशिकरण: राधा वाग्ले, शंकर अधिकारी, सृजना श्रेष्ठ, सरस्वती सापकोटा र दीपा वली वन क्षेत्रका कार्यक्षेत्रमा हुने यौनजन्य दुर्व्यवहार- सिन्धु प्रसाद ढुङ्गाना, कमला थापा, सरिता लामा र अप्सना काफ्ले
11:20 – 12:00	Panel Discussion:	Mr. Man Bahadur Khadka, MS, Rastrapati Chure Terai Madesh Conservation Dev-Committee Prof. Dr. Krishna Raj Tiwari, Dean, Institute of Forestry Ms. Usha Aryal, Freelencer
	Moderator:	Durga Karki
12:00 – 12:45	Conclusion and Way Forward – Plenary Dr Kalpana Giri, Dibya Devi Gurung and Sambhu Dangal	
12:45 – 1: 15	Closing Remarks <ul style="list-style-type: none"> Final Resolution Sharing by Dr. Radha Wagle Special Remarks by Hon. Parbat Gurung, Minister of Women, Children and Elderly People Vote of Thanks by Dr. Buddi Sagar Poudel, Chief, REDD Implementation Centre Closing Remarks by Dr. Sindhu Prasad Dhungana, Joint Secretary/GFP, MoFE 	
1:15 – 1:15	Lunch	

अनुसूची ३
राष्ट्रिय कार्यशाला गोष्ठीका सहभागीहरु

क्र.सं.	नाम	पद	संस्था
१	माननीय शक्ति बहादुर बस्नेत	मन्त्री	वन तथा वातावरण मन्त्रालय
२	माननीय पार्वत गुरुङ्	मन्त्री	महिला, बालबालिका तथा ज्येष्ठ नागरिक मन्त्रालय
३	माननीय पूर्ण कुमारी सुवेदी	सभापति	कृषि,सहकारी तथा प्राकृतिक स्रोत समिति, प्रतिनिधि सभा
४	माननीय सत्या पहाडी	सदस्य	प्रतिनिधि सभा
५	माननीय रमा आले मगर	प्रदेश सभा सदस्य	बागमती प्रदेश
६	माननीय डा.कृष्ण प्रसाद ओली	सदस्य	राष्ट्रिय योजना आयोग
७	डा. विश्वनाथ ओली	सचिव	वन तथा वातावरण मन्त्रालय
८	श्री भारती पाठक	अध्यक्ष	सामुदायिक वन उपभोक्ता महासंघ,नेपाल
९	श्री सन्तोष खड्का	प्रेस संयोजक	महिला बालबालिका तथा ज्येष्ठ मन्त्रालय
१०	श्री शुशिल रिमाल		
११	श्री पार्वता तिवारी	उपमेयर	देवचुली नगरपालिका,नवलपूर
१२	श्री रेखा दाहाल	उपमेयर	बनेपा नगरपालिका, काभ्रे
१३	डा. सिन्धुप्रसाद ढुङ्गाना	प्रमुख	योजना, अनुगमन तथा समन्वय महाशाखा, वन तथा वातावरण मन्त्रालय
१४	श्री शरद ढकाल	विग्रेडियर जनरल	नेपाली सेना
१५	श्री सन्तोष थापा	Lt. Col	नेपाली सेना
१६	श्री मन बहादुर खड्का	सदस्य सचिव	राष्ट्रपति चुरे-तराई मधेश संरक्षण विकास समिति
१७	डा. बुद्धीसागर पौडेल	केन्द्र प्रमुख	रेड कार्यान्वयन केन्द्र
१८	श्री पशुपतिनाथ कोईराला	उपसचिव	रेड कार्यान्वयन केन्द्र

क्र.सं.	नाम	पद	संस्था
१९	श्री शंकर अधिकारी	उपसचिव	रेड कार्यान्वयन केन्द्र
२०	श्री यज्ञमूर्ति खनाल	उपसचिव	रेड कार्यान्वयन केन्द्र
२१	श्री शान्ता काफ्ले	स. व .अ.	रेड कार्यान्वयन केन्द्र
२२	श्री विष्णु अधिकारी	स. भू. स. अ.	रेड कार्यान्वयन केन्द्र
२३	श्री ललिता अधिकारी	ईन्टर्न	रेड कार्यान्वयन केन्द्र
२४	श्री हरि प्रसाद पाण्डे	उपसचिव	वन तथा वातावरण मन्त्रालय
२५	श्री रञ्जिता अधिकारी	का. स.	रेड कार्यान्वयन केन्द्र
२६	श्री ईन्दिरा मुलेपति	स. भू. स .अ.	वन तथा भू संरक्षण विभाग
२७	श्री यमुना कडेल	स. भू. स .अ.	वन तथा भू संरक्षण विभाग
२८	श्री शिक्षा अधिकारी	अधिकृत	राष्ट्रिय प्रकृति संरक्षण कोष
२९	श्री मिलन तिमिल्सीना		
३०	श्री विमला लामा	स. अ. अ.	वन अनुसन्धान तथा प्रशिक्षण केन्द्र
३१	श्री शिला ज्ञवाली	यो. अ .	पहाडी साना किसानका लागि अनुकुलन आयोजना
३२	श्री प्रेम सापकोटा	ता. अ.	वन अनुसन्धान तथा प्रशिक्षण केन्द्र, बागमती प्रदेश
३३	श्री सुरेन्द्र अधिकारी	सचिव	फरेष्ट टेक्निसियन्स एशोसियसन अफ नेपाल
३४	श्री जितेन्द्र कर्माचार्य	उपसचिव	नेपाल वन निगम
३५	श्री गोपाल प्रकाश भट्टराई	महानिर्देशक	राष्ट्रिय निकुञ्ज तथा वन्यजन्तु संरक्षण विभाग
३६	डा. राजेन्द्र के सी	सहसचिव	वन तथा वातावरण मन्त्रालय
३७	श्री रीना चौधरी	वातावरण निरीक्षक	वातावरण विभाग
३८	श्री सुनगाभा कायस्थ	वातावरण निरीक्षक	वातावरण विभाग
३९	श्री नारायण प्रसाद पोखरेल	स. वै. अ.	वन तथा वातावरण मन्त्रालय
४०	श्री सुमना देवकोटा	उपसचिव	वन तथा वातावरण मन्त्रालय
४१	श्री शर्मिला न्यौपाने	शाखा अधिकृत	राष्ट्रिय निकुञ्ज तथा वन्यजन्तु संरक्षण विभाग

क्र.सं.	नाम	पद	संस्था
४२	श्री विन्दु कुमारी मिश्र	सहसचिव	वन तथा वातावरण मन्त्रालय
४३	श्री कृष्ण प्रसाद वस्ती	परियोजना प्रमुख	पहाडी साना किसानका लागि अनुकुलन आयोजना
४४	श्री मधु घिमिरे	उपसचिव	वनस्पति विभाग
४५	श्री मन्जु घिमिरे	स. अ. अ.	वन अनुसन्धान तथा प्रशिक्षण केन्द्र
४६	श्री आभा श्रेष्ठ	महानिर्देशक	वातावरण विभाग
४७	श्री विष्णु प्रसाद श्रेष्ठ	उपसचिव	राष्ट्रिय निकुञ्ज तथा वन्यजन्तु संरक्षण विभाग
४८	श्री सुजन महर्जन	उपसचिव	वन तथा भू संरक्षण विभाग
४९	श्री सुजस फुयाल	स. व. अ.	रेड कार्यान्वयन केन्द्र
५०	श्री प्रेम प्रसाद ढुगांना	परामर्शदाता	रेड कार्यान्वयन केन्द्र
५१	श्री खेमराज घिमिरे	ना. सु.	रेड कार्यान्वयन केन्द्र
५२	श्री सुस्मीता खड्का	का. स.	रेड कार्यान्वयन केन्द्र
५३	श्री दुर्गा कुमारी थापा	क. अ.	रेड कार्यान्वयन केन्द्र
५४	श्री माधुरी कार्की	उपसचिव	वन तथा भू संरक्षण विभाग
५५	श्री प्रभा पाण्डे	का. अ.	राष्ट्रिय ताल संरक्षण विकास समिति
५६	श्री सुनिता उलक	अ. अ.	वन अनुसन्धान तथा प्रशिक्षण केन्द्र
५७	श्री मोनिका दाहाल	स. यो. अ.	वनस्पति विभाग
५८	श्री नवराज काफ्ले	उपमहानिर्देशक	वन तथा भू संरक्षण विभाग
५९	डा. दिपक कुमार खराल	सचिव	उद्योग, पर्यटन, वन तथा वातावरण मन्त्रालय, सुदुरपश्चिम प्रदेश
६०	श्री प्रकाश लम्साल	सहसचिव	वन तथा वातावरण मन्त्रालय
६१	श्री मेघनाथ काफ्ले	महानिर्देशक	वन अनुसन्धान तथा प्रशिक्षण केन्द्र
६२	श्री जानुका पाठक	स. वै. अ.	वनस्पति विभाग
६३	श्री ख्याम प्रसाद गौतम	स्वकीय सचिव	संसद सचिवालय
६४	श्री सरस्वती अर्याल	स. व. अ.	रेड कार्यान्वयन केन्द्र
६५	श्री सृजना श्रेष्ठ	उपसचिव	वन तथा वातावरण मन्त्रालय

क्र.सं.	नाम	पद	संस्था
६६	श्री उषा रिजाल जोशी	प्रशोधन अधिकृत	जडीबुटी उत्पादन तथा प्रशोधन कम्पनी लिमिटेड
६७	डा. महेश्वर ढकाल	सहसचिव	वन तथा वातावरण मन्त्रालय
६८	श्री दीपा वली	स. व. अ.	वन तथा वातावरण मन्त्रालय
६९	श्री शंकर कुमार गिरी	स. व. अ.	राष्ट्रपति चुरे-तराई मधेश संरक्षण विकास समिति
७०	श्री कर्ण बहादुर पाण्डे	स. व. अ.	राष्ट्रपति चुरे-तराई मधेश संरक्षण विकास समिति
७१	श्री धनञ्जय पौडेल	महानिर्देशक	वनस्पति विभाग
७२	श्री प्रेमा थापा	स. व. अ.	डि. व. का., ललितपूर
७३	श्री अनुपा घिमिरे	स. व. अ.	डि. व. का., ललितपूर
७४	डा. प्रेम पौडेल	उपसचिव	वन तथा भू- संरक्षण विभाग
७५	श्री रमेश महर्जन	ह. स. चा.	जडीबुटी उत्पादन तथा प्रशोधन कम्पनी लिमिटेड
७६	श्री विदुर गौतम	ह. स. चा.	वन तथा वातावरण मन्त्रालय
७७	श्री निसान थापा मगर	ह. स. चा.	राष्ट्रिय निकुञ्ज तथा वन्यजन्तु संरक्षण विभाग
७८	श्री साजन महर्जन	ह. स. चा.	राष्ट्रिय निकुञ्ज तथा वन्यजन्तु संरक्षण विभाग
७९	श्री सञ्जीव वाईबा	ह. स. चा.	फेकोफन
८०	श्री नवराज तामाङ	विद्यार्थी	फेकोफन
८१	श्री उद्धव बहादुर अधिकारि	प्र.नि.	नेपाल प्रहरी
८२	श्री गणेश सिंह	वरिष्ठ प्र.ह.	नेपाल प्रहरी
८३	श्री सन्तोष काफ्ले	प्र.ह.	नेपाल प्रहरी
८४	श्री नविन थापा	प्र.ह.	नेपाल प्रहरी
८५	श्री सुर्य बहादुर पाख्रिन	चालक	फेकोफन
८६	श्री तुल बहादुर मोक्तान	चालक	कृषि तथा वन विज्ञान विश्वविद्यालय
८७	श्री जनक आचार्य	कार्यक्रम अधिकृत	फेकोफन

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८८	श्री रामचन्द्र अधिकारी	चालक	वन तथा वातावरण मन्त्रालय
८९	श्री सुनिल बस्नेत	चालक	वन विज्ञान अध्ययन संस्थान
९०	श्री सुन्दर चौधरी	चालक	नेपाल वन निगम
९१	श्री बलराम कर्माचार्य	चालक	महिला, बालबालिका तथा ज्येष्ठ नागरिक मन्त्रालय
९२	श्री अमित वनमाला	ईन्टर्न	रेड कार्यान्वयन केन्द्र
९३	श्री सहिल अधिकारी	चालक	पहाडी साना किसानका लागि अनुकुलन आयोजना
९४	श्री मोना झा	ईन्टर्न	रेड कार्यान्वयन केन्द्र
९५	श्री समिक्षा बज्जारा	ईन्टर्न	रेड कार्यान्वयन केन्द्र
९६	श्री बिनीता लुईटेल	ईन्टर्न	रेड कार्यान्वयन केन्द्र
९७	श्री अप्सरा चापागाँई	अध्यक्ष	समुदायमा आधारीत वन सहजकर्ता सञ्जाल, नेपाल
९८	श्री सृजना लामा	सदस्य	फेकोफन
९९	श्री विष्णु कुमारी राई	सदस्य	पिप्लेपोखरा सा. व., मकवानपूर
१००	श्री मीना पौडेल	का. सचिव	विनई सा.व., नवलपूर
१०१	श्री बिन्दा पाठक	सदस्य	समुदायमा आधारीत वन सहजकर्ता सञ्जाल, नेपाल
१०२	श्री मनिका थापा	सदस्य	साझेदारी वन महिला सञ्जाल, मोरङ
१०३	श्री निरा पोखरेल ढकाल	संयोजक	साझेदारी वन महिला सञ्जाल, मोरङ
१०४	श्री हेमा थापा(मगर)	सदस्य	पशुपति सामुदायिक वन, बाँके
१०५	श्री नविन भट्टराई	Research Associate	ICIMOD, Nepal
१०६	श्री पार्वता गौतम	कोषाध्यक्ष	फेकोफन
१०७	श्री भगवती गौतम	सदस्य	सुन्दरी सामुदायिक वन, नवलपूर
१०८	श्री विनय पसखला	Analyst	ICIMOD, Nepal

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१०९	श्री जेनिता गरुड्ग	Administrative As-sociate - SPME	ICIMOD, Nepal
११०	श्री अप्सना काफ्ले	ईन्टर्न	रिकफ्ट- नेपाल
१११	श्री नविन प्रकाश उपाध्याय	पूर्व उपसचिव	नेपाल सरकार
११२	श्री शान्ता न्यौपाने	उपाध्यक्ष	ईन्द्रेश्वरी सा. व., काभ्रे
११३	श्री गणेश बस्नेत	अध्यक्ष	जुनियर वन प्राविधिक संघ
११४	श्री कपिल अधिकारी	निवर्तमान अध्यक्ष	नेपाल वन पैदावर उद्योग व्यवसायी महासंघ
११५	श्री प्रगति ढकाल	पत्रकार	कारोबार दैनिक
११६	श्री सरस्वती श्रेष्ठ	लैंगिक अधिकृत	फेकोफन
११७	श्री प्रजा दाहाल	सुचना अधिकृत	पारिवारीक निजि वन संघ, नेपाल
११८	श्री सुजाता भण्डारी	कानुन अधिकृत	उद्योग, पर्यटन, वन तथा वातावरण मन्त्रालय, प्रदेश नं. ५
११९	श्री राधेश्याम शिवाकोटी	पूर्व अध्यक्ष	साझेदारी वन उपभोक्ता महासंघ, नेपाल
१२०	श्री सुकविर थामी	नि. सचिव	नेपाल आदिवासी जनजाती महासंघ, ईलाम
१२१	श्री कल्पना आचार्य	उपाध्यक्ष	थांगखोला सा.व., चितवन
१२२	श्री मिना महतो	माहुत	हात्तिसार, चितवन
१२३	श्री शोभा कुमारी थारु	माहुत	हात्तिसार, चितवन
१२४	श्री धनमाया वि. क.	सदस्य	प्रगतिशिल सा. व., सर्लाही
१२५	श्री लक्ष्मी वाईबा	सदस्य	कबुलियती वन सञ्जाल, काभ्रे
१२६	श्री पार्वती सुनार	सदस्य	ज्वालादेवी सिकाई केन्द्र, म्यागदे-१, तनहुँ
१२७	श्री रबीना सुनार	सदस्य	ज्वालादेवी सिकाई केन्द्र, म्यागदे-१, तनहुँ
१२८	श्री कल्पना माया पाख्रीन	सदस्य	कबुलियती वन सञ्जाल, काभ्रे
१२९	डा. सुजाता तामाङ्ग	Researcher/Policy Analyst	फरेष्ट एक्सन

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१३०	श्री मेलिना पन्त		फेकोफन
१३१	श्री बसन्ती राना चौधरी	सदस्य	जयलक्ष्मी महिला सा. व., कञ्चनपुर
१३२	श्री ठाकुर भण्डारी	सचिव	फेकोफन
१३३	डा. नया शर्मा	Executive Coordinator	फरेष्ट एक्सन
१३४	श्री सविन शर्मा	कोषाध्यक्ष	नेपाल वातावरण पत्रकार समुह
१३५	श्री ज्ञानेश्वर कार्की	महाप्रबन्धक	जडीबुटी उत्पादन तथा प्रशोधन कम्पनी लिमिटेड
१३६	श्री सारा परीयार	विद्यार्थी	School of Forestry and Natural Resource Management
१३७	श्री सिर्जना सिग्देल	विद्यार्थी	School of Forestry and Natural Resource Management
१३८	श्री प्रतिज्ञा पौडेल	विद्यार्थी	School of Forestry and Natural Resource Management
१३९	श्री बिना श्रेष्ठ	महासचिव	समुदायमा आधारीत वन सहजकर्ता सञ्जाल, नेपाल
१४०	श्री अञ्जु पौडेल	कोषाध्यक्ष	नेपाल हर्बर्स तथा हर्बल उत्पादक संघ
१४१	श्री विमल पौडेल	फोटोपत्रकार	तपोशिल मिडीया
१४२	श्री राधिका ओझा	ईन्टर्न	रेड कार्यान्वयन केन्द्र
१४३	श्री सावित्री अधिकारी		काठमाडौं
१४४	श्री साम्राज्य सुवेदी	ईन्टर्न	रेड कार्यान्वयन केन्द्र
१४५	श्री अजित पौडेल	ईन्टर्न	रेड कार्यान्वयन केन्द्र
१४६	श्री पुजा सुवेदी	ईन्टर्न	रेड कार्यान्वयन केन्द्र
१४७	श्री रोजिता वस्ती	सदस्य	फेनफीट
१४८	श्री माधुरी महतो	पत्रकार	नारायणी एफ एम बारा
१४९	श्री विजय ज्ञवाली	R. Comm. Office	FAN
१५०	श्री कमला गुरुङ्ग	Gender & NRM Expert	ईसिमोड

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१५१	डा. विमल रेग्मी	परामर्शदाता	Oxford Policy Management
१५२	श्री सोनम भट्टराई	ईन्टर्न	वन अनुसन्धान तथा पशिक्षण केन्द्र
१५३	डा. मञ्जु तुलाधर	सल्लाहाकार	USAID
१५४	श्री अमन डगौरा	व. का. अधिकृत	कफसन नेपाल
१५५	श्री राम प्रसाद भण्डारी	सम्पादक	नेपाल टेलिभिजन
१५६	श्री ठाकुर प्रसाद खतिवडा	सम्पादक	सिन्धु अनलाईन
१५७	श्री दीक्षा पन्त	ईन्टर्न	रेड कार्यान्वयन केन्द्र
१५८	श्री निरज कटवाल	सहायक कार्यक्रम अधिकृत	रिकफ- नेपाल
१५९	श्री विकाश विष्ट	अध्यक्ष	वन वातावरण श्रमिक संघ,नेपाल, प्रदेश नं ५
१६०	श्री तारादेवी शर्मा	अधिकृत छैटौँ	उ. प. व.तथा वा. मन्त्रालय,प्रदेश नं १, विराटनगर
१६१	श्री भावना पौडेल	उत्प्रेरक	वृहत जलाधार व्यवस्थापन केन्द्र
१६२	श्री गिता विश्वकर्मा	पावर समुह अध्यक्ष	पोखरा
१६३	श्री राजेश तामाङ्ग	अधिकृत सातौँ	उ. प. व.तथा वा. मन्त्रालय,प्रदेश नं १, विराटनगर
१६४	श्री रोशनराज काफ्ले	अधिकृत सातौँ	उ. प. व.तथा वा. मन्त्रालय,प्रदेश नं १, विराटनगर
१६५	श्री सलिना कडाल	अधिकृत सातौँ	डि. व. का., कञ्चनपूर
१६६	श्री गणेश पौडेल	स. व .अ.	उ. प. व.तथा वा. मन्त्रालय,गण्डकि प्रदेश, पोखरा
१६७	डा. राधा वाग्ले	सचिव	उ. प. व.तथा वा. मन्त्रालय,प्रदेश नं ५, बुटवल
१६८	श्री सञ्जिव कुमार राई	सचिव	उ. प. व.तथा वा. मन्त्रालय,प्रदेश नं १, विराटनगर
१६९	श्री महेश पौडेल	स. व .अ.	डि. व. का., गोरखा
१७०	श्री अञ्जना पुरी	अधिकृत छैटौँ	डि. व. का.,झापा

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१७१	श्री हेमन्त प्रसाद साह	डि. व. अ.	डि. व. का., महोत्तरी
१७२	श्री झुमा पाँचकोटी	PO	DANAR, Sankhuwasawa
१७३	श्री अनुपा सिलवाल	अधिकृत सातौं	डि. व. का., पाल्पा
१७४	श्री शिला पोखरेल	अधिकृत सातौं	डि. व. का., अर्घाखाँची
१७५	श्री विष्णु प्रसाद भण्डारी	वरिष्ठ जलाधार व्यापस्थापन अधिकृत	भू तथा जलाधार व्यवस्थापन कार्यालय ललितपुर
१७६	श्री सन्तमाया श्रेष्ठ	डि. व .अ.	डि. व. का., दोलखा
१७७	श्री शम्भु प्रसाद तिवारी	डि. व .अ.	डि. व. का., डोटी
१७८	श्री घनेन्द्र बहादुर खनाल	स. ता. अ.	वन अ. तथा प्र. के., गण्डकी प्रदेश
१७९	श्री अजित कुमार कर्ण	डि. व .अ.	डि. व. का., परासी
१८०	श्री ईन्द्र बहादुर पछ्राई	नि. प्रदेश निर्देशक	वन निर्देशनालय, प्रदेश नं ५
१८१	श्री रविन्द्र महर्जन	नि. प्रदेश निर्देशक	वन निर्देशनालय, प्रदेश नं ५
१८२	श्री हेमराज विष्ट	नि. प्रदेश निर्देशक	वन निर्देशनालय, सुदुरपश्चिम प्रदेश
१८३	श्री शोभा सुवेदी	डि. व .अ.	डि. व. का., रसुवा
१८४	श्री अनिता दण्डेख्या	अधिकृत सातौं	डि. व. का., पर्वत
१८५	श्री गायत्री कार्की	अधिकृत आठौं	डि. व. का., भक्तपुर
१८६	श्री सविना रिजाल	अधिकृत सातौं	वन निर्देशनालय, सुदुरपश्चिम प्रदेश
१८७	श्री राधिका बोहरा	अधिकर्त सातौं	डि. व. का., कैलाली
१८८	श्री माधव प्रसाद देव	डि. व .अ.	डि. व. का., सर्लाही
१८९	श्री शिव वाग्ले	सचिव	उ. प. व. तथा वा. मन्त्रालय, बागमती प्रदेश, हेटौंडा
१९०	श्री डायमण्ड भण्डारी	अधिकृत सातौं	डि. व. का., सुर्खेत
१९१	श्री समीक्षा भुषाल	अधिकृत सातौं	डि. व. का., सुर्खेत
१९२	श्री विक्रम खरेल	वन प्राविधिक	उ. प. व. तथा वा. मन्त्रालय, कर्णाली प्रदेश, सुर्खेत
१९३	डा. पेम कडेल	सचिव	उ. प. व. तथा वा. मन्त्रालय, प्रदेश नं २, जनकपुर

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१९४	श्री भोजराज पाठक	अधिकृत सातौं	उ. प. व. तथा वा. मन्त्रालय, सुदूरपश्चिम प्रदेश
१९५	श्री विनिता गुरागाँई	अधिकृत सातौं	डि. व. का., ललितपुर
१९६	श्री सरीता लामा	अधिकृत सातौं	डि. व. का., डडेलधुरा
१९७	श्री अस्मिता पाण्डे	विद्यार्थी	व. वि. अ. स., पोखरा
१९८	श्री कान्ति राजभण्डारी	अध्यक्ष	हिमवन्ती, नेपाल
१९९	श्री लिलु मगर	उपप्राध्यापक	कृ. तथा व. वि./ व. वि. अ. स., हेटौंडा
२००	श्री प्रविन भुपाल	उपप्राध्यापक	व. वि. अ. स., पोखरा
२०१	श्री कुमार नेपाली	विद्यार्थी	ह्यायामबर्ग विश्वविद्यालय, जर्मनी
२०२	डा. अनुजराज शर्मा	पूर्वसहसचिव	नेपाल सरकार
२०३	श्री कमला थापा	कार्यकारी निर्देशक	राष्ट्रिय आदिवासी महिला संघ, नेपाल
२०४	डा. मेनका पन्त	परामर्शदाता	Autocarto- NEST
२०५	श्री गंगामाया न्यौपाने	वन प्राविधिक	पारिवारीक निजी वन संघ, नेपाल
२०६	श्री उषा अर्याल	वन प्राविधिक	स्वतन्त्र परामर्शदाता
२०७	डा. शुशिला नेपाली	परामर्शदाता	काठमाडौं
२०८	श्री सुनिल कुमार परियार	संस्थापक	DANAR
२०९	डा. मनोहरा खड्का	नेपाल कार्यक्रम प्रमुख	International Water Management Institute (IWMI)-Nepal
२१०	डा. कल्पना देवकोटा	स्वतन्त्र परामर्शदाता	GGN
२११	श्री शुष्मा भट्टराई	उपप्राध्यापक	वन विज्ञान अध्ययन संस्थान, पोखरा
२१२	श्री दौपदी सुवेदी	Gender Equality and Social Inclusion Specialist	पहाडी साना किसानका लागि अनुकूलन आयोजना
२१३	श्री मनोरमा सुनुवार	GESI Coordinator	हरियो वन कार्यक्रम
२१४	प्रा.डा. कृष्णराज तिवारी	डिन	वन विज्ञान अध्ययन संस्थान
२१५	श्री महेन्द्र सिंह थापा	सहायक डिन	वन विज्ञान अध्ययन संस्थान

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२१६	श्री राकेश कर्ण	उपसचिव	वन तथा भू-संरक्षण विभाग
२१७	श्री शम्भू दंगाल	नेपाल कार्यक्रम प्रमुख	रिकफ- नेपाल
२१८	श्री बासना सापकोटा	वन प्राविधिक	स्वतन्त्र परामर्शदाता
२१९	डा. पासाङ् डोल्मा शेर्पा	कार्यकारी निर्देशक	CIPRED
२२०	श्री केशव आचार्य	उपप्राध्यपक	वन विज्ञान अध्ययन संस्थान, हेटौडा
२२१	प्रा. डा. बलराम भट्ट	डिन	कृषि तथा वन विज्ञान विश्वविद्यालय, हेटौडा
२२२	श्री विजयराज पौड्याल	वन प्राविधिक	स्वतन्त्रपरामर्शदाता
२२३	डा.कल्पना गिरी	वरिष्ठ कार्यक्रम अधिकृत	रिकफ, थाईल्याण्ड
२२४	श्री विन्दा मगर	GESI Advisor	युएनडीपी
२२५	श्री दिव्यादेवी गुरुङ्	संयोजक	WOCAN, Nepal
२२६	श्री दिलराज खनाल	अधिवक्ता	
२२७	श्री अनु अधिकारी	वरिष्ठ कार्यक्रम अधिकृत	आईयुसिएन
२२८	श्री दुर्गा कार्की	पत्रकार	
२२९	श्री दमयन्ती पाण्डे	अधिकृत छैटौ	डि .व. का., भक्तपुर
२३०	श्री सुजिता कुमारी राउत	रेञ्जर	राष्ट्रिय निकुञ्ज तथा वन्यजन्तु संरक्षण विभाग

अनुसूची ४ कार्यशाला गोष्ठीका केहि तस्बिरहरु











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