

# INDEPENDENT Annual Review of **GENDER** MAINSTREAMING



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# ABBREVIATIONS

BC	Biological Corridor
BFL	Bhutan For Life
BWS	Bomdeling wildlife sanctuary
CCA	Climate Change Adaptation
CFMG	Community Forest Management Group
CVCA	Community based Climate Vulnerability and Capacity assessment
DRR	Disaster Risk Reduction
GAP	Gender Action Plan
JDNP	Jigme Dorji National Park
JKSNR	Jigme Khesar Strict Nature Reserve
JSWNP	Jigme Singye Wangchuck National Park
JWS	Jomotshangkha Wild Life Sanctuary
NCHM	National Centre For Hydrology And Metrology
NPPC	National Plant Protection Centre
NWFP	Non Wood Forest Products
PAs	Protected Areas
PNP	Phrumshengla National Park
PWS	Phipsoo Wild Life Sanctuary
RBP	Royal Botanical Park
RMNP	Royal Manas National park
SWS	Sakten Wildlife Sanctuary
UWICE	Ugyen Wangchuck Institute For Forestry Research And Training
WCNP	Wangchuck Centennial National Park





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# EXECUTIVE SUMMARY

The Bhutan for life project being a 14 year financial bridge provides the country the opportunity to contribute towards its constitutional mandate of maintaining a minimum of 60% forest coverage in the country.

In the the vogue of contributing towards the country's constitutional vision Bhutan for life have strategized various measures in all the protected areas in the country that includes national parks, nature reserves, biological corridors and wildlife sanctuaries.

While several conservation efforts are being exerted in the protected areas, the Bhutan for life project has also touched upon other universal value systems such as " Gender Mainstreaming" and made inclusions of gender component in the project. Thus, a gender action plan for the project has been implemented in all the protected areas.

For the activities that are implemented under project, the annual independent review has been carried out for the period 2020-2023. Under the review, several key findings have been identified in the context of implementation of the gender component in the protected areas.

One of the key findings is that owing to the covid situation, most of the recommendations of the Gender action plan could not be implemented owing to the Covid -19 pandemic situations. Despite the pandemic situation, several activities that contributed towards empowering the women have been carried out in the protected areas. Women's participation in training and advocacy campaigns have improved, women's savings group have been specifically formed targeting women, skills development have been carried out in the field of culinary arts and home stay operations and management. Further women's participation in the conservation efforts have improved compared to previous years and their standard of living has also improved with access to various energy saving devises such as access to bio gas energy, access to protected farming and access to electricity.

Through the project several measures have also been drawn to enhance the livelihood of the women in the communities by developing women led rural enterprises in the community. While several contributions have been made contributing towards mainstreaming gender in the communities, setbacks have also been identified on the inability to implement several targeted activities in the protected areas.

Based on the analysis of the set backs, recommendations are set out to achieve the targets as specified in the Project targets specifically in relation to mainstreaming gender in the communities.

Of the key recommendations, one highlight is to review, re-evaluate and to reset the project targets and then implement the activities based on the redefined targets to achieve the project objects in the context of gender mainstreaming.



## A. PROJECT BACKGROUND INFORMATION

The Bhutan for life project commenced with the key objective to contribute towards its constitutional mandate of maintaining a minimum of 60% of its land area under forest cover. At the international level, as pledged to remain a carbon neutral country under the Paris agreement.

Bhutan for life project is a 14 year financial bridge that allows for immediate improvement in management of Bhutan's protected areas for climate resource and prompt delivery of mitigation, adaptation and biodiversity gains.

To objectives of the project are perceived to be achieved through the implementation of the following components:

- a) Mitigation : Increasing forestry and land use climate mitigation
- b) Integrated adaptation in communities and ecosystems to improve natural resource management for livelihoods and climate resilience.
- c) Climate smart conservation to enhance provision of ecosystem services
- d) Effective management of protected areas
- e) BFL program management to ensure efficient implementation of the BFL program.

*(Source - TOR independent annual review of gender mainstreaming-2023)*

Based on the broader vision of the project, a Gender Action Plan has been generated for insertion into the project for the purpose of mainstreaming gender in the PAs specifically and Bhutan as a whole.

In the context of gender mainstreaming in the PAs, based on the GAP, the project outcomes specified are

### **Output 1: Increased knowledge on Non-Wood Forest Products (NWFP) and alternative income generation activities enhanced for women/girls.**

#### **Activities under Output 1:**

1. Conduct training for women/girls on skills development for value addition on NWFPs
2. Promote women led Ecotourism

3. Establish Women's groups
4. Establishment and implementation of community learning and action centers to empower poor women and other marginalized people, to encourage active participation in climate adaptation, community forest management and PA planning

### **Output 2: Increased women's participation and decision making.**

#### **Activities under Output 2:**

1. Ensure active participation of women in consultation and decision making during project planning and implementation.
2. Conduct training on women's leadership and empowerment

### **Output 3: Increased Resilience of vulnerable communities, including women and girls.**

#### **Activities under Output 3:**

1. Conduct Gender Training/ Awareness
2. Build awareness and capacity of the women/girls on climate change adaptation (CCA) and disaster risk reduction (DRR) that includes differential vulnerability of different groups in the community

### **Output 4: Enhanced capacity on gender mainstreaming.**

#### **Activities under Output 4:**

1. Conduct training on gender mainstreaming for Protected Area (PA) staff
2. Mainstream gender in PA management plans
3. Conduct awareness on relevant conservation laws and policies

*(Source:Independent Annual Review of Gender Mainstreaming For the Bhutan for Life Project (2019)*

## **B. OBJECTIVE OF ASSIGNMENT**

For the assignment "Independent annual review of gender mainstreaming" for the Bhutan for life project, the key objectives of the review are as follows:

### **1. Gender Action plan**

Review the action plan on the extend to which activities have been implemented based on the works plans with insertion of the gender component. Carry out analysis of the relevance and achievement of the targets and objectives set out in the gender action plan based on the theme of gender mainstreaming. Identify relevant areas of issues and concerns from a gender perspective and carry out recommendations.

### **2. Project implementation and adaptive management**

Under the review component, various segments of the the project implementation part needs to be reviewed and assessed such as management arrangement, work planning, monitoring and evaluation, stakeholder engagement and reporting.

### **3. Conclusion and recommendations**

Based on the above review and assessments to chalk out recommendations that can rectify the gender components that were left out during the phase of the project implementation.

## **C. APPROACH AND METHODOLOGY**

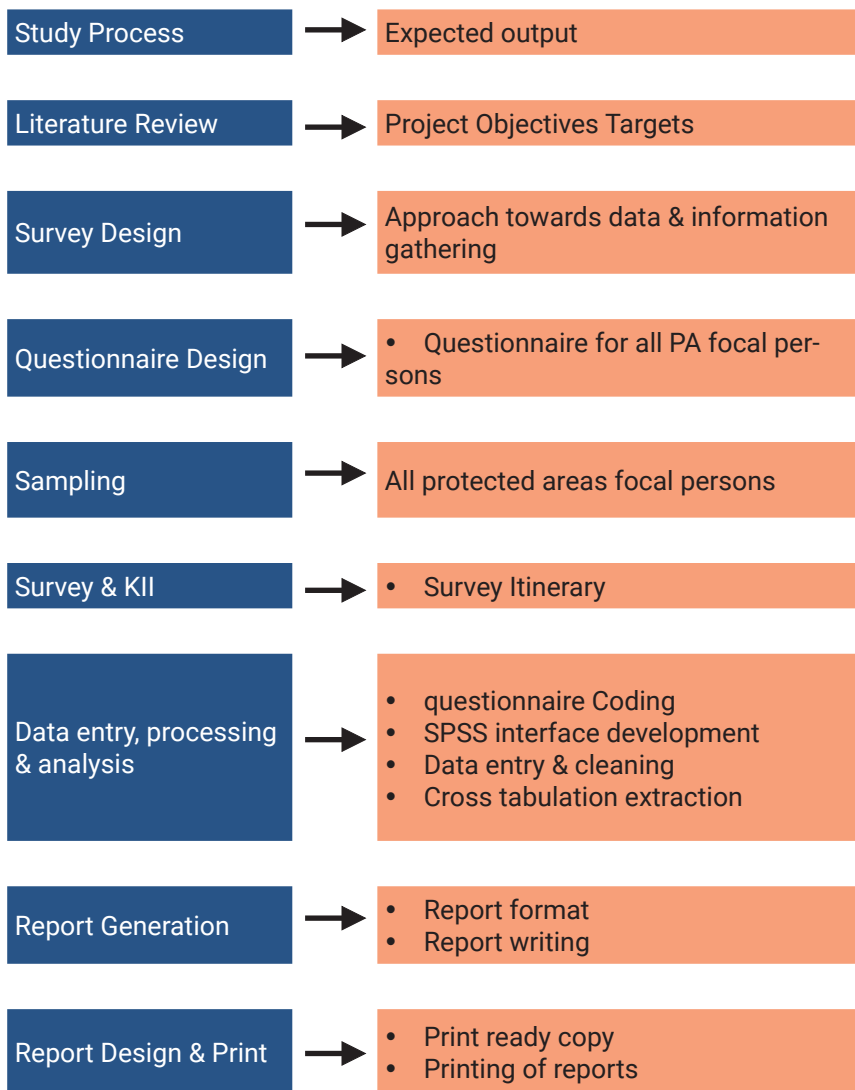
In carrying out the annual review and assessment assignment the following approaches and methodology have been adopted to complete the study.

### **1. Desk Research**

Documents such as base line study reports, Gender action plan, annual progress reports, impact assessment study report and other project documents as listed out in the TOR have been reviewed in the context of its objectives, indicators and results to understand the project purpose and to identify the areas of assessment.

### **2. Survey framework Design**

Based on the desk research, a survey frame work was designed to provide the approach towards the study in line with the expected outputs and results. For the study, the following approach has been applied.



### 3. Questionnaire design

Based on the Desk review, a set of comprehensive questionnaire has been designed to make it inclusive to include different field focal persons under the BFL project who have implemented the activities. (Annexure I: Survey Questionnaire )



#### 4. Sample design

Being an annual review and assessment, all the PAs, including 3 institutions have been enumerated and relevant information gathered from their field through the focal persons.

#### 5. Key Informant interview

Besides the key focal field persons, relevant interviews have also be carried out with the selected community members and relevant officials in the assessment of the activities through the gender lens.

#### 6. Field Visit

Selected sites have been visited after the KII into whose responses on the survey interview are not able to provide adequate information with regard to the gender mainstreaming activities in the communities.

#### 7. Data entry, cleaning and processing

Quantitative data that are collected through the survey form has been processed in SPSS and relevant and meaningful information have been gendered for the purpose of generating the report.

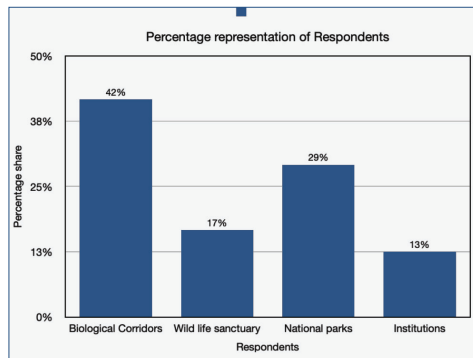
#### 8. Report Generation

Based on the information gathered, the report has been generated using both quantitative and qualitative data. The triangulation of the qualitative and the quantitative data has been carried out to make the analysis and to subsequently generate the recommendations and draw conclusions.

### D. RESPONDENTS

For the purpose of the independent review, a total of 24 respondents were approached comprising of 10 biological corridors, 4 wild life sanctuaries, 7 national parks and 3 institutions.

The highest percentage representation of of the respondents are the biological



corridors with 42%, followed by national parks with 29%.

The representation of the wild life sanctuaries is 17% and the institutional representation is 13%. (Annxure II -Name and list of the PAs and the contact persons list)

## E. PROJECT DESCRIPTION

In the Protected Areas and the institutions, under the aegis of the Bhutan For Life Project, diverse activities are carried out for the period 2020-2023. Of the various activities carried out the dominant categories of activities are development of infrastructure, maintenance of infrastructure, supply of tools and equipments to the communities, development of amenities in the communities, development and revitalization of wild life infrastructure , research on conservation opportunities, development of capacity in the the communities, advocating conservation efforts in the communities and developing entrepreneurial capacities in the communities to enhance the livelihood of the community members.

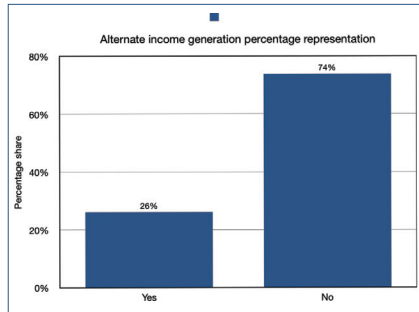
### **(Annexure III- Specific details of activities carried out in various protected areas for the period 2020-2023)**

From the analysis of the project description, only few scopes could be identified specifically for gender mainstreaming, since most of the activities carried out are of construction, research, conservation efforts, supply of energy saving technologies, construction of facilities, installation of technology, carrying out of routine duties with use of technology etc. Only few activities such as advocacies, campaigns and rural entrepreneurial capacity development programs present the scope where not only women but also men could be involved as a whole community.

On the current assessment, the only scope identified where gender mainstreaming components could have been inserted are in the fields for rural entrepreneur capacity development trainings, waste management programs, recruitment as day workers, and as participants to various advocacy programs.

## F. SITUATIONAL ANALYSIS

Besides UWICE , of the 23 project landscape areas, it is stated that while implementing the activities of BFL project, 26% (6 PAs) stated that it has created “Alternate income generating activities” for women in the communities.



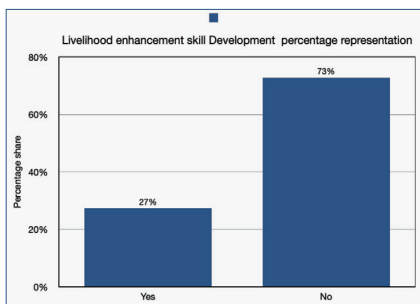
However, majority of the Protected areas represented by 74% (17 PAs) stated their inability to create any such avenues while implementing the activities of the BFL project.

For the 6 Protected areas that have carried out the alternate income generating activities for women, some of the activities are, facilitating in the expansion of the already existing women’s group by providing additional equipments and facilities, providing training on culinary arts, capacity building on management of eco camps and facilitating the operation of home stays.

In some areas specifically women were provided the opportunity to work as days workers for the activities of the BFL project as an alternate livelihood source in the community.

Further many women from the community being members of the CFMGs and NWFPs at their respective communities, earn supplement income through the surplus operations of the groups on an annual basis.

Of the 74% (17 PAs) that could not create any “Alternate income generating” activities for women in their respective areas, some of the key challenges have been the inability to carry out the activities owing the covid -19 situation despite having planned the activities, lack of specific budget to implement such activities, inability to appropriate budgets from earmarked activities, inability to plan for the lack of technical expertise (rural entrepreneurship development) and the lack of specific instruction to carry out such activities.



Of the 24 protected areas excluding (UWICE & Bumthang-BC), 73% (16 PAs) of the respondents stated that they have not carried out any activities pertaining to “livelihood enhancement skills development” for women in their respective protected areas.

Only 27% (6 PAs) stated that they have carried out livelihood skills development for women their respective areas.

Of the 27% (6 PAs) that stated to have developed the “livelihood skills” in women in their communities , the skill development trainings programs are as follows:

- Installation and Maintenance of bio gas plants.
- Training on culinary arts and food & Beverages.
- Training on home stay management and operation.
- Development of skills through on sight learning by enrollment into various construction activities.

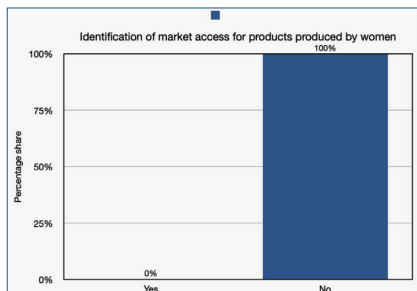
For the 73% (16 PAs) that could not carry out any skill enhancement programs and trainings, the key challenges stated are

- Lack of permanent settlements within the protected areas
- Settlement areas being located at far flung areas away from the periphery of the protected areas BC6
- Household settlements being scattered at far flung distances
- Communities being nomadic in nature
- Lack of specific budget to execute women specific activities
- Lack of proposition for activities from the community members and
- The absence of specific directions from the relevant authorities to carry out the activities.
- Irrelevance of the inclusion of the communities for some conservation activities owing to the fact for the activities to be executed being technical in nature.
- Covid 19 situation had been one of the main constraint distorting all the planned activities.

The skill development programs carried out by the 27% (6 Pas) appears quasi skill development programs and not life skills programs such that they would be able to use in their community lives throughout.

For the remaining 73% (17 PAs), the specific key reason prevails except for the lack of access to budgets for carrying out such activities.

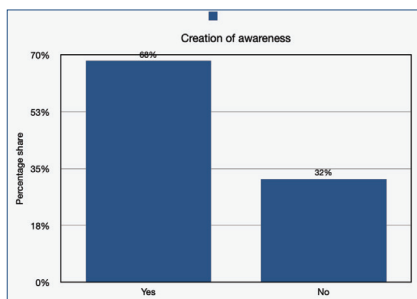
For the products produced by the women in the communities, such as surplus agricultural products, dairy, poultry, NWFP products, bamboo products, all the 22 respondents (Excluding UWICE & BC Bumthang) stated that exploration to identify opportunities for market access for women have not been carried out.



The key reason for not exploring the market opportunities to identify market access for the products produced by women are as follows:

- Existence of already established individual house hold supply chain for various surplus products.
- Practice of subsistence farming without surplus production by the households in the communities
- lack of awareness that market access for surplus products produced should be explored and created by the field staff
- Lack of direction to explore the opportunities for market access from relevant agencies
- Lack of separate specific budget for market exploration to identify market access
- Role confusion with agencies such as DAMC who aggregate surplus products from the communities

15 PAs represented by 68% of the respondents stated that, Awareness raising, capacity building and planning for climate change adaptation and disaster risk management has been carried



out in the context to reduce the vulnerability of the communities.

Of the various awareness that has been created, the topics for advocacy and capacity building in the communities included:

- Environment and social security assessment and social safeguard awareness campaign
- Awareness on gender equality, equity and gender mainstreaming
- Forest Fire prevention and environmental and social safeguards
- Awareness on Water shed management
- Conservation of drinking water reservoir
- Importance of forest conservation and community forest management
- Significance of harnessing solar energy and its benefits
- Awareness on illegal logging and poaching
- CVCA (Community based Climate Vulnerability and Capacity assessment)
- Awareness and campaign on waste management

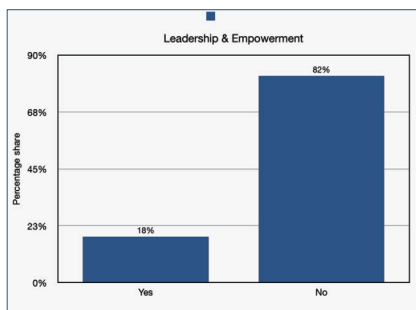
For the 32% (6 PAs) that did not carry out any programs pertaining to climate change adaptation and disaster risk management, the key challenges have been as follows:

- The lack of specific budget head ear marked to carry out such activities
- Lack of opportunity and space since most of the activities pertained to development of the field infrastructure, purchase and installation of equipments and revitalization of wild life infrastructure such as reviving waterhole and salt lick space.

On the creation of awareness and several programs have been carried out and one of the key drivers for the achievement has been the inclusion into the “Work plan” tied with specific budget heads.

Of the several benefits, by carrying out such activities, some of the key direct benefits accrued at the community level are in the areas of waste management, gender advocacy, and management of water reseviour.

18% (4 PAs) provided Leadership and Empowerment Trainings to women in the community prior implementation of projects in their respective protected areas to empower the women for negotiating their stakes on the commencement of the projects.



Some of the key empowerment trainings provided was on gender equality and equity, Leadership training for women members of CFMGs and NWFP groups.

For the 82% (18 PAs), that could not provide leadership & empowerment trainings, some of the challenges stated are :

- The unfavorable circumstance posed by the Covid-19 situation,
- Lack of awareness on the need to provide such trainings prior implementation of the projects, -Lack of specific budget head to implement specific activities
- Lack of planning triggered by absence of instruction from relevant authority and
- Lack of existence of women's group in the community

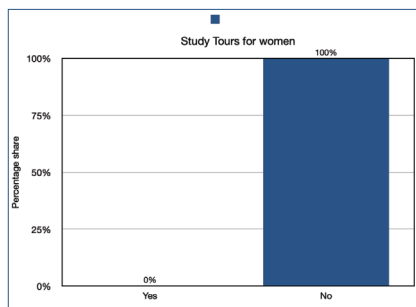
For the inability to provide leadership and empowerment trainings to women in the community, (82% 18PAs), one of the key reasons has been the lack of resources to carry out such activities and the lack of planning.

Further most of the PAs could not identify the recommendations of the GAP as their mandates while planning their activities.

Non of the 22 PAs carried out any study tours specifically for women .

The key reason stated for the inability to organize the study tour programs were:

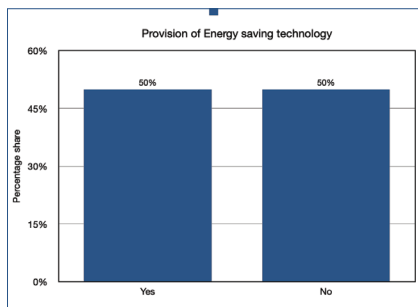
- Lack of specific budget to carry out such activities and the



absence of instruction

- Lack of zeal and enthusiasm from the women in the community for reasons to take care of the household and farm activities

Non of the PAs have carried out any specific study tour for women in their PAs. The key reason stated is the lack of access to funds and zeal from the women in the communities.

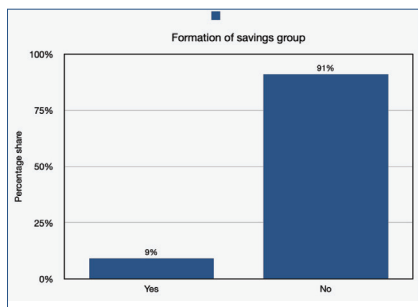


Of the 22 PAs, 50% (11 PAs) provided energy saving devises, the items distributed included such as purchase of input materials for biogas and installation of Biogas plants, installation of solar lighting system for mobile communities such as herders, installation of solar electrical fencing in the cluster communities, supply of

electric stove and supply of incense drying machines.

For the remaining 50% (11PAs), that could not provided energy saving devises to the community, the key reasons have been the lack of budget.

Of the 50% of the PAs that provided energy saving technology, the key benefits for the women have been the improvement in hygiene situation such as cooking through the use of bio gas, access to communication gadgets, access to solar lighting systems, practice of protected farming through installation of electric fencing.



Only 9% (2 PAs) JDNP and WCP has formed two women's savings group with only women members.

The remaining 91%(20 PAs) does not have any specific women's group. One of the key reasons being the non necessity to form separate women's savings group since most

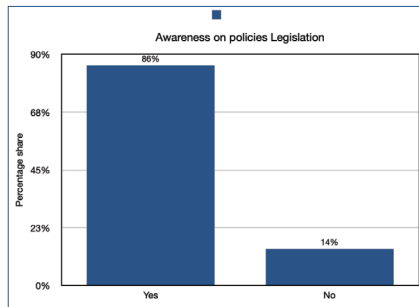


of the women from the community are either members of the CFMG and NWFP group.

Further it is also stated that for far flung scattered household settlements, the model of formation of women's saving group is not feasible.

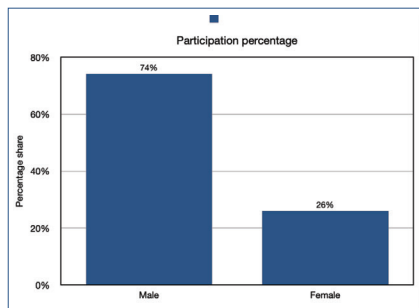
While 91% (20PAs) have not formed any specific women's savings groups, the key reason has been the duplication of the activity since most women in the communities being members of either CFMGs or NWFP groups.

In the implementation of the activities under the BFL project, 86% (18 PAs Excluding Bumthang BC, UWICE, NPPC) have stated that they have created awareness programs in the communities on policies and legislations pertaining to environment conservation, disaster risk reduction and other legislative matters pertaining to nature conservation.



For the remaining 14% that could not carry out any such programs, the key reason has been the non inclusion in the planned activities and lack of budget allocation.

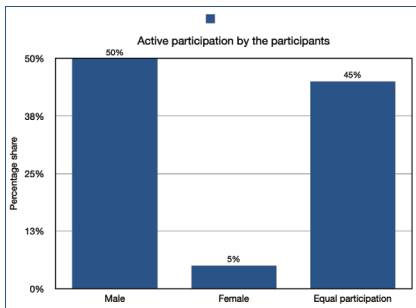
For the 18 PAs that carried out the awareness programs on various polices and legislative topics pertaining to conservation and disaster risk reduction, the participation was dominated by Male participation with 74% representation and with only 26% representation from the females in the communities. The low participation rate by women is accorded to having to attend to the household chores.



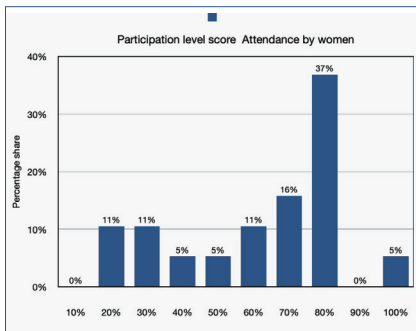
The low participation rate of 26% attendance by the women in the communities for various advocacy and awareness programs reveal that women in the communities are still with the paradigm of having to manage the households rather than moving out.

Of the 26% female participation rate as well, the display of active participation by women is just 5% depicting.

While attending the programs, 1 out of 20 women in the communities attended the programs in full length revealing the burden of having to manage the household activities.



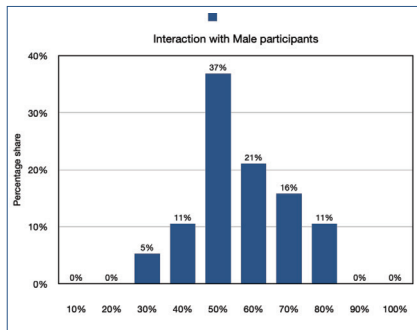
Of the total participation percentage (74% male & 26% female), “the active participation” rate of male is 50%, female 5% and equal participation 45%. Of the 26% of the women that participated in the awareness campaigns, only 1 out of 20 women were able to actively participate like men.



For those women who participated in various awareness programs (26%) , the highest attendance rating is 37% with a score percentage of 80%. This is followed by a percentage representation of 16% on a score percentage of 70%. Only 5% of the women that attended the awareness programs scored a percentage score of 100%.

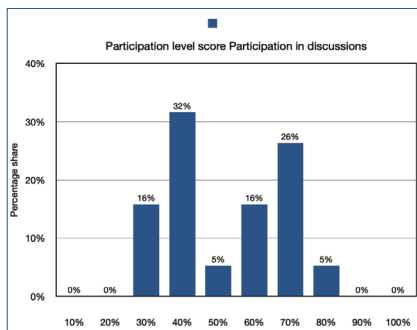
In terms of attendance only 1 out of 20 women fully attended the awareness programs.

Of the 26% of women who participated in various awareness programs, 11% interacted actively with male participants with a percentage score representation of 80%, followed by 16% of women with score representation of 70%. 21% made a score representation of 60% and most of the women 37% actively interacted with the male participants with a score representation of 50%.



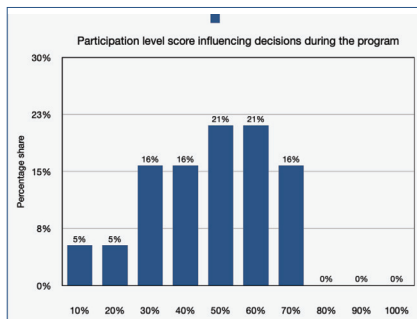
Non of the women participants were able to equally interact with the male participants with 0% score on the percentage score of 90% & 100% scale.

Even on the participation level score for “participation in discussions” during the attendance to the awareness programs, non of the women were able to equally get into discussions with male participants with 0% representation on the percentage scores of 90% and 100%.

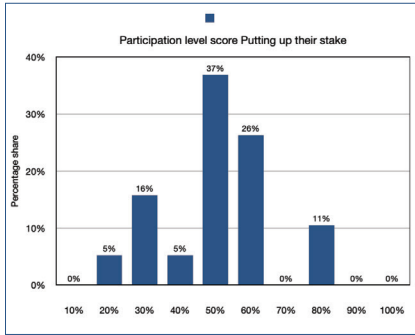


53% of the women who participated in the awareness programs, scored a percentage score of 50% and below depicting the dominance of participation by men.

While attending the awareness programs, the 0% representation score on the percentage score of 80%,90% and 100% depicts the little influence that women had in influencing decisions during the awareness programs. How ever on an average, 58% of the women

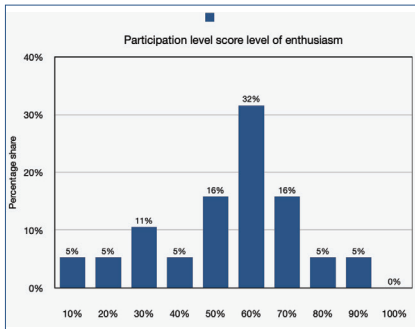


representation were able to make a score representation of 50% and above till 70% only.



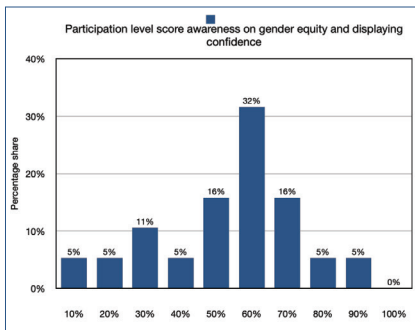
During attendance to various awareness programs and other meeting, those women who attended the programs were not able to put up their “stakes” equally like men with 0% representation on percentage score of 70%, 90% and 100%.

However on an average, 74% of the women were able to put up their stake for percentage score of 50% and above till 80%.



On the level of enthusiasm during attendance to various awareness and meeting programs 74% of the women attendees have a percentage score representation of 50% and above.

However the score representation on the 100% score is 0% and on the 80% and 90% the representation is 5% each.

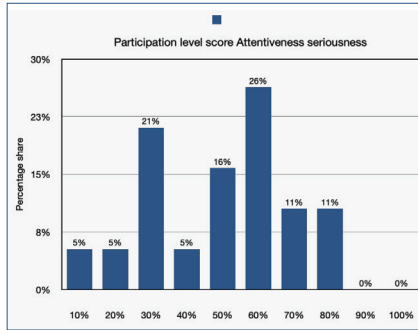


Again on the participation level score on the “awareness on gender equity and demonstration of confidence” while attending the training, 74% of the women attendees have a percentage score representation of 50% and above with the highest score representation of 90%.

On the percentage scores of 80,90

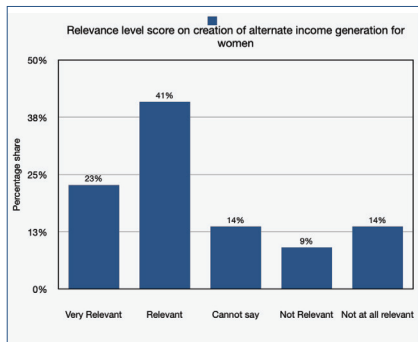
& 100% the percentage representation in aggregate is only 10% meaning only 1 out of 10 women were able to demonstrate their confidence.

While there is 0% representation on the percentage score of 90% & 100%, yet 64% of the women attendees have a percentage score representation of 50% and above till the percentage score level of 80%.

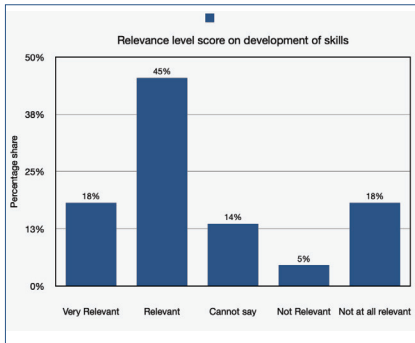


The 0% representation on the 90 & 100% score level depicts the lack of importance accorded by women in the communities on such awareness programs and attended the programs just for the sake of attendance.

Of the 22 (PAs), 23% of the respondents strongly felt that the creation of alternate income generating activities for women while implementing the activities in the communities are very relevant and 41% stated its is relevant. Aggregating the relevance of the need to carry out such activities the representation is 64%. 14% were not able to determine the relevance of such activities and thus only 23% felt it was not necessary to carry out such activities.

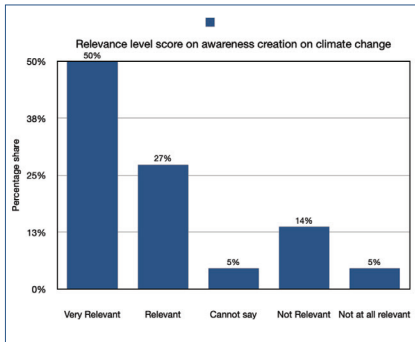


With the aggregate relevance percentage of 64% on the need to create alternate income generating activities for women, 63% on the need to develop of skills, 64% on the need to explore and identify market access, the high percentage representation depicts the need to heavily invest in "Rural or community entrepreneurship development to mainstream gender in the communities.

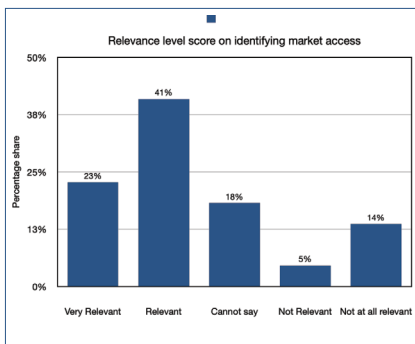


On the need to develop skills for women to enhance their livelihood, 18% stated that it is very relevant to make insertions of development of skills for women and 45% stated it is relevant. Aggregating 63% stated that the need to develop skills to enhance the livelihood of the the women in the community is necessary.

However 23% stated that it was not relevant to develop the skills of the women as they already possess other skills such as weaving etc.

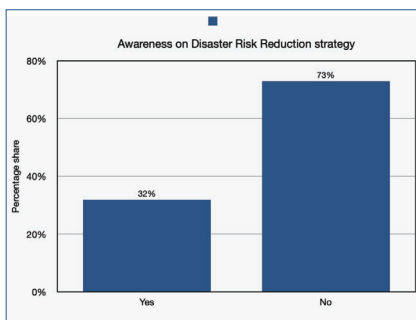


Overall 77% of the respondents stated that the need to create awareness on climate change and disaster risk reduction is required. However, only 19% felt the irrelevance of the same and 5%, are not able to make a decision on the same.



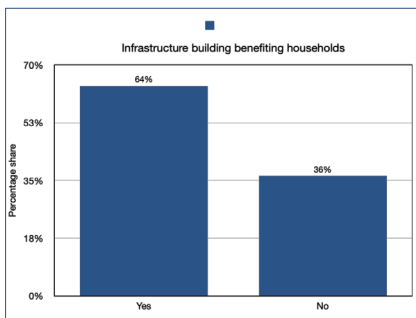
With regard to identifying market opportunities for the products produced by the women in the community , 64% of the respondents in aggregate felt that it is important to identify market access and create a value chain for the products produced by the women in the community. However 19% in aggregate stated that exploring and identifying the market access is not relevant.

Of the 32% (7 PAs) that were aware of the existence of the Disaster risk reduction strategy, and had the CVCA action plan, none were able to implement any activities in the action plan.

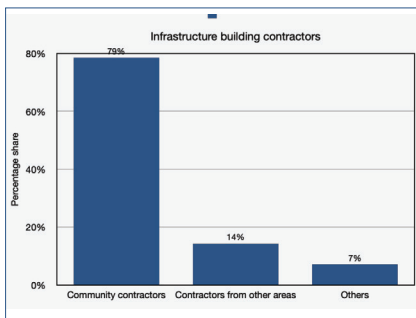


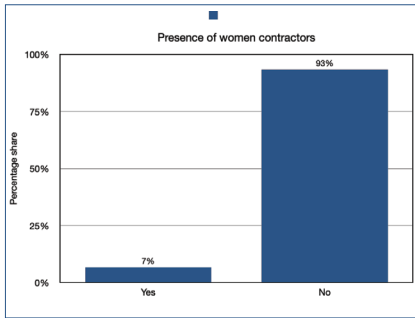
For the 73% (16) representations who stated that they were not aware of it, the reason stated is “lack of official communication” instructing the need to carry out such activities or to make an inclusion of the plan into their annual work plan.

Of the (22 PAs) 64% (14 PAs) stated that infrastructure buildings benefitting the households in their areas have been built. 36% (8 PAs), however stated that that have not carried out.



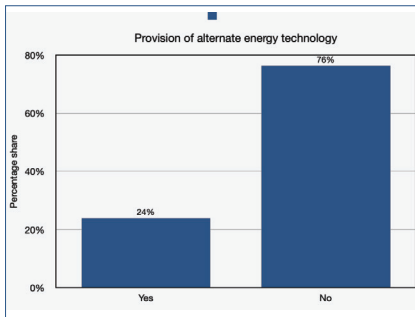
And for the 14 PAs where infrastructure developments were carried out 79% of the works were awarded to the community contractors. The remaining works were carried out by contractors away from the communities. While few women participated in the community contracts as daily wage earners, no lead contract was specifically awarded to any community contractor led by women.





Of the 14 PAs that have that carried out construction works - only JDNP has a women community contractor group.

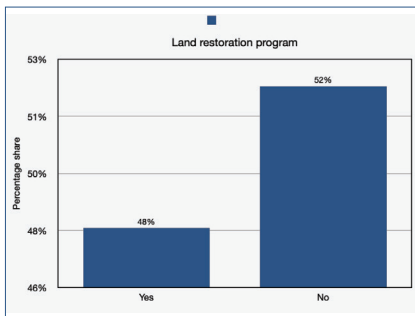
While the ratio of women to men contractor is low, in most of the community contracts, women were involved as daily wage workers owing to the difficult site harshness.



Of the 21 respondents 76 % (16 PAs) provided alternate energy saving technologies to households in the communities.

Of the equipments provided, the benefits that have accrued to the women in the community are as follows:

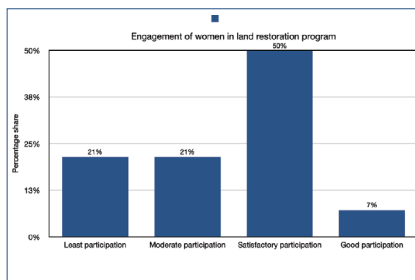
- Improvement in women's health and hygiene
- Reduction in the use of bio mass fuel such as wood
- Improvement in women's communication through access to cell phone charging points
- Reduced time for house hold chores such as for cooking.
- More work hours such as for processing dairy products
- The solar electric fencing provided has reduced the time spent by women in guarding the fields.



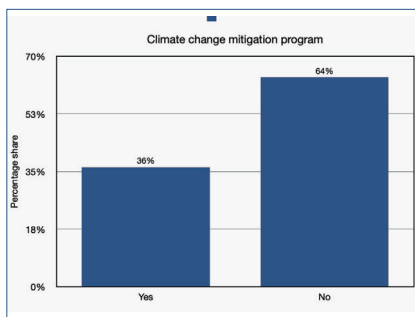
Of the 23 PAs, 48% (11 PAs) stated that they have carried out land restoration programs in their respective area and the remaining 52 % (12 PAs) didn't carry out such activities. One of the key reasons stated for not carrying out the program was the activity not falling within their mandate.



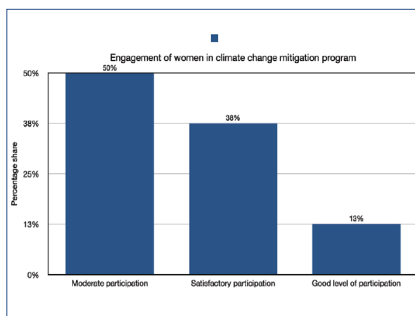
Of the 11 PAs, that carried out the land restoration programs, the satisfactory participation level of women in the programs is 50%. In one PA, the the level of participation by the women in the land restoration program is excellent. From moderate level participation to good level of participation by women the aggregate percentage representation is 78%.



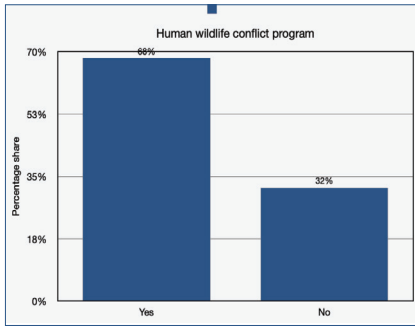
Of the 22 PAs, 36% (8 PAs) carried out nature based solution activity for climate change mitigation program. However 64% represented by 14 PAs has not carried out such activities. The key reason for not carrying out the activity has been the inability to make inclusion into their work plans and the lack of budget.



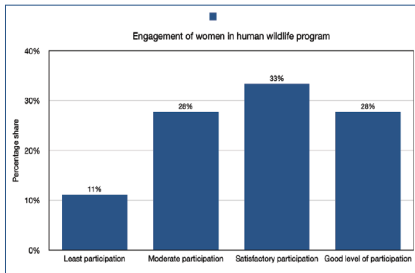
While carrying out climate change mitigation programs, women engaged moderately represented by 50%, 38% satisfactory participated and 13% participated at a very good level.



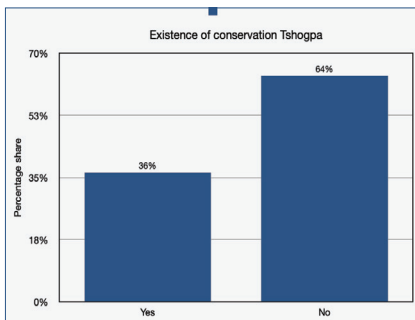
Women involvement in such programs are encouraging since women are the permanent resident of the households in the communities.



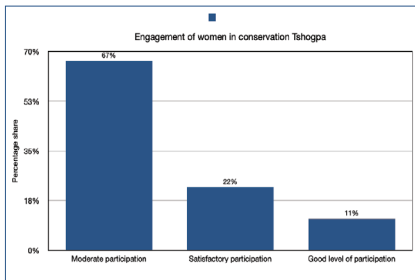
15 PAs have organized programs with regard to human wildlife conflict into their respective communities and 7 PAs were not able to organize such programs. The key reason for the inability to organize being the lack of inclusion into the work plan constraint by lack of budgetary support.



On the participatory scale of least, moderate, satisfactory and good, the level of participation representation by women in the community are 11%,28%,33% and 28% respectively. With 61% women participation score being represented on satisfactory and above, the level of engagement of women in the community is significant.

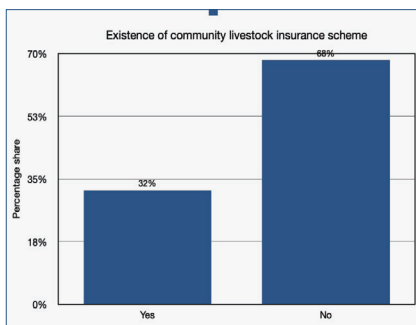


8 PAs has formed conservation Tshogpas (Conservation Groups) in their respective communities and 18 PAs do not have such environment conservation groups. For the same reason of lack of inclusion into the work plan constrained by lack of budgetary support, it was not formed.

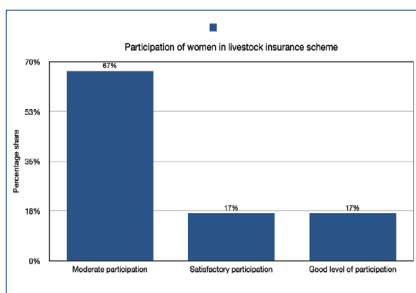


Of the 8 PAs that has the environment conservation groups the engagement level of women is 67% on the moderate participation scale, 22% on the satisfactory participation scale and 11% on the good level of participation scale.

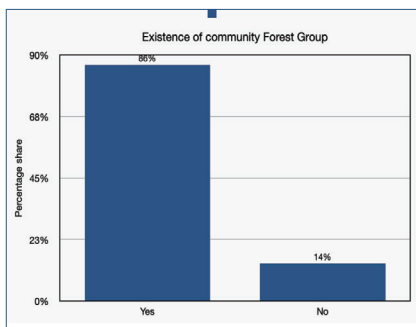
8 PAs have initiated community livestock insurance schemes and 14 PAs have not. For those who have not initiated the insurance schemes, the key reason has been the irrelevance of the same for the main occupation of the household settlements being other than livestock rearing such as agriculture, poultry, piggery and other alternate occupations.



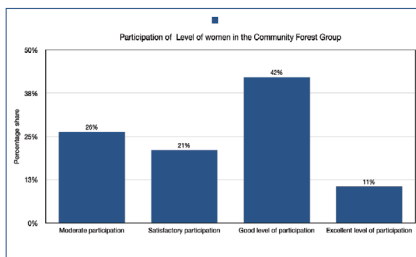
For the 8 PAs, where the community livestock scheme has been initiated the participation of the women in the livestock insurance scheme is 67% on moderate participation scale, 17% on satisfactory participation scale and 17% on good level of participation scale.



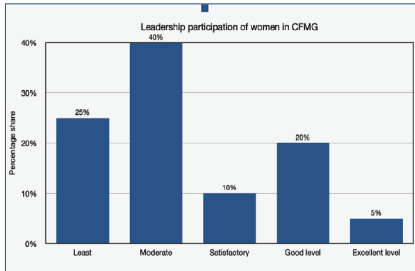
19 PAs have functional community forest management groups and 3 PAs, do not have any community forest groups. The key reasons for not having CFMG is that the 3 PAs viz, NPPC, NCHM, RBP are not mandated to form any community forest management group and its beyond their organizational mandates.



Of the 19 PAs which has functional community forests groups, the level of participation of women from the community on the excellent scale is 11%, Good 42%, satisfactory 21% and moderate 26%. Aggregating the

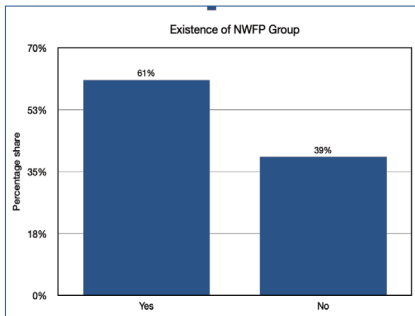


scores from satisfactory, good and excellent score the sum percentage is 74% depicting high level of participation by the women from the communities.

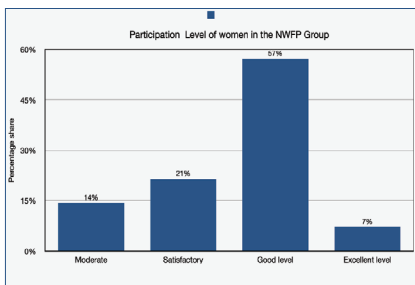


However, on the leadership participation of women in the CFMG at the excellent level is only 5%, depicting more CFMGs are led by men than women. With 65% representation being made on aggregate least and moderate scale aggregated together, it also shows that women are playing the

least leadership role in the management of CFMGs.

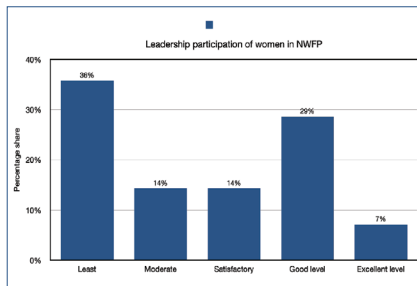


14 PAs stated that in their areas of operations there are NWFP groups. However 9 PAs stated that there are no NWFP groups in their areas of operation. The PAs and institutions that do not have NWFP groups are JKSNR, PWS, RBP, BC\_Bumthang, BC\_Paro, BC\_Trashigang, BC\_Tsirang, NPPC, NCHM.



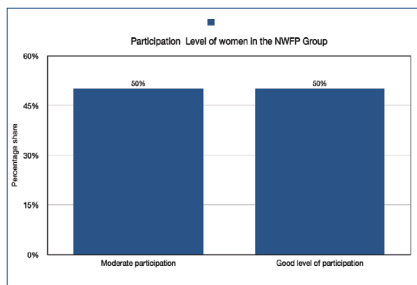
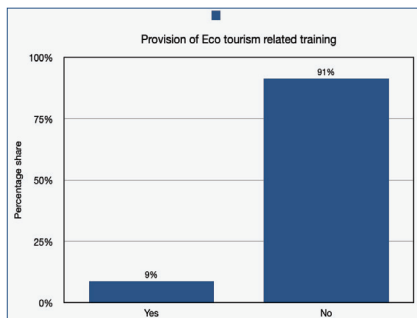
In the 14 PAs where NWFP groups are operational, the participation level of women are significant with 21% representation of satisfactory scale, 57% on good level and 7% on excellent level. Specifically in the NWFP group the participation level of women on the satisfactory, good and excellent scale sums up to 85% representation.

However when it comes to leading the groups, 36% representation is made on the least score and only 7% on the excellent score depicting that women lack behind in terms of participating as leaders in the community.

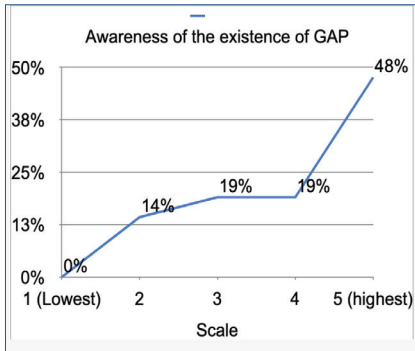


However aggregating the scale score of satisfactory, good and excellent level, the leadership role played by the women in NWFP group is 50%, which is significant compared to the score under the CFM.

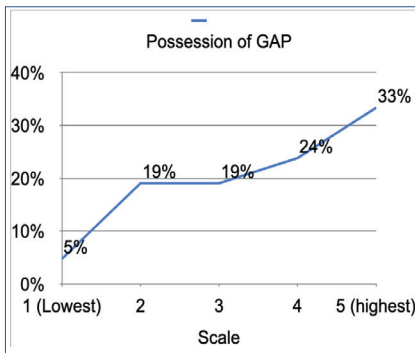
Only two Protected areas carried out eco tourism related training programs in their areas. They are JKSNR and BC\_Mongar.



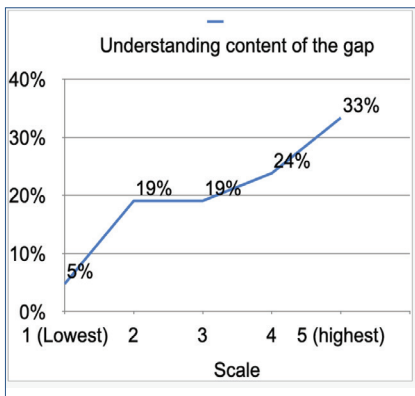
Of the trainings provided the level of participation by the women are 50% moderate and 50 % at the good level.



Of the 21 focal persons in various Protected areas, 48% are very much aware of the existence of the GAP followed by 19% focal persons. However 33% of the focal persons are moderately aware of the existence of the Gender action plan.



While 48% are very much aware (Scale 5) of the existence of the GAP, only 33% possesses the document. The rate of difference in the awareness and the possession of the document is 31%, meaning only 7 focal persons possess the document and 3 focal persons do not have it even while their awareness rating is high.

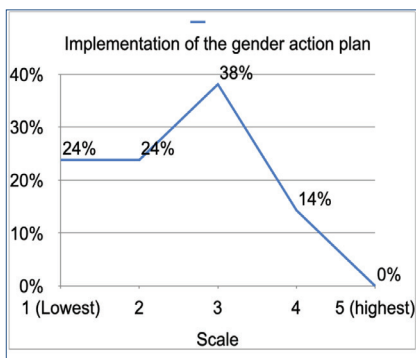


While 4 focal persons have the awareness of existence on the scale of 4, at least 5 focal persons are in possession of the document.

Out of 21 focal persons, 7 focal persons have the clear knowledge on the existence of the GAP, possession of the document and understanding of the content of the document.

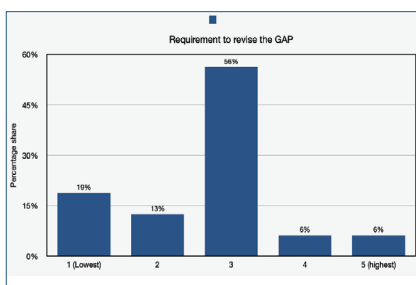
Thus, of the 21 focal persons or protected areas, only 33% has a clear understanding about the GAP.

On the implementation of the Gender action plan, only three protected areas are able to make a score on the scale of 4 and the remaining 18 has not been able to implement.



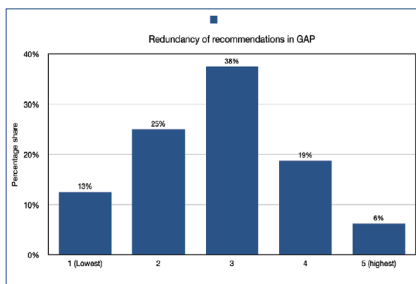
The key reason cited being the circumstances posed by the covid 19 situation and the inability to plan for the lack of specific budgets.

Of the 16 PAs, who stated that the gender action plan needs to be revised, the aggregate scale ratings on 3 and below is 88% depicting that it is not very necessary to revise the GAP.

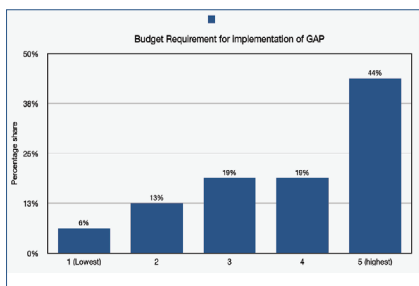


The remaining 12% have a representation of 6% each on the scale 4 and 5 respectively.

Only one PA felt that the recommendations in the gender action plan are redundant on the 5 level scale and 3 PAs feel the same on the 4 level scale. In aggregate its only 4 PAs that feel the recommendations are redundant.



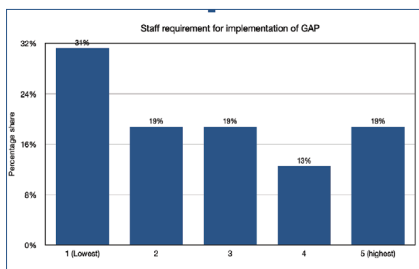
The remaining majority of 75% (12 PAs) is of the opinion that the recommendations in the GAP are not redundant.



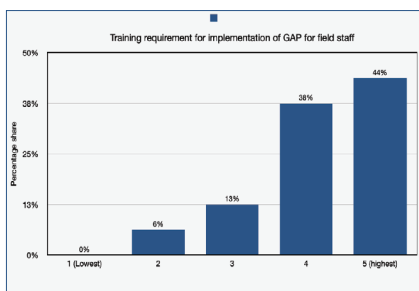
44% of the PAs (7 PAs) strongly felt the need of separate budget for the implementation of the GAP activities and 19% (1 PA) out of the 16 PAs felt the same on the scale level of 4.

In aggregate 63% (8 PAs) strongly felt the need to have specific earmarked budget to implement

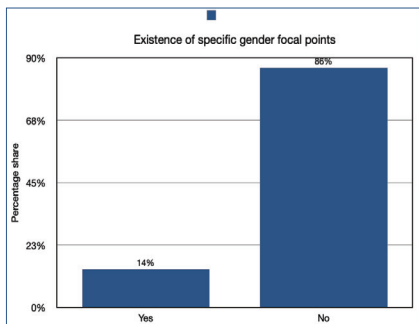
the Gender action plan activities.



32% of the PAs (5 PAs) felt the need to have separate staff requirement on the implementation of the GAP activities. The remaining 68% (11 PAs) did not feel the requirement to have independent or additional staff to implement the GAP activities.

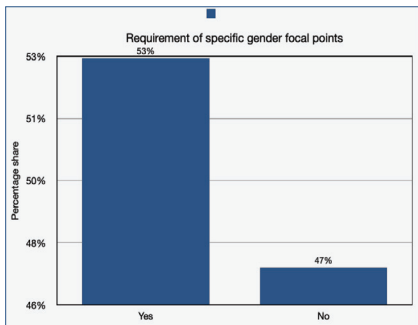


Amongst the 16 PAs 82% (13 PAs) strongly felt the need to build the capacities of the field staff on gender mainstreaming to implement the activities of the gender action plan. Only 18% (3 PAs) felt that gender mainstreaming capacity building training is not required.



Of the 22 PAs, that responded, 86% of the (19 PAs) stated that there are no specific focal points appointed at their respective areas and institutions. Only 14% (3 PAs) stated that specific focal points are appointed at their respective areas for implementing the activities of the gender action plan.

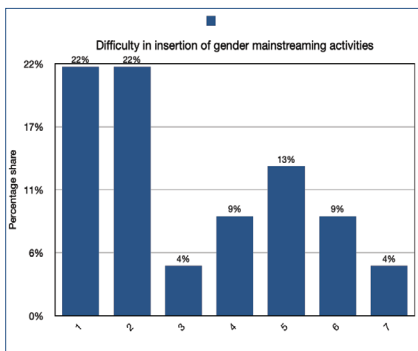




Of the 17 PAs, 53% (9 PAs) stated that there is requirement of specific gender focal points and the remaining 8 PAs stated the opposite.

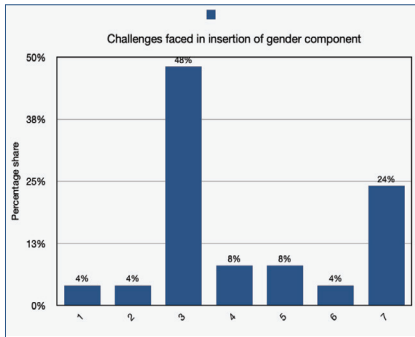
The PAs, that stated the requirement of GFP are viz, BWS, PWS, PNP, RMNP, SWS, BC\_Pemagatshel, BC\_Trashigang, BC\_Tsirang, NPPC.

The PAs, that felt the existing staff could manage to carry out the GAP activities are JDNP, JSWNP, JWS, RBP, BC\_Samdrupjongkhar, BC\_Sarpang, BC\_Wangduephodrang, NCHM



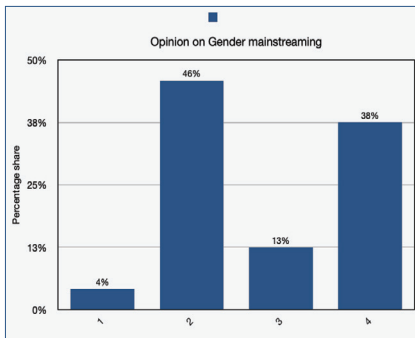
1. Dependent on the nature of the activities
2. Lack of awareness on gender equity
3. Lack of confidence to participate
4. Lack of participation by women in the community
5. Lack of planning for women inclusion
6. Lack of training for field staff working with the communities

7. Dominance of local customs & traditions
8. New concept in the communities
9. No Community involvement programs
10. Not difficult for equity benefits



1. Elderly women participation just for the sake of participation
2. Engagement of women in the household activities and on farm activities
3. Mindset issue of women with strong believe in the customs and traditions that men are superior by religion

4. Nature of activities, where by the activities to be performed are technical in nature and doesn't require the involvement of the community.
5. No challenges faced for the insertion of the programs
6. Working population ratio: depending on the settlement land scape, culture and traditions, men work outside the house hold settlement only and women are forced to work on the household settlement.
7. No specific instruction for inclusion into the work plan and lack of earmarked budget to carry out the activities.



1. Not exercising equity rights by the women in the community themselves.
2. Equal Opportunity is provided in the community but lack of zeal and enthusiasm from the women community
3. Difficulty in shifting the paradigm of women empowerment in the community

4. Misconception of gender concept "Men and women should have equal strength".

## G. KEY SUMMARY FINDINGS

### 1. Alternate income generation

While it's one of the key recommendations of the GAP "To create alternate income generation activities to enhance the livelihood of women" in the communities, only 26% (6PAs) were able to create such activities in the communities.

One of the key findings for the inability by the 74% (17PAs) to carry out such activity is the lack of technical rural business entrepreneurship development knowledge and skills of the field staff.

Further, it is stated that the field staff without the knowledge and skills on rural entrepreneurship development is constraint by lack of planned instructions and budgets from the relevant chain of command agencies, such as be it the PCU or the PA headquarters.

### 2. Skill development for enhancing livelihood

Besides the home stay operations management, culinary art trainings, and eco camp management trainings, the skill development programs carried out by the 27% (6 Pas) appears quasi skill development programs and not life skills programs. The enrollment of the women from the communities into community contract works as daily wage workers and the presumption that they would pick up skills while working is vague and not targeted for specific skills.

### 3. Identification of access to market

All 22 (PAs) did not explore the opportunity for access to ready market for the products produced by women in the communities. One of the significant reasons being communities practicing subsistence farming and not generating surplus products. However, it is identified that one the key reasons for subsistence farming is the lack of access to market, since ready access to market being the key driver for production. Bamboo products, NWFP products etc. have little share in the community markets.

### 4. Awareness creation on polices and conservation

On the creation of awareness and several programs have been carried out and one of the key drivers for the achievement has been the inclusion into the "Work plan" tied with specific budget heads.

Of the several benefits, by carrying out such activities, some of the key direct benefits accrued at the community level are in the areas of waste management, gender advocacy, and management of water reservoir.

### **5. Women Leadership & empowerment trainings**

For the inability to provide leadership and empowerment trainings to women in the community, (82% 18PAs), one of the key reasons has been the lack of resources to carry out such activities and the lack of planning. Further most of the PAs could not identify the recommendations of the GAP as their mandates while planning their activities.

### **6. Energy saving technologies**

Of the 50% of the PAs that provided energy saving technology, the key benefits for the women have been the improvement in hygiene situation such as cooking through the use of bio gas, access to communication gadgets, access to solar lighting systems, practice of protected farming through installation of electric fencing.

The equipments supplied have directly benefited household and the women since households are managed by women.

### **7. Women's Savings Group**

While 91% (20PAs) have not formed any specific women's savings groups, the key reason has been the perception of the focal persons that it would be a duplication of the activity since most women in the communities are presumed to be members of either CFMGs or NWFP groups.

### **8. Advocacy and awareness programs**

The low participation rate of 26% attendance by the women in the communities for various advocacy and awareness programs reveal that women in the communities are still with the paradigm of having to manage the households rather than moving out. Thus, for any awareness programs or advocacy programs, it is essential to have equal or more participation by women from the communities. The participation of the women communities should be encouraged through various means to empower the women.

Of the 26% female participation rate as well, the display of active participation by women is just 5% depicting, the need to empower the women in the communities.



While attending the programs also, 1 out of 20 women in the communities attended the programs in full length revealing the burden of having to manage the household activities. Thus, for any gatherings, to empower the women, inclusion of the women and creating a women friendly environment for carrying out the programs is necessary.

### **9. Women participation in advocacy programs**

The low score percentage representation by the women for various programs, in terms of attendance, in terms of interaction, in terms of discussions, in terms of putting up their stakes etc. reveal the gender gap in the communities with women still set aback. While in numbers women from the community participate, many a times, it is identified that economically inactive women from the community participate into the various advocacy programs.

### **10. Relevance of recommendations & Activities from GAP on alternate income generation and skills development.**

With the aggregate relevance percentage of 64% on the need to create alternate income generating activities for women, 63% on the need to develop skills, 64% on the need to explore and identify market access, the high percentage representation depicts the need to heavily invest in “Rural or community entrepreneurship development” to mainstream gender in the communities.

### **11. Supply of energy saving devises and alternate technologies**

Of the equipments provided, the benefits that have accrued to the women in the community are as follows:

- Improvement in women’s health and hygiene
- Reduction in the use of bio mass fuel such as wood
- Improvement in women’s communication through access to cell phone charging points
- Reduced time for house hold chores such as for cooking.
- More work hours such as for processing dairy products
- The solar electric fencing provided has reduced the time spent by women in guarding the fields.

## 12. Women participation

The aggregate 78% representation of women participating in the land restoration programs depicts the motivation level of the women in the conservation efforts.

For activities such as climate change mitigation programs, human wild life conflicts, conservation tshogpas, the participation of the women is quite significant though it is not very high.

While the participation level of women in the CFMGs, NWFPs, participation in land restoration programs are significant as members and workers, the leadership roles played by the women in the groups are not significant.

## H. CONCLUSION AND RECOMMENDATIONS

### 1. Alternate income generation

For the 74% of the (17 PAs) that were not able to create alternate income generation activities in their respective PAs- the key draw back has been the lack of technical capacity of the field staff on “Rural enterprise or community enterprise development”.

Thus, it is suggested that capacity development of the relevant field staff needs to be developed specifically targeting on various enterprise potential sectors for the creation of alternate source of income for the women in the communities to enhance their livelihood.

The key benefit of building and developing the capacity of the field staff on rural enterprise development is that under the training and mentorship of the field staff, several rural enterprises could be created in the PAs enhancing the livelihood of the women in the communities.

### 2. Skill development for enhancing livelihood

For the reasons of low representation on the recommendation to carry out specific skill development programs for women in the communities, PAs could carry out simple TNA for skills development in the communities prior carrying out any pre-determined training programs.

The reason to carry out the TNA is to assess the specific training needs of the community that is differentiated based on the endowment of



resources, livelihood sources, local customs and traditions.

Based on the community resource endowment and the community's livelihood occupation source, skills requirement in the communities could be identified through the TNA to enhance their livelihood.

The benefit of the TNA is that since all the PAs and institutions have different resource endowments, different mandates, different local culture and traditions, different livelihood sources, the TNA will be able to provide specific training requirements in the community.

The identified trainings specific to the communities will provide the PAs with the guide to design, plan, budget for the delivery of the trainings in the communities building the capacities and calibre of the women in the communities directly benefitting and for enhancing their life skills to earn their livelihood.

### **3. Identification of access to market**

For the non exploration of the access to market for the surplus produces produced by the women in the communities, it is suggested that an exploration be made in the community involving all the stake holders specifically women.

The key reason to consult the stake holders are to explore the potential of the products, that could be aggregated, produced, made or manufactured within the women community in the PAs.

Based on the scale and volume of production, access to markets could be explored either for use as raw materials, semi-finished goods, finished products etc.

Already few NWFP groups in JWS have the practice of aggregating NWFP products and having access to ready market (Auction) on an annual basis. The key benefit of such practices is that, the women members concurrently while attending to their household chores and farm activities can casually carry out the activities such as collection of NWFP products such as Chirata and Daphne.

The imposition of manufacturing, value addition, production and supply of products, mandating the women community to form the groups is not



recommended for the reason that there are many community enterprises that have failed under the principles of establishing community or group enterprises such as in Traditional paper making, bamboo crafts, handicraft productions, etc.

#### **4. Women Leadership & empowerment trainings**

For the inability to provide leadership and empowerment trainings prior to implementation of the activities in the communities, it is recommended, that all the Focal points are directed through the AWP of the PCU in creating PA level action plan endowed with adequate funds for carrying out the activities.

For this recommendation, since the leadership and empowerment trainings are generic in nature to empower the women, a “women leadership and empowerment training program module” could be developed at the least and at the best, a “standard women leadership and empowerment training field manual” could be developed.

The key benefit of having a module or a manual is that the field staff could roll out the trainings in a standardized way all across the PAs.

Further the benefit of having a module or a manual is that it could be rolled out to potential trainers such as “NFE instructors”, “Monks in the communities” and the local government officials, CSOs etc for the purpose of empowering women.

#### **5. Specific study tour for women**

Non of the PAs have carried out any specific study tour for women in their PAs. The key reason stated is the lack of access to funds and zeal from the women in the communities. Thus, it is identified that such specific activities that would contribute towards the empowerment of the women should be carried out as independent activities with proper planning and budgeting to empower the women through provision of incentives (Not necessarily monetary incentives) to generate interest, zeal and enthusiasm.

Study tours generates a lot of benefits in the context of team building, triggering self motivation after exposure, strengthening community vitality, confidence and self esteem development.





## 6. Supply of energy saving devices and alternate technologies

For the supply of energy saving devices and alternate technologies to the households, it is suggested that if “conservation rewards” could be gathered in terms of “data”, such as of plantations made, reduction in bio mass fuels, reductions in hospital visits, high yield in crop production, reduced number of human wildlife conflicts, reduction in illegal activities of poaching and logging, engagement in various conservation activities by women in the community as a result of the supplies made.

The key benefit perceived of such information gathering is that it could generate key relevant and meaningful environmental and conservation informations to form foundations for further supply of devices and technologies directly impacting on the lives of women in the communities in terms of their livelihood, ease of managing households and farm activities, and improving their living standards.

## 7. Women’s Savings Group

While it is noted that formation of specific women’s saving group in the community is perceived to be duplication of activities owing to many women being members to either CFMGs or NWFP groups, upon analysis of the structure of the CFM groups and the NWFP groups, (KII with the officials of erstwhile SFED, MOAF, RGOB).

It is identified that the membership into the groups are based on household membership with only one household registration allowed (Be it a man or a women-the head of the household). Thus the structures of the CFMG and NWFPs are not accommodative in nature should there be more women living in the same household.

For this particular reason, CFMGs and NWFPs can never be a platform for the empowerment of women specifically in terms of financial inclusion, independence and developing the skills on financial literacy in the communities.

Hence it is recommended that emphasis be placed on the formation of the women’s savings group and provide a platform to educate the women in the communities on financial literacy, inculcate savings habits, and enhance women’s access to finance.

For this recommendation too, the development of a “standard bye law template or a guide” that could be tailor made to the needs of communities based on the community vitality could be developed.

The key benefit would be the standard establishment of the “women’s savings group” in terms of its structure, governance, management, business processes, business operations, benefits to the members, record keeping system etc. Further it is recommended that such templates be created in both English and Dzongkha (National language of Bhutan).

### **8. Advocacy, awareness programs and women participation.**

Analyzing into the activities of the BFL projects in the PAs, most of the activities are technical in nature and thus do not provide the scope and opportunity to empower the women.

Of the several activities besides construction, supply of energy saving technologies, installation of electric fencing, revitalising of conservation infrastructure, the advocacy programs and the training activities are identified as “one key Platform to empower the women” through their participation specifically for economically active women members.

To bring in empowerment for the lack of low participation rate by women in the community, change agents such as (Administrative Interventions) mandatory participation of certain percentage of women falling the economically active age groups, (inclusion into conservation activities) inclusion of women onto the leadership roles with mentorship support and (disaster risk reduction activities) in the communities need to be identified and used for empowering the women .

Thus, simple change agents needs to be identified prior implementation of the activities. The key benefit of such interventions is the gradual shift in the paradigm of the women in the community of their roles in development of the community.

### **9. Review of the Gender Action Plan**

On the need to review the GAP, data has revealed that there is no requirement to review and revise the Gender action plan. The endowment of the funds for inclusion of gender components is also important for the PAs, since in most of the GAP activities, PAs were not provided with

earmarked budgets.

Further, with only (7 PAs) having the clear understanding of the GAP only 2 PAs stated that there is the need to revise the gender action plan. The representation to revise the GAP is only 28% and not very significant.

The lack of access to earmarked funds, was one of the key constraints for the inability to plan for inclusion of the gender mainstreaming components while implementing the activities in the PAs.

It is identified that the recommendations in the GAP needs to be translated into “Gender Action Plans” based on the location, nature and category of PAs and institutions like the management plans for the CFMGs and NWFPs.

With the insertion of the work process flows and the creation of specific action plans for various categories of PAs and Institutions, project targets and milestones could be reviewed since the projects were designed during the pre-pandemic period. Post pandemic period, several external systemic changes have occurred such as change in the tourism SDF policy, Systemic changes in the operations and structure of the civil service, migration pattern of economically active population from the communities and change in the trade policies with major trading partners like India.

Thus, it is recommended that a gender action plan specific to the respective PAs and institutions be created to make inclusions of the gender component supported by adequate funds.

## **10. Review of the GAP activity targets & time line**

Based on the analysis of the progress towards results in the implementation of GAP activities in the respective PAs, it is recommended that all the indicators on the GAP activities be reviewed and revisited in the context of “Achievability” -Percentage participation by women on various activities & for number of home stays to be established with the change in polices and circumstances in the post covid situation. The time line review and re-set, to fulfill the targets of the GAP activities (Eg. Establishment of 10 women savings group by 2023, while the achievement rate is only 20%) is also recommended based on the observations of the results of this study.



## 11. GAP Activities (Implementation ranking recommendation)

Based on the measurement of the progress towards implementation of the GAP activities, to expedite the achievement of the project outcomes on the gender component, the following priority raking is recommended in the context of its ease of implementation and achievement of the set targets. The following are the scale ranking of the activities with 1= Highest priority and 10 the least priority. The ranking are prioritized based on the importance and the required flow of events in achieving the targeted project outcomes and results.

Ranking Scale	1	2	3	4	5	6	7	8	9	10
1=Highest priority										
10=Least priority										

Recommendations & Activities	Ranking scale 1=Highest priority 10= Least priority
<p><b>1. Alternate income generation</b></p> <ul style="list-style-type: none"> <li>Capacity development of the field staff on “Rural Enterprise or community enterprise development”.</li> <li>Designing the training</li> <li>Development of modules or manuals</li> <li>Training of the trainings (Filed Staff)</li> <li>Training to the community members by (Field Staff)</li> <li>Training impact assessment on the (Field staff)</li> </ul>	8
<p><b>2. Skill development for enhancing livelihood</b></p> <ul style="list-style-type: none"> <li>Training Need analysis in the respective PAs based on the PA landscape, culture, traditions, work habits, resource endowments etc.</li> <li>Training module development</li> <li>Training of the community members</li> <li>Assessment &amp; Reporting</li> <li>Mentorship support</li> </ul>	7

Recommendations & Activities	Ranking scale 1=Highest priority 10= Least priority
<b>3. Identification of access to market</b> <ul style="list-style-type: none"> <li>• Identification of potential products for scale and volume</li> <li>• Exploring potential markets</li> <li>• Establishing market chains</li> <li>• Facilitating the business process</li> <li>• Monitoring, evaluation &amp; Reporting.</li> </ul>	9
<b>4. Women Leadership &amp; empowerment trainings</b> <ul style="list-style-type: none"> <li>• Development of Women leadership and empowerment training program module</li> <li>• Development of Standard women leadership and empowerment training field manual</li> <li>• Training of the trainers (Field staff)</li> <li>• Training the communities by the field staff (Trainers)</li> </ul>	5
<b>5. Specific study tour for women</b> <ul style="list-style-type: none"> <li>• Designing the study tour</li> <li>• Planning, budgeting and organizing</li> <li>• Selection of the participants</li> <li>• Coordination of the study tour</li> <li>• Assessment and reporting of the study tour</li> </ul>	4
<b>6. Supply of energy saving devices and alternate technologies</b> <ul style="list-style-type: none"> <li>• Designing the conservation reward (Data collection)</li> <li>• Gathering of information</li> <li>• Data processing and report generation</li> <li>• Report publication</li> </ul>	10
<b>7. Women's Savings Group</b> <ul style="list-style-type: none"> <li>• Modeling of the Women's Savings group for membership structure, governance, business processes, record keeping etc.</li> <li>• Development of field manual for women's savings group formation, operation, monitoring and mentoring.</li> <li>• Training of the Trainers (Field staff)</li> <li>• Trainings by the field staff to the community</li> <li>• Group formation, operation and monitoring</li> <li>• Mentorship support by the field staff</li> </ul>	6

Recommendations & Activities	Ranking scale 1=Highest priority 10= Least priority
<p><b>8. Advocacy, awareness programs and women participation.</b></p> <ul style="list-style-type: none"> <li>• Determining the criteria for participation (Economically active age group),</li> <li>• Determining the participation ratio (Male Female % ratio)</li> <li>• Record keeping of attendance</li> <li>• Advocacy module development</li> <li>• Assessment and reporting</li> </ul>	3
<p><b>9. Review of the Gender Action Plan</b></p> <ul style="list-style-type: none"> <li>• Design of the PA specific action plan</li> <li>• Setting up targets for specific PAs</li> <li>• Review and monitoring (Quarterly) of PA action plans.</li> <li>• Reporting on the implementation of the Gender components</li> </ul>	2
<p><b>10. Review of the GAP activity targets &amp; time line</b></p> <ul style="list-style-type: none"> <li>• Review of the GAP activities (Home stay establishments)</li> <li>• Review and reset of the targets (% of women participation and timeline of achievement)</li> <li>• Finalization of the targets for 5 years hence</li> <li>• Documentation of the targets and setting sub targets for different PAs.</li> <li>• Communicating the targets</li> <li>• Review, monitoring and evaluation of the target achievements.</li> </ul>	1

## RESPONDENTS PROFILE

Dzongkhag	Park/Sanctuary/ Biological corridor name	Focal person	Gender	Email	Contact	
1	Gasa	JDNP	Wangchuk	Male	wangchu77m3@gmail.com	17407265
2	Trashigang	BC_Trashigang	Ugyen Dechen	Male	udechen@moenr.gov.bt	17491881
3	Bumthang	UWICE	Sangay	Male	sangay@uvice.gov.bt	17118589
4	Punakha	BC_Wangduephodrang	Tsheringla	Male	Tsheringla@moenr.gov.bt	17978388
5	Sarbang	PWS	Tashi Phuntsho	Male	tashipws112@gmail.com	17386746
6	Zhemgang	BC_Zhemgang	Phub Dorji	Male	phubdorji@moenr.gov.bt	17672447
7	Haa	JKSNR	Phuntsho	Male	phuntshow125@gmail.com	17514889
8	Sarbang	BC_Sarbang	Wangdi	Male	wangdi@moaf.gov.bt	17506599
9	Paro	BC_Paro	Pema Rinzin	Male	prinzin@moaf.gov.bt	17656118
10	Bumthang	BC_Bumthang	Sonam Gyeltshen	Male	sgyeltshen2012@gmail.com	17857772
11	Bumthang	WCNP	Nado	Male	nado@moenr.gov.bt	17889509
12	Bumthang	PNP	Bala Ram Matchan	Male	brmatchan@moenr.gov.bt	17961318
13	Punakha	RBP	Sangay Dorji	Male	sndorji@gmail.com	77730246
14	Trashi Yangtse	BWS	Sonam Choidup	Male	sonamchoidup@gmail.com	17834205
15	Trashigang	SWS	Kesang Dorjee	Male	kdorjee@moenr.gov.bt	17692517



	Dzongkhag	Park/Sanctuary/ Biological corridor name	Focal person	Gender	Email	Contact
16	Mongar	BC_Mongar	Norbu Wangchuk	Male	norbuw@moenr.gov.bt	17636718
17	Sarbang	RMNP	Karma Gyeltshen	Male	karmag@moenr.gov.bt	77912992
18	Samdrup Jongkhar	JWS	Sonam Tshering	Male	stshering@moenr.gov.bt	17347587
19	Pema Gatshel	BC_Pemagatshel	Sonam Wangchuk	Male	somwangkheng81@gmail.com	17847235
20	Samdrup Jongkhar	BC_Samdrupjongkhar	Phurpa	Male	phurpapsix@gamil.com	77391734
21	Thimphu	NPPC	Tashi Dendup	Male	tashidendup@moal.gov.bt	77382895
22	Trongsa	JSWNP	Jigme Rangdrel	Male	jrangdrel@moaf.gov.bt	17270718
23	Tsirang	BC_Tsirang	K.N Ghimeray	Male	ghimeray@hotmail.com	17645692
24	Thimphu	NCHM	Thinley Wangchuk	Male	twangchuk@nchm.gov.bt	17637611



Dzongkhag	Protected Area	Project Description	Project Budget (2020-2023 Nu. Million)
Gasa	JDNP	<ul style="list-style-type: none"> <li>- Maintenance of infrastructure at the Soe Park Range office,</li> <li>- Maintenance of infrastructure at Lunana Park Range office and</li> <li>- Black top surfacing of park head office approach roads.</li> <li>- Revitalizing waterholes and salt licks</li> <li>- Construction and installation of Bio-gas plant at Goenshari</li> <li>- Creation of Shatem eco camp</li> <li>- Construction of bathhouse at Thangthangkha campsite.</li> </ul>	41.000
Trashigang	BC_Trashigang	<ul style="list-style-type: none"> <li>- Wildlife Habitat Management Work-Waterhole and Grassland</li> <li>- Range Office Construction and Beat Office Maintenance</li> <li>- Conservation Management Plan development for BC 6</li> <li>- Feasibility assessment studies for New BC between SWS and BWS(BC9)</li> <li>- Waste Management program-Landfill extension</li> <li>- Staff and community training program on ESS, Gender and GRM, conservation tools</li> </ul>	16.940
Bumthang	UWICE	-Provided various types of Training to in service staff	5.928
Punakha	BC_Wangdue-phodrang	<ul style="list-style-type: none"> <li>- Construction of Kamichhu Forest Office,</li> <li>- LFMP survey,</li> <li>- Waterhole creation,</li> <li>- SMART patrolling,</li> <li>- Biodiversity Monitoring Grid,</li> <li>- Management of RAMSAR,</li> <li>- CF revision,</li> </ul>	17.000

Dzongkhag	Protected Area	Project Description	Project Budget (2020-2023 Nu. Million)
Sarbang	PWS	<ul style="list-style-type: none"> <li>- Construction of Range office</li> <li>- Waterhole creation,</li> <li>- Grassland management</li> <li>- Salt lick enrichment</li> <li>- SMART Patrolling</li> <li>- Installation of 10 kw solar power</li> <li>- Supply of drinking water pipe in Singye Gewog</li> </ul>	
Zhemgang	BC_Zhemgang	<ul style="list-style-type: none"> <li>- Wildlife habitat enhancement,</li> <li>- Conservation awareness</li> </ul>	1.200
Haa	JKSNR	<ul style="list-style-type: none"> <li>- Citizen science program,</li> <li>- Capacity development,</li> <li>- Habitat management,</li> <li>- Construction,</li> <li>- watershed plan development,</li> <li>- National Forest Inventory,</li> </ul>	
Sarbang	BC_Sarbang	<ul style="list-style-type: none"> <li>- NWFP Plans Review,</li> <li>- CF Plans Review,</li> <li>- Smart Patrolling,</li> <li>- Office and Staff Quarter Maintance at SWRRC</li> </ul>	4.000

Dzongkhag	Protected Area	Project Description	Project Budget (2020-2023 Nu. Million)
Paro	BC_Paro	<ul style="list-style-type: none"> <li>- Construction of Range Office,</li> <li>- Waterholes and salt lick improvement,</li> <li>- Alpine meadow improvement,</li> <li>- Smart patrolling,</li> <li>- Procurement of equipment,</li> <li>- Awareness,</li> <li>- Maintenance of office,</li> <li>- IFCG meetings,</li> <li>- Capacity development of communities,</li> <li>- NFI of 14 plots,</li> <li>- Black topping of Division compound,</li> <li>- Construction of water tank stand,</li> <li>- Revision of LFMP, CF,</li> <li>- National snow leopard survey,</li> <li>- Red panda survey,</li> <li>- Tiger survey and</li> <li>- Monitoring of biodiversity grids.</li> </ul>	20.330
Bumthang	BC_Bumthang	<ul style="list-style-type: none"> <li>- Monitoring Biodiversity Grids under Mapping Analysis,</li> <li>- SMART patrolling,</li> <li>- Community Forest revisions</li> </ul>	0.612

Dzongkhag	Protected Area	Project Description	Project Budget (2020-2023 Nu. Million)
Bumthang	WCNP	<ul style="list-style-type: none"> <li>- Construction of Guard post at Tang,</li> <li>- Construction of Rangers transit camp at Gomthang,</li> <li>- Development of alpine and lowland grassland, waterholes, river bank protection walls,</li> <li>- CF plan revision,</li> <li>- provide support to Dorjibi weaving group,</li> <li>- Revision of conservation management plan.</li> <li>- National Forest Inventory,</li> <li>- National Snow leopard survey and</li> <li>- Dactylorhiza survey</li> </ul>	40.100
Bumthang	PNP	<ul style="list-style-type: none"> <li>- Construction of Range office,</li> <li>- Enhancement of Visitor Information Center,</li> <li>- Construction of traditional bridge along the TBC trekking route,</li> <li>- Renovation of office staff quarter,</li> <li>- Bamboo plantation at landslide prone area</li> <li>- River protection wall and</li> <li>- Maintenance of in-situ Rhododendron Garden at Thrumshingla.</li> </ul>	18.120
Punakha	RBP	<ul style="list-style-type: none"> <li>- Creating waterholes and salt-licks,</li> <li>- Waste management,</li> <li>- low land grassland,</li> <li>- SMART patrolling,</li> <li>- Developed signages within the recreation area</li> <li>- Awarded conservation award to the community</li> </ul>	1.000

Dzongkhag	Protected Area	Project Description	Project Budget (2020-2023 Nu. Million)
Trashi Yangtse	BWS	<ul style="list-style-type: none"> <li>- Ecotourism development,</li> <li>- Habitat management,</li> <li>- Community capacity development,</li> <li>- Conservation management printing, visitor center development,</li> <li>- Bio-engineering works,</li> <li>- Zonation of park boundary, SMART patrolling,</li> <li>- Waste management program,</li> <li>- Construction of guard post,</li> <li>- Renovation of office buildings,</li> <li>- National forest inventory,</li> <li>- Revision of CF&amp; NWFP, LFMP,</li> <li>- Snow leopard survey,</li> <li>- Procure office furniture &amp; equipment,</li> <li>- Input support for NWFP groups.</li> </ul>	24.838
Trashigang	SWS	<ul style="list-style-type: none"> <li>- Restoration/improvement of alpine meadows, natural saltlicks and waterhole.</li> <li>- Construction of staff quarter and Takin enclosure.</li> <li>- Maintenance of buildings</li> <li>- Small river bank protection</li> <li>- Supply of equipment</li> <li>- Basic skill development of local community</li> <li>- Zonation of SWS area</li> </ul>	14.540

Dzongkhag	Protected Area	Project Description	Project Budget (2020-2023 Nu. Million)
Mongar	BC_Mongar	<ul style="list-style-type: none"> <li>- Created awareness and advocacy on BC .</li> <li>- Demarcated boundary</li> <li>- Prepared BC conservation management plan</li> <li>- Habitat management</li> <li>- Performed SMART patrolling</li> </ul>	
Sarbang	RMNP	<ul style="list-style-type: none"> <li>- Wildlife habitat (grassland, silticks &amp; waterhole) management,</li> <li>- Staff quarter maintenance,</li> <li>- Riverbank protection wall,</li> <li>- Conservation management plan</li> <li>- CF management plan revision</li> <li>- CVCA survey and adaptation plan preparation,</li> <li>- Spring shed assessment and management plan,</li> <li>- Enrichment plantation.</li> </ul>	4.700
Samdrup Jongkhar	JWS	<ul style="list-style-type: none"> <li>- Office construction,</li> <li>- Habitat Management,</li> <li>- River bank protection,</li> <li>- CF and NWFP management,</li> <li>- Local forest management planning,</li> </ul>	19.500
Pema Gatshel	BC_Pemagatshel	<ul style="list-style-type: none"> <li>- Habitat management works (waterhole, grassland and enrichment plantation),</li> <li>- Revision of CF &amp; NWFP plans,</li> <li>- Construction of walls and maintenance of office and staff quarters</li> <li>- Implementation of SMART patrolling and</li> <li>- Assessment of biodiversity monitoring grids.</li> </ul>	7.671

Dzongkhag	Protected Area	Project Description	Project Budget (2020-2023 Nu. Million)
Samdrup Jongkhar	BC_Samdrup-jongkhar	<ul style="list-style-type: none"> <li>- Enrichment of salt lick sites.</li> <li>- SMART patrolling,</li> <li>- Revision of CF management plans</li> <li>- Renovation of range office</li> <li>- River embankment work to protect the DFO campus.</li> <li>- Electrification of 4 unit staff quarters</li> </ul>	
Thimphu	NPPC	<ul style="list-style-type: none"> <li>- Storage Pest Control (Maize):</li> <li>- Training of Trainers (ToT) on Identification and Management of Fall Armyworm:</li> <li>- Bio-acoustic Technology Trial and Demonstration for Human-Wildlife Conflict (HWC) Management:</li> <li>- Portable E-Fencing and Development of Energizers:</li> <li>- Inventory of Agricultural Weeds and Botanical Plants with Pesticidal Properties:</li> </ul>	4.890
Trongsa	JSWNP	<ul style="list-style-type: none"> <li>- Maintenance and construction of infrastructures such as office buildings,</li> <li>- SMART patrolling,</li> <li>- Wildlife habitat management,</li> <li>- Community Forest Management etc</li> </ul>	
Tsirang	BC_Tsirang	<ul style="list-style-type: none"> <li>- Carried out enrichment planting covering 0.5 acres and 0.5 acres lowland grass land at Tsakaling.</li> <li>- Created water holes ( 5 nos) and salt lick 5 nos at Sikari dara, Mokterchok and Alubari.</li> <li>- Waste management and forest fire management.</li> </ul>	2.9



Dzongkhag	Protected Area	Project Description	Project Budget (2020-2023 Nu. Million)
Thimphu	NCHM	<ul style="list-style-type: none"> <li>- Installation of weather stations,</li> <li>- Construction of flood warning and cryosphere research facility (ongoing),</li> <li>- Climate modelling (ongoing)</li> </ul>	9.2



## SURVEY QUESTIONNAIRE

**Independent annual review of gender mainstreaming for the Bhutan for Life project.**

### SECTION A: INTRODUCTION TO SURVEY PURPOSE AND OBJECTIVES, AND CONSENSUS

*(Please fill up this section before start of the interview)*

DZONGKHAG: \_\_\_\_\_

Park/Sanctuary/Biological corridor name: \_\_\_\_\_

Focal person's name: \_\_\_\_\_

Focal person's Gender: \_\_\_\_\_

Focal person's email: \_\_\_\_\_

Focal person's Phone No: \_\_\_\_\_

No. Of staff in the PA/WC/BC \_\_\_\_\_

Appointment date as focal person DATE: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

(DAY/MONTH/YEAR)

#### **Oral Consent**

This assessment is being conducted by (Bhutan for life project, Secretariat office) to “make an independent review of gender mainstreaming for the Bhutan for life project”. The survey aims to assess and measure the impacts created by the project activities in the context of gender mainstreaming in the communities while implementing the project activities.

In this context, your good self as the “focal person” for the activities carried out in the field is identified as one of the respondent for the assessment. The responses you provide will be kept confidential. Your name will not appear in any report. The information collected will be used mainly for the purpose of the assessment. Kindly provide as much information as you can in your possession to support the annual review on gender mainstreaming.

Thank you!

**SECTION A:  
Demographic Information>  
Protected Area/Biological Corridor Profile for projects carried under  
BFL Funding.**

<b>1</b>	<b>Project description</b>  <b>Please summarize the projects carried out under BFL (Bhutan for Life Project) in your area. Kindly restrict your description to 50 words. Period (2020-2023)</b>  .  .		
2	What is the total amount of Project budget received during the period 2020-2023? (Amount in Ngultrum)		
3	How many permanent households are there in the PA/WS/BC in the area that you implement the project?		
4	What is the total population of the households that has been mentioned above?	Male	Female
5	What are the main sources of livelihood for the households in the PA/WS/BC in the area that you implement the project? (Please tick all the relevant sources)		
a	Yak rearing		
b	Livestock		
c	Agriculture		
d	Logging		
e	Rural Enterprises -Please specify		
f	NWFP Collection- Please specify		
g	Others- Please specify		
6	Please list down the names of the Gewogs that fall under the PA/WS/BC		
	1.		
	2.		
	3.		



**SECTION B:**  
**Progress Assessment of the recommendations for Gender**

<b>Main streaming in the communities</b>			
1	Kindly answer the following specifically . Tick the relevant answers first and then kindly spend some time to concisely write the answers!		
i	While implementing the projects, Alternative Income Generation activities for women have been created.	YES	NO
A	If (Yes) please describe the the activity "Alternative Income Generation activities for women" ( in 50 words) . .		
B	If No -Please explain the reasons and challenges faced in not being able to carry out the activity. (Limit you explanation to 50 words) . .		
ii	While implementing the project livelihood enhancement "Skills development" has been carried out for women.	YES	NO
A	If (Yes) please describe the activity "livelihood enhancement Skills development" ( in 50 words. . .		
B	If No -Please explain the reasons and challenges faced in not being able carry out the activity (Limit you explanation to 50 words) . .		
iii	While implementing the project, market access for the products made by women or produced by women have been identified including surplus agricultural, dairy, poultry or NWFP products	YES	NO

A	<p>If (Yes) please describe the activity in 50 words.</p> <p>.</p> <p>.</p>		
B	<p>If No -Please explain the reasons and challenges faced in not being able to carry out the activity in the community.</p> <p>(Limit your explanation to 50 words)</p> <p>.</p> <p>.</p>		
iv	<p>During the project implementation phase, Awareness raising, capacity building and planning for climate change adaptation and disaster risk management has been carried out in the context to reduce their vulnerability.</p>	YES	NO
A	<p>If (Yes) please describe the programs carried out in 50 words.</p> <p>.</p> <p>.</p>		
B	<p>If No -Please explain the reasons and challenges faced in not being able to carry out the programs.</p> <p>(Limit you explanation to 50 words)</p> <p>.</p> <p>.</p>		
V	<p>Before the implementation of the project, Leadership and Empowerment Trainings have been provided to women in the community so that they would be able to negotiate their stake.</p>	YES	NO
A	<p>If (Yes) please describe the training programs in 50 words.</p> <p>.</p> <p>.</p>		

B	<p>If No -Please explain the reasons and challenges faced in not being able to carry out the training budgets.</p> <p>(Limit you explanation to 50 words)</p> <p>.</p> <p>.</p>		
Vi	Through the BFL project, has an Specific Study Tours for Women have been organized?	YES	NO
A	<p>If (Yes) please describe the tour program in 50 words.</p> <p>.</p> <p>.</p>		
B	<p>If No -Please explain the reasons and challenges faced in not being able to organize the study tours specifically for women.</p> <p>(Limit you explanation to 50 words)</p> <p>.</p> <p>.</p>		
Vii	In implementing the project, has any Energy Saving Technology been provided through the project such as supply of electrical cookers, tools for processing dairy products, provision for use of smart phones to communication, Alternate energy technology etc.	Yes	NO
A	<p>If yes please list out</p> <p>.</p> <p>.</p>		
B	<p>If No, what were some of the reasons or challenges that has been faced?</p> <p>.</p> <p>.</p>		
Viii	Has any women's savings group been formed during the implementation of the project?	Yes	No

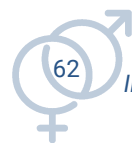
If yes provide the following details				
A	Formation date: DD/MM/YY			
B	Group Name:			
C	Number of members :	Male	Female	
D	Location of the group:	Village:	Gewog:	
E	Base capital accumulated in (Nu.)			
F	What are some of the services available for the group members. <b>Please tick all the relevant services</b>			
I	Compulsory savings services			
ii	Borrowing at low interest rate			
iii	Immediate access to loans in case of emergencies			
iv	Facilities of condolence funds in cases of death, sickness etc.			
V	Others please specify			
Vi	Contact details of the group's chair person			
vii	Secretary's contact number			
viii	Treasurer's contact number			
ix	In the implementation of the project, has Awareness on policies and legislation been created in the community?		Yes	No
a	If yes, how many members participated (Numbers) Male Female			
b	During the awareness program, who were actively participating the most?			
	Male		Female	
x	Out of a full percentage score of <b>100%</b> , please score their participation level. For none participation please score <b>0%</b> .			
A	Attendance			

B	· Interaction with the male attendees		
C	· Participation in the discussions during the program		
D	· Influencing decisions during the program		
E	· Putting up their stake during the program		
F	· Level of enthusiasm in attending the program		
G	· Awareness on gender equity and displaying confidence		
H	· Attentiveness and serious during the program		
X	Through the BFL project, has an Specific Study Tours for Women have been organized?	Yes	NO
A	If (Yes) please describe the tour in 50 words. · ·		
B	If No -Please explain the reasons and challenges faced in not being able to organize a study tour specifically for women in the community. (Limit you explanation to 50 words) · ·		
XI	In the implementation of the BFL activities, how do you rate on the following components in the context of <b>RELEVANCE</b> to your area. (Please rate on the following scale)Please rate the degree of your agreement as  <b>1= Very Relevant, 2= Relevant, 3=Cannot say, 4=Not relevant , 5= Not at all relevant</b>		

i	While implementing the projects, Alternative Income Generation activities for women to be created is relevant.	1	2	3	4	5
ii	While implementing the project livelihood enhancement “Skills development” to be created for women is important.	1	2	3	4	5
iii	While implementing the project, to provide market access for the products made by women or produced by women is relevant.	1	2	3	4	5
iv	During the project implementation phase, Awareness raising, capacity building and planning for climate change adaptation and disaster risk management to be created in the context to reduce their vulnerability is relevant.	1	2	3	4	5
V	Before the implementation of the project, providing Leadership and Empowerment Trainings is relevant to empower the women in the community.	1	2	3	4	5

**SECTION C:**  
**Macro Level assessment of the BFL activities**

1	At the macro project level (BFL), it is stated that Disaster Risk Reduction strategy has been chalked out for all the PA/WS/BC. Are you aware of it?				
	Yes		No		
A	If yes, how is it benefiting the women in the community. Please describe in 50 words. . .				
B	If “No”, Please provide some possible reasons why you are not aware of it.				





I	No Official order was received of publication of such document		
ii	No information was provided from the HQ in any forum or mode		
iii	Others please specify		
2	Under the BFL project, several activities are being carried out specifically in the context of building conservation infrastructure that benefits the households.  Have you in your area implemented any infrastructural building projects benefiting the households?		
	Yes	No	
	If yes, who is usually involved in carrying out such projects?		
I	Community contractors		
ii	Contractors from other areas		
iii	Others please specify		
3	If it is the community contractors, what percentage of members are women?		
4	Are there any women community contractors in the community.	Yes	No
5	Has any solar power alternate energy technology been provided.		
	Yes	No	
A	If yes, how does it benefit the women in the community? (Please tick all the relevant)		
I	Improvement in women's health		
ii	Longer duration of work hours for women for any economic activity (Weaving etc)		
iii	Improvement in women's communication through access to cell phones		
iv	Improvement in women's exposure with access to television		
V	Reduced time for house hold chores such as for cooking.		

Vi	Others please specify :	
6	Has any degraded land restoration programs been carried out in your area?	
	Yes	No
	if yes, what was the engagement level of the women from the community in the program. Please rate on the following scale:	

***THANK YOU VERY MUCH FOR YOUR PARTICIPATION***



