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Gender Action Plan

1. Project Introduction:

1.1 Necessity of Intervention on "SCATFORM Project in Tripura"

Tripura is located in the mountainous area in the north east of India bordering Bangladesh on three sides. The state has 3.67 million people (2011) and high population increase (1.5% per year from 2001 to 2011). Industrial growth in the state is not so high compared with some of the other Indian states due to limited transportation facilities and lack of better road, rail and air connectivity with other parts of India. However, abundant forest resources (which cover 60% of the state, 2015), plentiful rainfall and fertile soil are suitable for afforestation; thus, forestry is a major source of income of the state along with agriculture. The proportion of the workforce in agriculture and forest sector as well as residents' dependence on forests is high.

Under such circumstances, the state government has been making efforts in promoting joint forest management, transforming shifting cultivation to agroforestry and providing alternative livelihood activities. Within the said initiative, "Tripura State Forest Environment Improvement and Poverty Reduction Project (TFIPAP)" has been implemented since 2007 with the focus on poverty alleviation as the ratio of below poverty line of Tripura (34.4%) was higher than the national average (26.1%) in 2006. TFIPAP supported 463 Joint Forest Management Committees (JFMC) and

achieved more than 52,000 ha of plantation. As a result, dense forest has increased by 4 km² during the period between 2011 and 2015. However, the state faces the third largest decline rate in forest area in India; the state forest area has declined greatly (166 km² decrease between 2011 and 2015). This change has much influence on the natural environment and the living conditions of local population. In Tripura, forest cover loss and forest degradation have been mainly caused by shifting cultivation, which increases soil erosion risks on hill slopes especially in upper catchment areas. In the area wherein the most severe soil erosion confirmed, 80 ton of soil per year has been runoff. Furthermore, soil erosion not only reduces the capacity of irrigation facilities due to sedimentation but also decreases the access to drinking water in rural communities. To decrease these negative impacts on their living environment, appropriate interventions, such as the improvement of degraded forests through artificial regeneration (AR) and assisted natural regeneration (ANR) and mitigation of soil erosion risks by the construction of check dams, need to be implemented in a timely manner.

In addition to these direct interventions for the increasing forest degradation and soil erosion, it is also important to address a major cause of the expansion of shifting cultivation. In Tripura, local people in rural communities still live under unfavourable socioeconomic conditions today. For example, land resources available for their income and job opportunities in rural communities are quite limited. This situation makes it difficult for local people to conduct settled agriculture especially in hilly area with steep slopes wherein agricultural water accessibility is challenging, and local people still need to depend on shifting cultivation. Under these circumstances, alternative livelihood opportunities for local people need to be introduced in order to slow the expansion of shifting cultivation and the increasing forest degradation and soil erosion.

1.2 Rationale of the Project Design

The Project aims to improve quality of forest in the targeted catchment

with main focus on catchment protection;

- (1) sustainable forest management,
- (2) soil and moisture conservation,
- (3) Livelihood development.

The project shall be implemented mainly in upper catchments where forest degradation and soil erosion are severe and livelihood improvement needs are high. In order to ensure effectiveness and efficiency of project activities in such area, the Project shall be implemented at Forest Beat wise; Forest Beat is the smallest administrative unit of Tripura Forest Department (TFD) with which JFMC makes agreement for managing allocated forestlands.

In order to address the issues strategically within the upper catchment with comprehensive manner, Beat Forest Basic Plan (BFBP) shall be prepared for all selected Beats as per socio-economic and topographical conditions. Its objective is implementation of appropriate activities in order to solve the issues based on the site specification for the purpose of catchment protection. Throughout the BFBP preparation process, the Project shall identify the potential area of project intervention (called PPA) and JFMCs to be targeted at the Beat level. The project activities are identified as per forest land potential, socio economic conditions of the villages, and current conditions of existing JFMCs. BFBP is prepared as the first document in order to initiate project activities. The validity period of BFBP is for ten years and can be revised as required during the project period. In the course of micro planning process, while BFBP shall be the foundation as a framework of catchment protection within the Beat for consideration of project intervention, the finalization of project activities shall be done based on the Micro Plan.

The implementation period of the Project is 10 years from September 2018 to September 2028 in consideration of capabilities of stakeholders and time required to conduct activities in sustainable manners. The project

activities shall be implemented in selected forest Beats.

The Project will be divided into three phases; Preparatory Phase, Implementation Phase, and Phase-Out.

1) Preparation Phase

Preparation Phase is crucial for successful implementation of the Project. The first step would be institutional arrangement by way of amendment of bylaws and name of the Society of the Project in accordance with the requirement of the new project, setting up Project Management Unit (PMU), District Management Unit (DMU), Sub-Divisional Management Unit (SDMU) and Range Management Unit (RMU) followed by deployment of contractual staff at PMU/DMU/SDMU/RMU.

Reviewing and revising Operation Manual and other guidelines, orientation and capacity development for TFD staff in each rank, contractual staff, field staff and other stakeholders, preparation of GIS map, creation of BFBP as well as identification of JFMCs as well as Eco Development Committees (EDC), and formulation of Micro Plan would be conducted after identifying JFMCs. Required surveys and assessments for planning and baseline data shall be conducted during this phase.

2) Implementation phase

In Implementation Phase, activities envisaged for all components, namely Sustainable Forest Management, Soil and Moisture Conservation, Livelihood Development, and Institutional Strengthening shall be carried out. The activities are basically implemented by three batches in accordance with Micro Plan which shall be prepared in a participatory way. Target Self Help Group (SHG) or Joint Liability Group (JLG) shall also be selected and involved in livelihood improvement activities.

3) Phase-Out

In Phase-Out state, Phase-Out activities such as asset inventory, Phase-Out training for JFMCs/EDCs as well as SHGs/JLGs and revisiting of Micro Plan shall be undertaken, which is crucial for the project sustainability.

1.3 Project Approach

In order to address the issue of the local community with the difficulty in accessing forest and water resource due to soil erosion caused by degradation of forest, the Project shall attempt to take a catchment based approach to reduce soil runoff from forest areas for conserving water resource in effective manner for the purpose of improvement of the quality of forest. In the project context, "catchment" shall be defined within the Project as forest area, wherein severe forest degradation and soil erosion have occurred, in identified Beats as the project implementation unit, which are the smallest forest administrative boundary.

2. Brief Project Outline:

2.1 Why this Project?

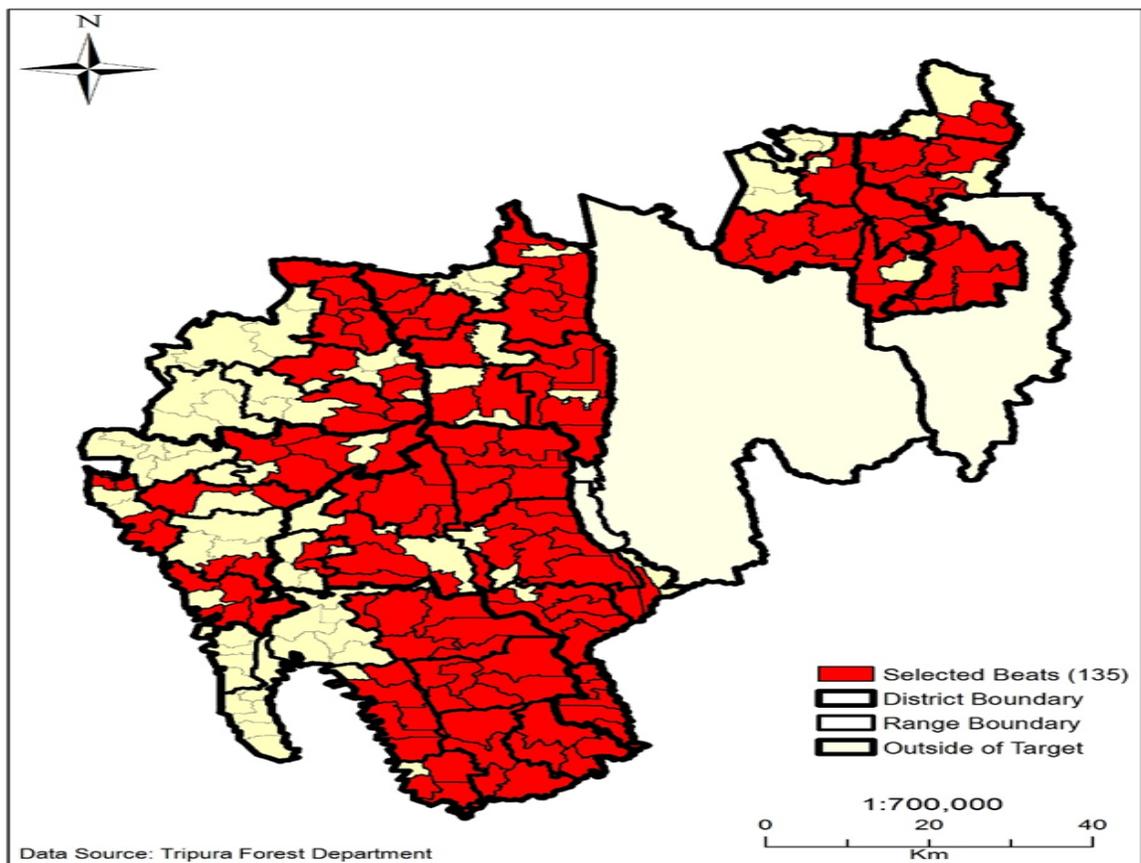
Local communities living in and around forests in Tripura have been facing problem in accessing forest resources & water due to soil erosion caused

by forest degradation. So quality of forest needs improvement to be undertaken through a catchment-based treatment approach.

2.2 Project Objective:

To improve quality of forest in the targeted catchments by sustainable forest management, soil and moisture conservation and livelihood development, thereby contributing to development of forest ecosystem services and livelihood improvement of forest dependent communities.

2.3 Project Area:



2.4 Area of Implementation:

Project will be implemented in 7 districts (North Tripura, Unakoti, Khowai, West Tripura, Sepahijala, Gomati and South Tripura) under 16 Forest Sub-divisions, 36 Forest Ranges and 148 Forest Beat areas including 3 Ranges and 13 Forest Beat of Gomati Wildlife Sanctum .

- Project cost: About Rs 1000 crores.
- Implementation period: 10 years from 2018 -2019.
- There will be 450 new joint Forest Management Committee and 1350 SHGs (3 SHG in each JFMC, on an average).

2.5 Components of the Project:

- 1) Sustainable Forest Management
- 2) Soil and Moisture Conservation
- 3) Livelihood development
- 4) Institutional Strengthening

Activities to be taken up indifferent components are as under:

2.5.1 Sustainable Forest Management:

Sustainable Forest Management component will enable to have;

- i. Three Hi-Tech Nurseries will be created at identified places. Area of each nursery will be at least 1.5 ha with annual seedling production capacity of 5 lakh. Objective of such nursery is to produce high quality seedlings, especially of species requiring intensive care (i.e. bamboo, cane), research on propagation methods of difficult but economically important plants and standardization of propagation methodology for indigenous rare, endangered and threatened species.
- ii. Seven Central Nurseries to improve existing central Nurseries to produce a large number of seedlings with reliable quality for plantation under the project.

- iii. 150 Decentralised People Nurseries (DPNs) in areas having difficult access. (One DPN per three JFMCs. Minimum area 0.25 ha with minimum annual capacity of 20000 seedlings.

iv. Plantation will be raised in five plantation Models.

(a) **Artificial Regeneration (AR) with mixed species:** 1100 plants per hectare, in abandoned jhum sites where tree canopy density is less than 20% and where no teak stumps or seed tree or bamboo rhizomes are available on site. The site chosen must be within a distance of 5 km from village. Need and choice of local villagers (JFMC) will be taken into account for deciding the species to be planted. Project target – 3,000 ha.

(b) **Aided Natural Regeneration (ANR) with mixed species:** 200 plants per hectare in lower Catchments where tree canopy density is less than 20% and where teak stumps or seed tree or bamboo rhizomes are available are not available on the site. The site chosen must be within a distance of 5 km from village. Need and choice of local villagers (JFMC) will be taken into account for deciding the species to be planted. Project Target - 21,000 ha.

(c) **Teak Plantation Management:** 200 plants per hectare, in existing degraded teak plantation, where tree canopy density is more than 20% and where teak stumps or seeds are available on the site. The site chosen must be within a distance of 5 km from village. The site chosen must be within a distance of 5 km from village. Need and choice of local villagers (JFMC) will be taken into account for deciding the species to be planted. Project Target – 15,000 ha

- (d) **Silvi-pastoral Plantation:** 400 seedlings per hectare, near villages/ settlements, tree canopy density is less than 20%. The site chosen must be within a distance of 2-3 km from the village. Fodder need and choice of local villagers (JFMC) will be taken into account for deciding the species to be planted. Project Target- 1,000 ha.
- (e) **Filter strip (96 km) & River Bank Plantation (100 km):** Filter strip will be developed on either side of the streams/ chharas, in flat area (up to 1 5% slope allowed), next to agriculture land/ eroded areas. (222 Bamboo plants, 222 cane plants and 333 trees seedlings will be planted in three rows with cane row in the streamside, next bamboo and tree, total 666 plants per kilometre to be planted). River Bank Plantation will be carried out on eroded banks vulnerable to erosion on either side of the streams/chharas. Existence of residential areas and agriculture land along the riverside is a pre-requisite for taking up riverbank plantation.
- (f) **Bandalling** - A total of 222 no. of bandalling structures will be constructed on pilot basis near erosion prone banks with low heights. The sites will be near filter strips and riverbank plantation. Their effectiveness will be studied and based upon its results it may be scaled up if required.

Habitat Improvement in Gomati Sanctuary.

The following activities will be taken up in the areas of 27 existing Eco-Development Committees (EDCs) of Gomati Wildlife Sanctuary.

- ❖ The livelihood improvement strategies shall be provided.
- ❖ Fruit tree planting (like ANR)- 600 ha
- ❖ Grassland development - 375 ha
- ❖ Eradication of undesirable and invasive weeds - 330 ha

- ❖ Besides the above, earthen check dams, gully plugs, fire-lien creation will be will be constructed and Check post with Guard room will be set up to curb illicit activities. Boundary will be marked with pillars

2.5.2 Soil and Moisture Conservation

- ❖ A total of 1435 check dams will be constructed under this component: three earthen check dams of Model-I in each JFMC, two earthen check dams of Model-2 in each JFMC and two RCC check dams of Model-3 for every 5 JFMC
- ❖ A total of 1269 brushwood check dams will be constructed for gully plugging in the Project area.
- ❖ Contour trenches will be constructed on steep hillside over a total of 1125 ha as a soil and moisture conservation measure in Project area.
- ❖ Mulching & plantation will be carried out over 846 ha around SMC structure for effective moisture conservation in the Project area.
- ❖ The effectiveness of these measures will be studied through a regular system of recording data using appropriate equipment and technology by incorporating best practices and a forest hydrological model suitable for Tripura will be developed.

2.5.3 Livelihood Development

Community living in and around will be mobilized in the form of 1350 Self-Help Groups and 740 Joint Liability Groups. All the groups will be NRLM compliant to facilitate smooth convergence.

- (i) Norn Timber Forest Products (NTFP) based livelihood. NTFP Centre of Excellence (NCE) has been created as an autonomous Society and has been registered under Societies Registration Act 1860 for organized development of NTFP sector in the State. Role of NCE is significant in supporting the basis of livelihood activities of local

people as a means of alternative income generation against the income sources severely relying on forest produce. An NTFP Policy will be formulated. Project shall support NCE and Crafts & More for 5 yrs, being one of the main focuses of livelihood development under the Project.

- Broom grass operation shall be continued & facilitated by NCE as per process developed by NCE during TFIPAP.
- NCE shall explore possibility of networking with domestic & international organization on identified area including Japanese institutions in the area of bamboo crafts.
- Clusters of specific product based groups of artisans shall be established at 4 locations of high potential. NTFP based livelihood activities shall be classified into 3 tiers: Collection & primary processing by SHG/JFMC members (Tier-3), Secondary processing for higher value addition by SHG/JFMC members (Tier-2) and Advanced Processing & value addition by entity formed by SHG/JFMC (Tier-1).

(ii) **Agro-forestry based livelihood:** The aim of this component will be to provide sustainable forest cover & income generation to forest patta holders and farmers from the under-storey.

- The existing Agroforestry models developed under TFIPAP will be revisited by an Agro-forestry Task Force (ATF) and revised models will be implemented.

Activities will include:

- Planting from MGNREGA (50% cost under financial convergence, follow up from JICA 50% from SCATFORM, technical convergence with deptt. of Agriculture are proposed).
- Agroforestry motivational campaign for JFMC will be undertaken after identifying patta holders and their land. They will be organized into JLGs and orchard management training will be

imparted to them for its proper management. After plantation, follow up will be supported for 3 years.

- Trainings for Livelihood Coordinator (LC) | Community Organizer (CO) will be organized; workshops will be organized for JFMC/FF.
- LC/CO and Crafts & More (under NCE) will form consortiums of SHGs for marketing their products and for training to them.

- (iii) **Livestock farming based livelihood:** Pig farming, poultry farming, and cow rearing have emerged as the most popular options in JFMCs. An Animal Husbandry Task Force will be constituted to plan & train people in preparatory phase. The Task Force will be responsible for overall activities under these components.
- (iv) **Para Vets/ Animal Health Camps:** In an effort to make veterinary services available in the Project beneficiaries self-employed persons who provides veterinary information with linkage to doctors on AI, vaccination, animal health at every JFMC. This is to supplement government's veterinary services to reduce mortality and enhance productivity of livestock. Project will only provide training (6months residential training will be arranged at RK Nagar Farm at Project cost). Such self-employed persons will be supported to set up Units with the help of Revolving Funds provided from the Project. Task Force will coordinate. ARDD will be approached to provide technical convergence. LC/Cos will be trained. Workshops will be arranged for SHGs
- (v) **Fish farming based livelihood:** Tech skills to SHGs willing for fish farming in tech convergence with deptt. of Fisheries. Fishery Task Force will be formed to do detailed planning for all training in preparatory phase. The Task Force will also be responsible for overall component. Frequent interaction & visit by Fisheries Deptt. will be arranged. LC/CO will be trained; workshops will be arranged for SHGs. Same system for marketing as in case of livestock.

- (vi) **Organic farming based livelihood:** This component will provide technical skill & information on setting up "Model Organic Conservation Farms" to Agro-forestry JLGs of producers. Financial model will be like Agro-forestry component. Technical & financial convergences from Mission Organic Value Chain Development (MOVCD) through deptt. of Agriculture such as Organic Certification will be explored. Agro-forestry Task Force will coordinate, plan, etc. whole activity. Pilot trial will be held by willing RoFR beneficiaries in convergence with MOVCD Scheme for NER. Pilot in few selected JFMCs doing Agro-forestry where no chemical fertilizer is used. Then scale up. SHG Consortium based marketing as in the case of Agro-forestry /livestock. Training will be provided.
- (vii) **Ecotourism development:** TFD will formulate and effectuate an Ecotourism Policy. The possibility/ option of PPP will be explored through a feasibility study based on the above Policy. "Ecotourism Development Fund (EDF)" will be supported for smooth operation & support the ecotourism activities operated by the community. Four Eco parks including Tepania, Baramura, Unakoti will be improved on NLC model. New destinations like Chhabimura will be taken upon Community-based Ecotourism approach.

2.5.4 Institutional Strengthening:

Following activities will be undertaken under this component:

- Construction of various building for better implementation of the project. Vehicles for mobility. Strengthening of MIS/GIS facilities: Departmental Capacity Development
- Development of Training Plan (national &overseas)based on TNA, by PMC Expert
- Imparting skill development (managerial/gender)to Project staff. Refresher trainings for Project staff. Exposure visits (national & overseas).

- Research & technology transfer:
- JFM Capacity Development. Multi-utility Centres/VTCs.
- Training of JFMC/EDC/SHG (1350 nos.). Refresher training of JFMC/EDC. Exposure visit (within & outside the State)

2.5.5 Convergence:

Project will enable to have convergence with the following department while carrying out various activities of the project: Agriculture, Horticulture, Fishery, ARDD, MGNREGA, PMUY, UC (PMJJBY), TRLM (New SHGs to be NRLM compliant).

2.5.6 Brief Description of Project Components

Sl. No.	Components/ sub-components	Unit	Target
I	Sustainable Forest Management		
1.1	Department Mode		
1.1.1	Improvement of Forest Nurseries	Nursery	10
1.1.2	Filter Strip	Km	96
1.1.3	River Bank Plantation	Km	100
1.1.4	Bundling	No.	222
1.1.5	Fruit Tree Plantation in Gomati Sanctuary	ha	600
1.1.6	Glass-land Development in Gomati Sanctuary	ha	375
1.1.7	Weed (Invasive Arian Species) Eradication in Gomati Sanctuary	ha	330
1.1.8	Fire Line Making in Gomati Sanctuary	Km.	40
1.2	Joint Forest Management (JFM) Mode		
1.2.1	Establishment of Decentralized People's Nursery	Nursery	150
1.2.2	Artificial Regeneration	ha	5000

Sl. No.	Components/ sub-components	Unit	Target
1.2.3	Aided Natural Regeneration	ha	21000
1.2.4	Teak Plantation	ha	15000
1.2.5	Silvi-Pastoral Plantation	ha	1000
II	Soil and Moisture Conservation		
2.1	Construction of Check Dams		
2.1.1	Earthen Check Dam (Model 1)	Unit	900
2.1.2	Earthen Check Dam (Model 2)	Unit	450
2.1.2	RCC Check Dam (Model 3)	Unit	85
2.2	Erosion Prevention Works		
2.2.1	Gully Plugging	No.	1269
2.2.2	Contour Trenches	ha	1125
2.2.3	Mulching and Plantation	ha	846
III.	Livelihoods Development		
3.1	NTFP based Livelihoods		
3.1.1	Support to NTFP Centre of Excellence	Lump-sum	
3.1.2	NTFP Collection/Primary Processing Centre		45
3.1.3	Advanced Processing & Value Addition Unit		4
3.2	Agroforestry based Livelihoods		
3.2.1	Plantation of Agroforestry Crops	ha	8880
3.2.2	No. of JLG to be formed	No.	740
3.3	Livestock/Fish Farming/Organic Farming based Livelihoods		
3.3.1	JFMCs/EDCs to be supported	No.	450
3.3.2	Support for Livestock Farming	Lump-sum	
3.3.3	Support for Fish Farming	Lump-sum	

Sl. No.	Components/ sub-components	Unit	Target
3.3.4	Support for Organic Farming	Lump-sum	
3.4	Ecotourism Development		
3.4.1	Support for Ecotourism Policy Arrangement	Lump-sum	
3.4.2	Upgrading Eco Parks		3
IV.	Institutional Strengthening		
4.1	Institutional Set Up		
4.1.1	Establishment of Field Units		
	• DMU	Unit	7
	• SDMU	Unit	16
	• RMU	Unit	36
4.1.2	Enhancement of GIS/ MIS facilities	Set	1
4.1.3	Construction of Multi Utility Centre	No.	450
4.2	Project Management		
4.2.1	Preparation of BFBP	No.	135
4.2.2	Baseline Survey	Time	1
4.2.3	Mid-Term Survey	Time	1
4.2.4	End-Term Survey	Time	1
4.2.5	Preparation of Micro Plans by JFMC	No.	450
4.3	Project Management Consultant		
4.3.1	Pro A Consultant	Man-month	35
4.3.2	Pro B Consultant	Man-month	201
4.3.3	Supporting Staff	Man-month	660

3. Gender Mainstreaming, Strategies & Action Plan

3.1 Gender Mainstreaming

In order to understand the status of women in project areas and policy regime (TFD and relevant other policies) on gender issues and propose desired vision to ensure better adaptation of gender mainstreaming in the project, the project will incorporate a gender mainstreaming action plan which specify action points, to be considered for a set of indicators for monitoring. The main points to be highlighted are: women leadership program and social and economic up lift of women.

When preparing your budget ask yourself:

- What are women and men's particular needs in terms of programs, benefits and services?
- Do women and men have equal access to this programme, its benefits, and services?
- Who benefits most from programme as it is, from its benefits and services?
- What do I need to change or to add for men and women to benefit equally?
- Who has control over decision-making on spending in this area?
- Are women and men consulted equally in the development and delivery of policy and programs?
- What are the long-term costs and consequences of not using gender analysis addressing women's inequality?

3.2 Objectives

The objective of this gender mainstreaming plan is to outline specific actions that will be taken within the project to ensure that both men and women have the opportunity to equally participate in, and benefit from the project. Along with the stakeholders Forest Ecosystems Management plans & community Development Plans, this Gender Action Plan (GAP) is part of the project's commitment to equitable stakeholder participation. The plan takes into account that project activities covered under Forest Management, a range of operational scales from communities to global

agendas with components that fund field-based implementation and broader knowledge management and capacity building. Gender implications and considerations are taken care of within each of the project components in this project.

3.3 Gender Dynamics in Tripura

In Tripura population is highly dependent on forest resources. Tripura is well endowed with natural resources and economic growth is primarily based on the use of these resources. In Tripura, about half of the population lives in or near forested areas and the forests are of great importance to the poor, for instance through the provisioning of food, building materials, wood fuel, medicine, etc. In Tripura, men and women have clear gender divisions that determine how natural resources are utilized at the household and community levels. Women in rural settings are often highly dependent on natural resources for their livelihoods, and are therefore particularly susceptible to changes in the availability and quality of these resources. Despite their reliance on natural resources, women have less access to and control over natural resources than men. Due to structural injustice, social norms and traditions, women have limited access to land despite the fact that the farmers often are women. Usually it is men who put land, water, plants and animals to commercial use, which is often more valued than women's domestic uses.

Men and women, with different positions in society, use forests differently and have unique perspectives about why forests are important and how they should be protected. Access, and the ability to restrict it, is vital for the ability of local communities to properly manage these forests. During the preparatory phase of this project, explicit attention is to be given during community meetings and one-on-one interview to document and understand the different ways in which women and men access and utilize forest resources in Tripura and to identify any obstacles to equal participation in conservation.

It is clear that both men and women living near Forest ecosystems use forest resources in different ways. Men generally prefer to grow timber species and medicinal plant species to earn immediate benefit, whereas women prefer to grow different fuel wood, fodder and medicinal plant species in forest ecosystems. Men play more role in exploitation and marketing of NTFPs where as women are more linked to planting of these species. Based on these key differences in the use of Forest resources by both women and men, a gendered perspective on Forest and Biodiversity conservation must be adopted

In Tripura both women and men are using Natural resources in different ways and any restriction on access to these resources would have a negative impact on both sexes. Strategies to avoid inequality in this project have to be followed. This strategy will outline a set of actions that signify a shift away from the focus on simply including greater numbers of women to a set of actions that will challenge existing power hierarchies. This project has to address power differences and recognize the differing levels of control and dependence on Forests ecosystems

3.4 Gender and Community Forest Management

3.4.1 Gender Roles in the Surveyed Villages

A clear gender division of labour was seen in the surveyed villages. Women would look after family and production of food crops for the family whereas men would carry out the heavy work in the farm and work outside of home or village to earn cash income. As reported, the gender gap in labour wages is evident. Most women would stay at home and, when needed, they take part in MGNREGS and other works near home which wages would not be as high as that is earned by men from outside.

3.4.2 Daily Routine

Women in most villages wake up between 4-5 o'clock before men wake up and start with the domestic chores like cooking, cleaning house and taking care of livestock (on an average, every household has 1-2 cattle at

least.). Once it is finished, women will go out either to the agriculture field or for wage work. As for women, collecting fuel-wood, fodder or taking the animals to grazing are the most time-consuming activities. On the other hand, men will wake up 1-2 hours after women start their day. They will go out to the orchard or agriculture field or outside of the village for different types of work after breakfast. Men will get a few hours of free time in the evening after their work but women hardly have free time throughout the day. If women find time, it will be around lunch time (12:00 – 13:00) or dinner time (20:00 – 21:00).

With this time use, one of the challenges for the women's group to continue working as a group was that the members do not find time to attend the meeting or to carry out the group-based activities. Women also find it difficult to stay out of home more than a day as they will have to take care of their livestock in the evening.

3.4.3 Wages

Wages provide a way to supplement the household income for many survey households. According to the field survey, for men and women, agriculture, construction and orchard provides income earning opportunities. Such opportunities are mostly available within the village. More number of days men work for wages in comparison to women. The households from Non JFM areas earn more from agriculture and orchards in comparison to JFM areas where construction-based wage work provide the major opportunity.

The tendency is that the wages for women are lower than that of men. Further, the time available with women is limited and thus, many women would take up the local opportunities. Women especially those whose spouses are unable to earn, would participate in MGNREGS which daily wage is around 180 INR per day. In the case of orchard, pruning works could be paid as high as 600 INR per day as it is a technical work. The forestry work is second the lowest wage and this would make it difficult for mobilization of the labourer since other works could be paying nearly 100

– 150 INR more. This gender gap in wages draws men to higher paid jobs and women to the less. The younger educated generation, women could also be employed in public or private sectors.

3.4.4 Ownership and Control of Household Assets

Women in all the surveyed villages did not own land except widows. All the land is registered under their spouses' name. Gold jewellerys were considered to be women's property but required the spouse or in-laws consent when in need of encashment. In Kinnaur, to prevent the fragmentation of the properties, polyandry was practiced in the past. Some women who are in their 50s and above may have a multiple number of spouses. The study team has been informed that a woman could have had 4-5 spouses. However, it is no longer practiced.

The land ownership based on the livelihood survey is given in the table below. Across the entire land category, owners are predominantly male or other male members of the family. In the case of female headed households, the head of the household may have the ownership of the land but could also be owned by other male members of the family. Joint ownership of the male headed households and the spouse are yet to become common.

3.4.5 Gender and Forest Resource Uses

In almost all the surveyed villages, women are the primary collector of the fuel wood and fodder from the forest area. Grazing is likewise mostly done by women in the surveyed villages. The study team surveyed the gender roles in NTFP harvesting, processing and marketing. Women are aware of the NTFPs that they collect. The view was generated through the discussions with men, which may suggest that the men may have more knowledge on NTFPs and the control over the marketable NTFPs while women may not. Further, collection of NTFPs take time and since most women are busy with other works, the collection of NTFPs is for children and older men. However, the livelihoods survey data has not indicated

significant gender imbalance in division of tasks in NTFP collection and processing.

3.4.6 Roles of Men and Women in Forest Management

In the surveyed villages, not much of the forest management activities were undertaken. One of the common activities was fire fighting and reporting of the illicit felling to FD. In many places where it is done, it is largely by women as most men are working outside of the village during the day. If men are in the village, they would help. The survey findings also suggested that women are not much aware of JFMC or VFDS whereas Mahila Mandal were well recognised and in some places are engaged in the social forestry and taking charge of watching over the illicit felling.

3.5 Gender Strategy and Action Plan:

Recognising roles of men and women differently and acknowledging their different contribution towards achieving project objectives are entry points for gender mainstreaming. Mainstreaming gender in the project means being sensitive to different needs of men and women, with an effort to reduce gender gaps and discriminations. To this end, the project should have a sound gender analysis and should adopt strategies to mainstream gender, in such ways that gender needs are copiously addressed as well as documented. This is only possible when project staff has good understanding of gender mainstreaming and recognise, document and replicate good practises related to gender mainstreaming in course of various works of the project.

With these concepts in mind, the priority tasks/ actions to be taken/ initiated under the project are enumerated in **Table-1**. Timeline for Gender mainstreaming related Tasks/ Actions is given in **Table-2**. Main focuses of Gender Mainstreaming in SCATFORM with broad monitoring indicators are given in following chapters. M&E framework should consider integrating some of these Gender indicators.

GENDER EQUALITY	GENDER EQUITY
<p>Example: A family has limited funds, and both daughter and son need new pair of shoes for the new school year, but only one can get new shoes this year. If the family decides (and who in the family decides?) which child will get the new shoes based on the child's NEED, and not on the child's sex, this is an example of gender equality.</p>	<p>Example: Provision of leadership training for women or establishing quotas for women in decision-making positions in order to achieve the state of gender equality.</p>
<p>IMPORTANT POINT: Equity leads to equality! Equity means that there is a need to continue taking differential actions to address historical inequality among men and women and achieve gender equality</p>	

Table-1: Priority Work/ tasks of Gender Mainstreaming

Issues / Project Objectives	Actions to be taken	Monitoring Indicators	Responsibility
Women leadership development in community institutions	<ol style="list-style-type: none"> 1. Women as JFMC Head 2. Increased effective participation of women 3. promote literacy of women 	<ul style="list-style-type: none"> • No. of women JFMC heads • No. of issues raised by women (issues linked with women empowerment adopted as priority issues at JFMC) • %age increase of literacy among female members of JFMC 	<ol style="list-style-type: none"> 1. Additional Director Training 2. Gender Focal person PMU
Social Upliftment of women by reducing their work load	Alternative Source of fuel to be encouraged and facilitated	<ul style="list-style-type: none"> • No. of households accessing Pradhan Mantri Ujjwala Yojana, Ministry of Petroleum and Natural Gas, Govt of India 	<ol style="list-style-type: none"> 3. Gender Coordinators at DMU/SDMU
Economic Upliftment of Women through Project works	Ensure enough work for women and equal wages	<ul style="list-style-type: none"> • Increased income of JFMC women • Equal wages received by women 	<ol style="list-style-type: none"> 4. Gender Committee
Research /Documentation Visibility & recognition of Women's contribution	<ol style="list-style-type: none"> 1. Case studies on successful initiatives of women 2. Felicitation of women leaders, successful women entrepreneurs, achievers 	<ul style="list-style-type: none"> • No. of cases documented and published periodically (incorporated in project reports) • Annual meets taking place with a session dedicated to women 	
Gender Mainstreaming in TFD	<ol style="list-style-type: none"> 1. Appointment of Gender Focal person 2. Appointment of Gender Coordinators 3. Formation of Gender Committee 4. Organising Gender Training for staff 	<ul style="list-style-type: none"> • Gender Focal person/coordinators appointed with appropriate TOR • No. of meetings of Gender committee and decisions taken • No. of Gender training took place and participation • Component-wise Gender indicator in M&E Framework 	

	<p>5. Gender sensitive staff deployment at all levels</p> <p>6. Clear Gender Indicators in M&E</p> <p>7. Gender Impact study</p>	<ul style="list-style-type: none"> Impact study commissioned with an appropriate TOR 	
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Table-2: Timeline for Gender mainstreaming related Tasks/ Actions

Sl. No.	Task	Level	Project Phase/Year	Concrete Steps	Person Responsible
1.	Adoption of Gender Action Plan (GAP)with measurable indicators	PMU	At inception (1 st year)	Finalisation and adoption of a GAP	Project Director
2	Allocation of adequate fund for Gender Action Plan	PMU	At inception (1 st year)	Budgetary allocation review and allotment of funds	Addl. Director planning & Implementation
3	Dissemination of gender policy for Staff of TFD / Project	PMU	At inception (1 st year)	Formation /revision of Gender policy and distribution	Regional & Sub-Regional Heads
4	Having a gender focal person at PMU to supervise overall gender mainstreaming	PMU	At inception (1 st year)	Appointment	Gender Focal Person at PMU
5	Having Gender Coordinators at DMU/SDMU to implement overall gender mainstreaming activities	DMU/SDMU	At inception (1 st year)	Appointment	Gender Coordinators at DMU/SDMU
6	Formulation of Project Gender Committee	PMU	At inception (1 st year)	Formation	PD/ DMU Chief/ RMU Chief

Sl. No.	Task	Level	Project Phase/Year	Concrete Steps	Person Responsible
7	Implementation of gender specific safeguards	PMU	At inception (1 st year)	Adoption and Implementation	Gender Coordinators at DMU/SDMU
8	Incorporation of gender indicators in the M&E framework	PMU	1-2 year	Developing M&E framework with Gender indicators (at-least one per component)	Gender Focal Person at PMU & Project Manager (M&E/ MIS)
9	Development of appropriate gender training manuals	PMU & Other levels	1-2 nd year	Development	Gender Focal Person at PMU & Project Manager (training)
10	Organisation of gender trainings for TFD staff and community leaders	All Levels	1-2 year	Preparing training calendar & Conducting trainings	Gender Focal Person at PMU & Project Manager (training)
11	Engagement of community resource persons from both genders	JFMC	2-3 year	Appointment	Gender Focal Person at PMU & Gender Coordinators at DMU/SDMU
12	Organising a stock taking studies at regional/sub-regional levels (like base-line)	Community/DMU/SDMU	2 nd year	Commissioning a study, TOR	Gender Focal Person at PMU & Project Manager (M&E/ MIS)
13	Regular interactions with women groups at communities	Community	2 nd year till end	Engagement	Gender Coordinators at DMU/SDMU

Sl. No.	Task	Level	Project Phase/Year	Concrete Steps	Person Responsible
14	Collection of gender disaggregated data through MIS	All levels	2 nd year till end	Collection of data and integration with MIS	Gender Focal Person at PMU & Project Manager (M&E/ MIS)
15	Documentation & Publication on Gender, success stories	PMU	2 nd year till end	Selection & preparation	-do-
16	Regular Gender assessment as part of social assessment	PMU	2 nd year onwards periodical	Developing Format for assessment & implementation	-do-
17	Conduct of an impact study on gender	PMU	5 th year	Commissioning a study, TOR	-do-

3.6 Strategies to avoid inequality within the project

The project will need to ensure that there are a number of different strategies in place that will allow women to openly voice their opinions on specific issues. At the same time, the project will have to ensure that these strategies are sensitive to local cultural norms and don't inadvertently encourage a deepening of power imbalances. These strategies cannot exclude men and discourage their support for the project by singling out women as primary agents responsible for conservation and resource management decisions.

The Project will adopt the following strategies to avoid inequality within the project:

a) To Collect detailed sex-disaggregated data on project beneficiaries

During the preparatory phase of the project, Detailed gender specific data on project beneficiaries will need to be collected at each local project site i.e. GP Level , once communities have provided their Free, Prior and Informed Consent to participate as part of the Full Project, this will include more detailed information on gender roles relating to forests (such as use patterns and participation in management/ decision-making), as well as possible positive/negative impacts on men and women.

Actions:

- *Information/data will be collected by Livelihood Coordinators/ Community Organizers under the control of FTU and RMUs.*
- *The Project Directors /Manager will develop the protocol (questions, information gathering system, etc.) for collecting the gender information.*
- *Following the information gathering stage, the Project Director/ Project Manager will be responsible for interpreting the information and reviewing the Gender Mainstreaming Strategy and Action Plan to ensure that no negative gender-based impacts will occur during*

the project. Again, the Gender Integration Guidelines will be of some help, but this is ultimately something that someone familiar with the local socio-cultural landscape must be involved.

- *The Gender Specialist as well as any local NGOs working with experience related to gender issues are resources that can be used to help fine tune a gender action plan /strategy*

b) *Ensure that women's representation on project management decision making bodies in this project isn't limited to nominal positions*

Women are often chosen to sit on decision making bodies but tend to be offered nominal positions with little decision-making power or influence. This can mean that women often hold positions as tokens or fronts for men. This Project will seek to address this tendency and ensure that women have equal access to important positions that hold influence.

Actions:

The Project Management Unit (PMU) will ensure that project management decision that any decisions making bodies that are established at community level will have fair representation by both genders.

c) *Establish separate project decision making bodies for both men and women in target project sites*

The involvement and participation of marginalized groups, such as women and youth, in public meetings concerning the management of forests resources isn't sufficient. This strategy has identified specific actions to ensure equitable representation and participation in decision making by both men and women. In the local context in some districts of Tripura it may be countercultural for women to openly disagree with their male counterparts. Efforts to increase gender equality in decision making about resources by mixing men and women in public forums may not create the enabling environment for

women's participation, because the presence of men may serve as an intimidating factor.

Actions:

- *establishing a central project decision making body in target project sites,*
- *establish separate project decision making bodies for both men and women that will report directly to the main project management decision making body.*
- *every effort be made to ensure that women's representation in decision making body in each group isn't limited to nominal position.*

d) Ensure adequate access to information for both women and men and conduct gender sensitive communication activities in the project

The few men who have access to information and documents may use them to control and manipulate discussions. The project will need to address these concerns by ensuring that both men and women have access to the same information and that this information is presented in a manner that can be understood by both men and women at a community level.

Actions:

- *The Project staff will ensure that any communications and awareness raising material is distributed equally to both men and women. The Project staff will also ensure that this material is presented in a manner that is accessible to community members who are illiterate or haven't been through formal schooling.*
- *The Project staff will ensure that community meetings will be scheduled at an appropriate time to allow equal participation by both men and women*

e) Consider gender as an important element during the negotiation and preparing Micro-plans or Agreements

Men and women interact with their environment in different ways, and therefore have different needs, priorities, and interests in conservation. It is important to consider these differences, and ensure that both men and women are involved with developing and implementing Conservation areas. Conservation actions identified by the community may have a more direct impact on either women or men. Alternatives identified in any Micro-plan or agreement that is negotiated will need to be taken in account the different ways that men and women respond. The project must first ensure that women and men have the same knowledge about the action/agreements they are going to take.

Actions:

During the planning process stage, project staff will ask questions about how men and women use the Forest resource and how the area can be protected. A woman will lead focus groups or surveys where women's input is sought and vice versa for men to account for the fact that groups or individuals may be more comfortable speaking about these issues with people of the same sex.

3.7 Preliminary Gender Action Plan for SCATFORM

3.7.1 Overview

Gender mainstreaming is a way to create an enabling environment for women's empowerment. In the context of sustainable forest management and biodiversity conservation, women are known to be a key stakeholder in management and conservation as they bear the responsibilities of fodder collection and fuel wood in many parts of the state. In other words, the degradation of the forest resources would directly affect their wellbeing as it also means longer hours to search for fodder and fuel wood

Although in Tripura, alternatives are available for fodder and fuel wood, it is important for women, as key actors in sustainable forest management and biodiversity conservation, to be part of the planning, implementation and M&E of the sustainable forest management and biodiversity conservation activities. Broad Gender Action Framework under SCATFORM is given in **Annexure-I**

3.7.2 Implementation Framework

Scope of Impact Study: Impact study, to be conducted by third party, will review progress of Gender mainstreaming in SCATFORM and would document outcomes of such initiatives, it would further put forward set of recommendations for any necessary course corrections or strategic fine-tuning

A gender focal person should be appointed, who will coordinate gender mainstreaming at all levels. Adequate gender specific safe guards would be in place enabling women to take effective part in all activities, starting from decision making to implementation and having equal access in benefit sharing. Gender trainings would further strengthen skills of staff and allow them to mainstream gender in various programmatic interventions, data collections and documentations. Impact study on gender will usher light on progress of gender mainstreaming in the project, thus providing opportunities to fine-tune strategies if needed. Regular monitoring of gender indicators and collection and analysis of gender disaggregated data would help in advancing the agenda of gender mainstreaming as part of institutional strengthening.

At local community level institutions, awareness among women leaders through regular interactions and sharing would be instrumental. Organising trainings for community members on gender (incorporating both men and women), creating exclusive space for community women to interact about their development priorities in local institutions and ensuring their effective participation in decision making (reserved seats for

women as president/vice president of local institutions) would further strengthen this entire process.

The gender action plan is to be embedded in the project implementation process through project guidelines/ manuals/ training programmes and also through the gender mainstreamed recruitment process. The project design so far has taken gender into consideration as much as possible and thus, the implementation shall not require separate set up.

3.7.3 Monitoring & Evaluation (M&E) Framework

Although the gender action plan has already been embedded in the project design, M&E needs to be done with a focus although the data can be drawn from the project MIS and pre institutionalized M&E mechanism. Therefore, at PMU level, executive committee shall assume the function of gender M&E committee which would monitor and take decisions on necessary corrective actions to be taken in the project implementation process. Review meeting shall be held after receiving the quarterly report from FCCU. The nodal person at PMU, Programme Manager *(Monitoring, Safeguards, Publication) will prepare the quarterly report and annual report on the status of gender action plan.

At DMU level, the Subject Matter Specialist shall monitor and assess the situation on a quarterly basis and report to the committee. At FTU, FTU coordinator shall be the focal person to monitor and assess the gender situation at range level and compiles the quarterly report based on the project MIS and field observation. Ward facilitators and GP mobilisers shall provide regular inputs to FTU coordinators for the purpose of monitoring.

3.7.4 Project Components and Gender Action Plan with indicators

Component-wise detailed description with measurable indicators of Gender Action Plan is enumerated as under;

Project Components/ Sub-Components	Gender Action	Data Required	Means of Verification
Component 1: Sustainable Forest Management	Men and Women are to hold separate discussion during the planning process.	Report by the FTU coordinators	Report by FTU
	Gender budgeting is to be adopted (30% of the total budget.)	Budget of JFMC/EDC (Micro-plan)	Project MIS
	Women's working group shall be constituted under JFMC/ EDC by the representatives of sub committees of JFMC/ EDC women members.	No. of groups established	Project MIS
	Women's working group shall be constituted under sub-committees of JFMC/ EDC at Gram Sabha.	No. of groups established	Project MIS
Component 2: Soil & Moisture Conservation	Male and female adult members of household shall become the member of JFMC/ EDC to constitute a general body. The right to vote shall be given to one for each member.	Gender segregated No. of JFMC/ EDC members	Project MIS
	Land rights, access to and control over FRA land (titles) – 100%	No. and %age of women sensitized /aware of FRA Act and their rights	Project MIS
	Deployment of Human Resources		
	At PMU <ul style="list-style-type: none"> • No gender segregation in wages/ remuneration • 50% of the staff members/ specialists are to be women, in case of a team 	Director (A&F)	Report of PMU

Project Components/ Sub-Components	Gender Action	Data Required	Means of Verification
	At DMU <ul style="list-style-type: none"> • No gender segregation in wages/ remuneration • 50% of the staff members/ specialists are to be women, in case of a team 	DMU Chief	Report of DMU
	At SDMU <ul style="list-style-type: none"> • No gender segregation in wages/ remuneration • 50% of the staff members/ specialists are to be women, in case of a team 	SDMU Chief	Report of SDMU
	At RMU <ul style="list-style-type: none"> • No gender segregation in wages/ remuneration • 50% of the staff members/ specialists are to be women, in case of a team 	RMU Chief	Report of RMU
	Outsourced agencies are to comply with the project gender norms. <ul style="list-style-type: none"> • No gender segregation in wages/ remuneration • 50% of the staff members/ specialists are to be women, in case of a team 	Outsourced agencies	Report by agency/ies
	At least 50% of the JFMC/ EDC executive committee members are to be women.	Gender segregated No. of JFMC/ EDC members	Project MIS
	Either chair person or vice	Gender segregated	Project MIS

Project Components/ Sub-Components	Gender Action	Data Required	Means of Verification
	chairperson is to be made woman of JFMC/ EDC. (Reserving the position of the vice chairperson is not acceptable.)	No. of chair-person/ vice chair person	
	Women workers are engaged at least 50% of the total number of work force for plantation and other related forestry works.	Gender segregated No. of work days consumed by the workers	Project MIS
	No gender segregation in wages	Gender segregated wages paid	Project MIS
	While deciding the treatment areas, women representatives shall be present.	Minutes of meeting	Report by RMU
	During species identification/ selection for the treatment areas, women should be give opportunity to identify/ select on their own.	Minutes of meeting	Report by RMU
	All officers/ staff/ community level groups are to be trained on gender.	Gender segregated No. of trainees attended gender training	Project MIS
	All the community based training programmes / exposure visits should have at least 40% of women participation.	Gender segregated No. of trainees	Project MIS
	Training venues and timings need to be set to accommodate women's daily schedule and requirement.	Assessment by the participants	Report by RMU
	Training facilities shall have gender segregated toilet	Assessment by the participants	Report by RMU

Project Components/ Sub-Components	Gender Action	Data Required	Means of Verification
	facilities.		
	Community level training programmes may be conducted in the local languages	Assessment by the participants	Report by RMU
	Guidelines and manuals intended for community level organisations shall be prepared in Local language and designed to be made simple and easy understanding.	No. of guidelines and manuals prepared in local languages Assessment of the usability by the users	Report by RMU Report by RMU
Component-3 Livelihood Development	During planning, men and women should discuss separately to formulate their own plan, which gets synthesised in plenary.	Gender segregated No. of attendance Minutes of meeting	Project MIS Report by RMU
	Drudgery reduction related activities are to be included as part of Micro-plans		
	Water availability – at least 25% reduction	No. of household with easy access to water resources	Project MIS
	Firewood collection - at least 25% reduction	No. of household with easy access to Firewood collection	Project MIS
	Fodder collection - at least 25% reduction	No. of household with easy access to Fodder collection	Project MIS
	Availability of LPG connection – 75%	No. of household with LPG collection	Project MIS
	Women are encouraged to take part in livelihood activities		
	No. of SHGs – 75% to be women	Gender segregated No. of CIGs/ individuals Gender segregated	Project MIS

Project Components/ Sub-Components	Gender Action	Data Required	Means of Verification
		amount of Micro-plans funds used (grant/ revolving portion)	
	No. JLGs – 25% to be women	Gender segregated No. of CIGs/ individuals Gender segregated amount of Micro-plans funds used (grant/ revolving portion)	Project MIS
	Gender budgeting is to be adopted (30% of the total budget.)	Budget of Micro-plans	Project MIS
	All officers/ staff/ community level groups are to be trained in gender.	Gender segregated No. of trainees attended gender training	Project MIS
	All the community based training programmes / exposure visits should have at least 40% of women participation.	Gender segregated No. of trainees	Project MIS
	Training venues and timings need to be set to accommodate women's daily schedule and requirement.	Assessment by the participants	Report by RMU
	Training facilities shall have gender segregated toilet facilities.	Assessment by the participants	Report by RMU
	Community level training programmes may be conducted in the local languages	Assessment by the participants	Report by RMU
	Guidelines and manuals intended for community level organisations	No. of guidelines and manuals prepared in	Report by RMU

Project Components/ Sub-Components	Gender Action	Data Required	Means of Verification
	shall be prepared in local languages designed to be made simple and easy understanding.	local languages Assessment of the usability by the users	Report by RMU
Component-4 Institutional Strengthening	Key aspects of the project shall be prepared in the audio visual materials in the local languages – engaging folk artists/ puppet show/ Nukkad Natak etc.	No. of audio/ visual programmes prepared in local language	Report by PM (Monitoring, Safeguards & Publication)
	Gender segregated monitoring indicators are to be adopted and the data to be collected accordingly.	Project Monitoring Evaluation Guideline M&E Indicators and data collected	Project MIS
	All officers/ staff/ community level groups are to be trained in gender.	Gender segregated No. of trainees attended gender training	Project MIS
	All the community based training programmes / exposure visits should have at least 40% of women participation.	Gender segregated No. of trainees	Project MIS
	Training venues and timings need to be set to accommodate women's daily schedule and requirement.	Assessment by the participants	Report by RMU
	Training facilities shall have gender segregated toilet facilities.	Assessment by the participants	Report by RMU
	Community level training programmes may be conducted in the local languages.	Assessment by the participants	Report by RMU

Project Components/ Sub-Components	Gender Action	Data Required	Means of Verification
	Guidelines and manuals intended for community level organisations shall be prepared in the local languages and designed to be made simple and easy understanding.	No. of guidelines and manuals prepared in local languages Assessment of the usability by the users	Report by RMU Report by RMU
	Key aspects of the project shall be prepared in the audio visual materials in the local languages other than Hindi.	No. of audio/ visual programmes prepared in local languages	Report by Programme Manager (Monitoring, Safeguards & Publication)
	Women staffs/ officers are to be engaged more than 40% of the total staff members.	Gender segregated No. of staff/ officers	Project MIS
	Field Facilitators - at least 30% of the total number of FFs engaged should be women.	Gender segregated No. of FFs engaged in the project.	Project MIS JFMCs/ EDCs
	No gender segregation in wages of ward facilitators	Gender segregated financial report of honorariums paid to the ward facilitators	Project MIS
	More number of women is assuming the leadership position – 10% increase	Gender segregated No. of chair/ vice chair of the committees/ community level groups	Project MIS
	JFMC/ EDCs micro-plans are revised by adopting the same principles during the preparatory stage.	Gender segregated No. of attendants Minutes of meeting Gender budget	Report by RMU Project MIS
	Project Manager (Gender) is to	By PMU	Report by PMU

Project Components/ Sub-Components	Gender Action	Data Required	Means of Verification
	be engaged in PMU.		
	Trainings on diversified IGA -Women focused (NTPF, Agro forestry, Others), value Chain / business strategy/ marketing – 75%	No. and %age of people with diversified livelihoods (gender disaggregated by head of HH)	MIS
Convergence with other deptts.			
	Facilitate Literacy – 10% increase	No. of household with literacy	Project MIS
	Education program – 10% increase in primary education	No. of household with easy access to primary education	Project MIS
	Coverage in National Health Mission – 20% increase	No. of household with NHM	Project MIS
	Coverage in National Food Security Mission – 20% increase	No. of household with easy access to NFSM	Project MIS
	Development of women entrepreneurs - 100% increase	No. new women entrepreneurs	Project MIS
	Recognizing/ facilitating women who contributed in NRM/ or entrepreneurship development under the project. - 450	No. outstanding performers in NRM/ entrepreneurship development	Project MIS
	Gender disaggregated data collection as part of monitoring	100% Gender disaggregated reports, publication	Project MIS
	Gender impact and main streaming study by third party /JICA, case studies of success – one study eat at the mid-term & end-term	Mid – term & End-term	Project MIS

4. Developing GAP Monitoring & Evaluation Indicators

4.1 Performance Indicators

With a view to ensure Gender Action Plan is objectively integrated in all project activities/ intervention. For this purpose, following indicators to be considered for effective monitoring of GAP implementation and timely course correction if need be;

a) INDICATOR #1: -

No. /percentage of women/men *attending* activities & trainings & meetings

Logic: Reflects male/ female access to meetings linked with the project, training resources etc. - will also be subject to the local gender and interest group demographics.

b) INDICATOR #2:

No. /percentage of women/men *actively participating* in activities & trainings & meetings

Logic: An indicator for the relative involvement and interest of men and women in the context of the exercise at hand.

c) INDICATOR #3:

No. of men/women benefitting from the project

Logic: An indication of equal opportunities and access to benefits (excepting any activities specifically designed with stakeholders to redress a gender equitability issue).

d) INDICATOR #4:

No. of men/women demonstrating leadership in project implementation

Logic: An indication of how gender influences decision making processes.

**Some amount of Budget and resources be kept for implementing GAP*

4.2 Proposed Indicators to Measure Gender Integration

- Base line survey and data collection (sample size 10% -15% of total GPs /Wards selected in project area) *This is to be part of the baseline survey –All measurable performance indicators of GAP have to be captured in the baseline survey.*
- reviewing the progress under GAP at regular interval of times on defined proforma (monthly, quarterly, half yearly and yearly progress)
- Mid-term review and Final review of the project by external agencies.
- Project result framework indicators.

4.3 Monitoring and Evaluation Mechanism for Gender Action Plan

- (a) Monthly report of GAP submission by DMUs on prescribed Proforma
- (b) Quarterly progress report on prescribed proforma by FCCUs
- (c) Preparation of GAP report by Program Manager Monitoring.
- (d) Annual report on status of GAP, report to be prepared by Program Manager monitoring.
- (e) For monitoring and taking necessary corrective decisions at PMU level Executive Committee shall assume the function of Gender and M&E Committee
- (f) At DMU level, DMU Chief shall monitor and assess GAP on quarterly basis and report to Committee.
- (g) At SDMU level, SDMU Chief shall monitor and assess GAP on quarterly basis and report to Committee.
- (h) At RMU level RMU Chief shall monitor and assess gender situations at range level and compile quarterly report based on the project MIS and field observations. Ward facilitators and Ward Mobilisers shall

provide regular inputs to FTU Coordinators for the purpose of monitoring.

- (i) In the Preparatory phase of project, regular monthly interaction of PMU with social staff posted at RMU level for better implementation of GAP.
- (j) Gender and M&E Committee is responsible for the implementation of gender policy and spread across organizational structures, rather than concentrated in small central units.

Table showing responsibilities of staff at different levels to monitor Project GAP

Sl. No.	Details of Report	Why whom	To whom	Remarks
1.	Monthly Progress Report (MPR) Annexure-II	FTU officer	DMU	RMU Chief/ Livelihood Coordinator shall monitor and assess gender situations at range level and compile quarterly report
2.	Consolidated Monthly Progress Report	DMUs	PMU	DMU Chief shall monitor and assess GAP on quarterly basis and report to Committee at PMU
3.	Quarterly Progress Report (QPR)	DMUs	PMU	Review the implementation
4.	Monthly Review	Gender and M&E Committee (Executive Committee)	M& E Cell for publication	For monitoring and taking necessary corrective decisions at PMU level
5.	Quarterly GAP Report	Program Manager (M&E)	GB, HPC, JICA	Report showing implementation Status of GAP

6.	Half Yearly Report Annexure-III	1.RMU to DMU 2.DMU	PMU	Status of implementation	GAP
7.	Annual Report Annexure-III	1.RMU to DMU 2.DMU	PMU	Status of implementation	GAP
8.	Annual Status Report Annexure-IV	Program Manager (M&E)	GB, HPC, JICA	Status of implementation	GAP

5. Training on Gender Mainstreaming

The indicative gender training modules for various stakeholders are given in the table below. *The training program can be reviewed and modules can be prepared by the Gender Specialist engaged by PMU during the 1st year of the project implementation.* The training programs for RMU staffs are to be undertaken as TOT so that they can deliver the gender training programs for the JFMC/ EDC/ Cluster Organisations/ and Gram Sabha sub-committees (if any), and SHG/ JLG members. In case the outsourced agency is to be engaged for TOT for DMU/ RMU, the Gender Specialist/ Project Manager (Gender) shall prepare TOR and assist PMU in short listing the competent agencies. Procurement can be done by quotation by more than 3 short listed organizations. By the time PMC is placed, PMC gender specialist can also provide inputs as resource person.

5.1 Outline of the Training on Gender Mainstreaming

Project Implementation Unit	Topics to be covered	Duration	Category of the Participants
PMU/FCCU	<ul style="list-style-type: none"> ❖ Human Rights and legal provisions in India ❖ Gender based violence 	2-3 Day	PMU officials/ staffs

Project Implementation Unit	Topics to be covered	Duration	Category of the Participants
	<ul style="list-style-type: none"> ❖ Gender awareness ❖ Gender and leadership and governance ❖ Gender Action Plan for SCATFORM and M&E ❖ Gender Budgeting ❖ Gender Analysis (Role play) 		
DMU/FTU (TOT Mode)	<ul style="list-style-type: none"> ❖ Human Rights and legal provisions in India ❖ Gender based violence ❖ Gender awareness ❖ Gender and leadership and governance ❖ Gender roles and relations in the project areas ❖ Gender Action Plan for SCATFORM ❖ Gender Budgeting ❖ Gender Analysis (including field exercise) ❖ Gender Monitoring 	4 days	DMU subject matter specialists/ FTU coordinators
VFDS/ BMC/ Cluster Organizations	<ul style="list-style-type: none"> ❖ Understanding gender ❖ Gender situation in the villages through gender analysis ❖ Gender action plans for SCATFORM 	2 days	Executive members of JFMC/ EDC members/ Cluster Organizations/ Livelihood Coordinator/ Community

Project Implementation Unit	Topics to be covered	Duration	Category of the Participants
	<ul style="list-style-type: none"> ❖ Gender budgeting ❖ Gender dimensions in FEMP and CD&LIP preparation ❖ Gender dimensions in VFDS/ BMC/ BMC sub committees/ Cluster Organisations – leadership & governance 		Organizers
CIG/ SHG	<ul style="list-style-type: none"> ❖ Understanding Gender ❖ Gender situation in the villages through gender analysis ❖ Gender awareness ❖ Gender relations in the project areas ❖ Gender action plans for SCATFORM 	2 days	Representatives of SHGs/ JLG

5.2 Conducting the Gender Training

These Gender capacity building trainings will be organized separately for different level of officers/ field staff.

Technical trainings will be for skill up gradation. Trainings of PMU/DMUs/SDMUs/ RMUs will be conducted in identified institutions. Front line staff would be trained by expert from inside or outside the project. For Livelihood Coordinator/ Community Organizers special TOT trainings will be organized so that they can further impart trainings to JFMCs/EDCs/CBOs. Trainer for imparting training to trainers would be identified by PMU/PMC.

Every year training calendar is to be prepared and approved from GB of society.

Under Gender Trainings different topics such as Gender analysis, Approaches and strategies to Gender mainstreaming and Integration; Human rights and Gender based Violence; Gender awareness, Equality and advocacy; Gender responsive budgeting; Mainstreaming Gender into Leadership and Governance etc. would be covered.

Training for PMU and identified trainer should be conducted from National level Institutes such as IIM Lucknow, IIM Ahmedabad, IIM Udaipur, IIM Trichy, NIRD PR, ASCI Hyderabad, etc. Training for RMUs/ Livelihood Coordinator/ Community Organizers can be held at IIRMA Gujarat, NIRD Hyderabad or any other reputed organizations or by hiring resource persons for conducting these trainings in house.

5.3 Evaluation of Gender Training

PMU would seek feedback from participants. A feedback form will be designed and provided by PMU for nominee to submit feedback as well as brief report after training. Feedbacks and learning of the participants will be stored as knowledge document, and will be utilized for future trainings.

ANNEX-I :: Broad Gender Action Framework under SCATFORM

Issues/ Project Objectives	Actions to be taken	Output Indicators	Outcome indicators	Impact indicators	Means of verification	Responsibility
Women Leadership Development in Community Institutions and Women Participation						
Policy revision of JFMC (ref checklist) ensuring women become Chair/Vice-chair, have equal rights for voting, equal share of benefits)		No. and %age of women in community Forestry institutions and %age of women in EC and decision-making positions	No. of actions/ issues taken up which are raised, led by women	Change in women's household role and activities	Meeting minutes MIS system, Impact study, baseline, end-line, MTR reports QPR and annual report	Coordinator (Gender and Convergence)
Leadership Development Training		No. of women trained	No. of actions led by women	Positions occupied institutions women	Impact study, baseline, end-line, MTR reports QPR and annual report	Director (LCD)
Planning done in women groups (micro plans, APO, TNA		No. of meetings with women groups at community	No. of plans made for women exclusively	Activities implemented exclusively for women	Community registers (JFMC/ SHG minutes) QPR & Annual Report	Coordinator (Gender & Convergence)
Facilitate - literacy & Education programme		No. and %age of women linked schemes with literacy	Literacy ratio Among women (trend) increased	Change in literacy rate, change women's household and activities in role	Impact study, baseline, end-line, MTR reports	-do-
Exposure visits		No. and %age of	Change level in	Change in	Audited report of	Director (LCD)

Issues/ Project Objectives	Actions to be taken	Output Indicators	Outcome indicators	Impact indicators	Means of verification	Responsibility
		women went for exposure visits	awareness level	attitude, practices	project/JFRMC/ED C	
Gender training		No. and %ages of women attended gender training	Better understanding of gender & gender issues	Change in perception about gender, roles & responsibilities	Training modules, Project budget documents QPR & annual report	-do-
Networking among women groups		No. of network formed with a purpose	No. of activities undertaken as a network, no of meetings organized	Increase in bargaining/negotiation power of women network	Impact study, baseline, end-line, MTR reports, evaluation study, QPR & annual report	Implementing organizations / PMU
Social Upliftment of women by reducing their work load						
Easy access to water		%age of reduction of time in accessing water resources	%age of decrease in time spent for accessing water resources	%age increase women's participation paid work	Socio-economic baseline vs end line Case studies Regular monitoring formats (M&E indicators)	Implementing organizations / PMU
Alternative source of fuel/ Introduction of fuel saving cooking stove		%age of reduction of time in collection of fuel No. of cases linked with LPG scheme / solar & other alternative schemes	%age of decrease in time spent for fuel collection and %age of increase in use of LPG cylinders	%age of increase in women's participation in paid work	-do-	-do-
Land rights, access to and		No. and %age of	No and %age of	Change inland	-do-	-do-

Issues/ Project Objectives	Actions to be taken	Output Indicators	Outcome indicators	Impact indicators	Means of verification	Responsibility
control over FRA land (titles)		women sensitized /aware of FRA Act and their rights	recorded forest land usage and ownership (gender disaggregated) collectively & individually	access, control policies, legal framework as well as local practices addressing gender inequality		
Convergence with other line departments on health and food security		No and %age of women sensitized/ aware of schemes	No. and %age of women linked with health and PDS schemes, percentage of women availed institutional delivery, %age of children immunized	Change in health status, malnutrition of children, nutrition intake level of mother & child,	-do-	Coordinator (Gender & Convergence)
Economic Upliftment of Women through Project works						
Trainings on diversified IGA -Women focused (NTPF, Agro forestry, Others), value Chain / business strategy/ marketing		Types of trainings conducted and no. of people trained (women and men)	No. and %age of people with diversified livelihoods (gender disaggregated by head of HH)	Diversified livelihoods (options increased)	Total employment creation (records of community institution) Community asset creation (Log) Baseline-End-line study Impact study	Director (LCD) & Coordinator (Gender & Convergence)
Equal wages, employment opportunities		Wage structure (gender-wise) prevalent in area percentage of men and women	%age of women employed on equal wage at par with men	%age of increase in women's employment on equal wages at par with men	-do-	-do-

Issues/ Project Objectives	Actions to be taken	Output Indicators	Outcome indicators	Impact indicators	Means of verification	Responsibility
		employed in similar type of employment				
Development of women entrepreneurs		No. and %age of people/artisan participated in IGA (eco-tourism activities, handloom, handicrafts, NTFP based etc. directly (gender wise)	%age increase in income received from newly adopted economic activities Presence of a Convergence Framework for integration with other policies/ programmes for livelihoods, economic upliftment (link with other line departments)	Income changed from land-based / forest dependent activities in project area (from forest, agriculture to micro enterprises, value added products & services like - eco-tourism)	-do-	-do-
Research /Documentation, Visibility and Recognition of Women's contribution						
Socio-economic baseline capturing different needs /status of men and women		Survey report (provide necessary picture to support fine tuning programme intervention strategies)	Strategic changes in Programme approaches/ intervention s	%age change in social behaviour towards women	Survey reports Project reports Publications	-do-
capturing different needs /status of men and women						
Recognizing/ felicitating women who have contributed to natural		Women entrepreneurs, are motivated to work	Mid-term strategic fine-tuning	Increase in No. of women leaders	Case studies , project reports, news clippings/	-do-

Issues/ Project Objectives	Actions to be taken	Output Indicators	Outcome indicators	Impact indicators	Means of verification	Responsibility
resource management and/or entrepreneurship development in outstanding way under this project		better, Social recognition enhanced			media reports	
Gender disaggregated data collection as part of monitoring		100% Gender disaggregated reports, publication	Change in women's role in households and outside	%age in change in role of women in every sphere of social and economic activity	Reports/ documents/ case studies	-do-
Gender impact and main streaming study by third party /JICA, case studies of success		MTR commenting on progress related to gender mainstreaming, end-line capturing the change in gender equality-gap, reports with recommendations (Focused understanding on progress of gender mainstreaming & limitation), Reports with recommendations,	Positive trend of participation of women in social and economic activities	Increase in %age of participation of women in social and economic activities	Reports/ documents/ case studies	-do-

Issues/ Project Objectives	Actions to be taken	Output Indicators	Outcome indicators	Impact indicators	Means of verification	Responsibility
		change captured in quantitative and qualitative ways (case studies are available),				
Gender Mainstreaming in TFD						
Develop Gender Policy and GAP of TFD, Gender Trainings for TFD staff of JICA project, Gender specific budgeting, gender-balanced staff deployment at HQ & Field (for project) including Gender Focal Person at HQ	Policy development initiated GAP developed and adopted in a participatory way Finance section understand and practice gender budgeting and analyze budget from gender perspective	Enhanced coordination of gender mainstreaming & successful implementation of GAP, Gender policy in place and helpful in addressing gender gaps and grievances from a holistic perspective, need based staff appointed keeping in mind the gender ratio	Gender Mainstreaming institutionalized (Policy & practice), women's visibility and recognition in Forest management enhanced	GAP Gender budgeting documents Gender Focal person deployed Audited reports of PMU/DMU/SDMU	PMU	
Develop M&E with gender indicators which are Specific, Measurable, Achievable, Realistic and Tangible (SMART) and integration of gender specific activities with MIS	M&E with gender indicators in place	Gender based assessment and analysis shows increase in participation of women, role reversal, leadership, economic and social activities and also in forest management	Gender (women and men) role is More focused and reflected in project interventions and impact	MIS system with gender specific provision of capturing/ using /disseminating data/information	Director (MIS/ GIS, Environment & Social Safeguards	

ANNEX-II :: Format for Monthly/Quarterly Progress Report of GAP in SCATFORM

Sl. No.	Gender Action Plan activities	Target (No.)	Achievement (No.)	Remarks/Reasons
A	PLANNING			
1.	During planning meetings held separately with women and men			
2.	Women working group formed under VFDS/BMCs			
3.	Plans where (during deciding the treatment areas), women representatives are present/consulted.			
4	Plans wherein species identification/ selection for the treatment areas, has been done by giving opportunity to women group			
5	Plans prepared where men and women discussed separately to formulate their own plan, which further synthesized in plenary			
6	Plans where drudgery reduction related activities included as part of CD&LIP.			
B	TRAININGS			
1	Gender training imparted to HPFD Officers (CCF/CF/DFOS/ACF/SMS/ROs).			
2	FLS trained in gender aspect (Front level staff i.e. BOs, Forest			

	Guards, FTU Co-coordinators, Computer operators etc.)			
3	VFDS/BMCs/UGs/CIGs/SHGs trained in gender aspect.			
4	Trainings conducted keeping in view venues and timings considering women's daily schedule and requirement.			
5	Training conducted where gender segregated toilet facilities available.			
C	PROJECT PUBLICATIONS			
1	Community level training programs conducted in local languages other than Hindi.			
2	Guidelines and manuals for community level organizations are in Hindi.			
3	Key aspects of the project prepared in the audio-visual materials in the local languages other than Hindi.			
D	WOMEN REPRESENTATION			
1	Female ward facilitators engaged in VFDS/ BMC			
2	Plans where in Women identified livelihood activities.			
3	Plans with Gender budgeting adopted as per project norms (40% of the total budget.)			

4	% of Women staffs/ officers engaged at DMU/FTU level (it should be more than 40% of the total staff members.)			
5	No. of VFDS where women are president/vice-president/ general secretary /etc.			

ANNEX-III :: Format for Half Yearly/Annual Progress Report

Result Framework and Monitoring (Indicators to Measure Gender Integration)

Project Objective

To manage and enhance forest area ecosystems in the project area, by sustainable forest ecosystem management, biodiversity conservation, livelihoods improvement support and strengthening institutional capacity, thereby contributing to environmental conservation and sustainable socio-economic development in the project area in the State of Himachal Pradesh

Performance indicators	Unit	Baseline	Progress Made	Remarks
Beneficiaries				
Project beneficiaries	No.		1. Institutional development 2. Livelihood	
Of which women beneficiaries	% age		1. Institutional development 2. Livelihood	

Performance indicators	Unit	Baseline	Progress Made	Remarks
20% of increase in fodder availability over baseline	% age			
Of which women benefitted	% age			
Intermediate results Institutional Strengthening				
300 SHGs established or strengthened with at least Rs. 5000 in bank account each	No.			
300 User groups established or strengthened and are taking care of resources in a sustainable manner	No.			
85% UGs in place with bank account and operations & maintenance policy for the resources they use	% age			
50% VFDS or BMC Meetings with quorum	% age			
%age of women attending project meetings	% age			
FEMPs & CD &LIP developed in a participatory manner and agreed by 90 % GH of ward	No.			
In planning activities minimum 50% women participation	% age			
No. of FEMPs & CD &LIP with fixed 40% of total budget as Gender budgeting	No.			

Performance indicators	Unit	Baseline	Progress Made	Remarks
Women working group constituted/ strengthen under VFDS/BMCs	No.			
No. of BMC sub-committee participating in the training	No.			
No. of VFDS/ BMC sub-committees executive committee with minimum 50% of the women members	No.			
No. of Committees having chair person or vice chairperson woman of VFDS/ BMC. (Reserving the position of the vice chair-person is not acceptable.)	No.			
No. of women elected as president, vice president and secretary of VFDS /BMC sub-committees.	No.			
No. of VFDS/BMC –sub committees where Women benefitted from forestry works (at least 40% of the total No. of work force for plantation and other related forestry works is women)	No.			
Officers/ staff/ community level groups trained in gender	No.			
Women participation. in community-based training	% age			

Performance indicators	Unit	Baseline	Progress Made	Remarks
programs (50% minimum)				
No. of women participation in exposure visits (minimum 50%)	No.			
No. of women and men receiving training in natural resources management or Livelihood activities /innovative forestry techniques	No.			
Intermediate results: CD & Livelihood activities				
15% of the households in target VFDS/MBC benefit from Livelihood activities				
Of which women %age				
20% SHGs with credit linkage with bank or other financial institutions				
30% CIGs with market linkages;				
Of which women group %age				
Total No. of persons benefitted by CD&LIP funds				
Of which %age of women				

These Monitoring indicators to be filled up on half yearly basis and to be compiled under GAP evaluation plan

ANNEX-IV :: Format For Yearly Monitoring

Monitoring & Evaluation Indicators for Gender & Natural Resources Management

Details of Performance Indicator	Sources of Verification & Tools
<p>%age of women and men actively participating in natural resource management committees (including bank account signatory roles) VFDS/BMC-Sub committees</p>	<ul style="list-style-type: none"> ❖ Committee meeting minutes ❖ Interviews with stakeholders ❖ project records
<p>Over a set period, an increase of 15 percent in incomes from project activities (such as forestry & livelihood activities) among women-headed households in program areas</p>	<ul style="list-style-type: none"> ❖ Household surveys ❖ Project progress reports ❖ Impact assessment by external agencies.
<p>No. of women and men participating in CD& LIP planning processes, and implementation (including preparedness and management) at the community levels</p>	<ul style="list-style-type: none"> ❖ VFDS proceeding registers /records and FTU Coordinator / staff records
<p>Average No. of hectares of forest land planted by women- and men</p>	<ul style="list-style-type: none"> ❖ Project progress reports ❖ Project annual reports
<p>Changes in productive hours spent by, or earnings of women and men, from, IGA , or forest-based enterprises in comparison with baseline (or as percentage of household income)</p>	<ul style="list-style-type: none"> ❖ Case studies ❖ Sample surveys
<p>No. of women and men receiving training in natural resources management or Livelihood activities or innovative forestry techniques</p>	<ul style="list-style-type: none"> ❖ project progress reports/records ❖ Training records
<p>No. of men and women producing NTFP crops</p>	<ul style="list-style-type: none"> ❖ Project reports ❖ Household surveys
<p>%age of men and women farmers who have access to high-quality, locally adapted planting material</p>	<ul style="list-style-type: none"> ❖ Project progress reports/mid-term reviews ❖ Interviews with stakeholders

Details of Performance Indicator	Sources of Verification & Tools
No. of households benefiting from Jadi Buti Cell activities.	<ul style="list-style-type: none"> ❖ Project records and mid-term reviews ❖ Interaction with stakeholders
No. of women headed households benefiting from Jadi Buti Cell activities.	<ul style="list-style-type: none"> ❖ Project records and mid-term reviews ❖ Interaction with stakeholders
No. of women groups and men groups receiving environmental services payments for protecting sacred grooves or areas of high biodiversity	<ul style="list-style-type: none"> ❖ Project records /HPFD records ❖ Protected area management committee records and meeting minutes or BMC –Sub committees
%age of men and women owning and using energy-efficient technologies and low-carbon practices i.e. use of LPGs, fuel saving Chullha , solar heaters, solar cookers etc.	<ul style="list-style-type: none"> ❖ Household surveys ❖ Interviews with stakeholders

Back Page with few
photographs & address