

Proposal
Integrating Gender into Climate Change Policies and Programmes in Bhutan

A. Background

Gender mainstreaming at a project level means that energy and environment (E&E) projects are designed to ensure that both women and men are entitled to equally participate and benefit from a project. Sometimes, however, women may be more disadvantaged than men in similar circumstances. This may impact negatively on various dimensions of women's lives including education, health, economic opportunities and participation in management and decision-making processes. When this is the case, special provisions have to be made so that women can overcome the obstacles that have prevented them from participating and benefiting in the past.

As a follow-up of a regional Workshop on Gender Mainstreaming (GM) that took place in Chiang Mai in 2007 and in line with UNDP's overall strategy, the UNDP Country Office (CO) Bhutan would like to implement gender mainstreaming as a strategy for improved results in the energy and environment (E&E) portfolio, with focus on climate change-related projects. The process will build on lessons learned by the Cambodia CO during 2010-2011 through a gender mainstreaming initiative which was supported by UNDP APRC and the International Network on Gender and Sustainable Energy (ENERGIA). The process of integrating gender into climate change policies and programmes in Bhutan will be supported by the Global Gender and Climate Alliance (GGCA) and UNDP APRC.

B. Objective

UNDP's Gender Equality Policy foresees that gender is mainstreamed into every project and programme. To facilitate achieving this goal, the proposed GM initiative aims at:

- Raising awareness and improving skills of the staff of the UNDP Bhutan E&E Team, relevant project staff as well as the Government and CSO counterparts and target beneficiaries, on how to incorporate gender concerns into climate change-related projects of the UNDP CO
- Supporting selected climate change-related projects or proposals to apply or build in plans for a gender analysis to identify roles and responsibilities, as well as opportunities and gaps to address gender concerns in the project
- Supporting project staff to develop a Gender Action Plan/gender strategy for the selected project(s), through discussions and finalized at a gender mainstreaming workshop
- Supporting project staff, government, NGO and CSO representatives and target beneficiaries during the implementation of the identified gender strategies and actions

C. Technical and backstopping responsibilities

UNDP Bhutan CO will be primarily responsible for the execution of this initiative, while UNDP APRC will provide technical backstopping as necessary. This includes a mission of the E&E and/or Gender Team and/or an international consultant to Bhutan to support and provide advice in the planning of the initiative (APRC will fund such a mission - the financial responsibility for which remains to be worked out).

D. Proposed Steps

1. Planning Phase

During the planning phase, the CO, APRC E&E Team and APRC Gender Team will finalize the scope of the initiative, deciding on:

- selection criteria and actual selection of projects or proposals to participate in the GM initiative, keeping in mind the use of annual work plans by the CO, the specific needs of beneficiaries and the need for national ownership, and the requirement by GGCA to focus on ongoing climate change-related projects;
- clarification of expectations and envisioned time-frame within UNDP CO, project teams and project partners, including target beneficiaries;
- selection criteria and drafting TOR of an external expert/consultant, and
- roles, responsibilities and time line regarding technical support and backstopping.

2. Inception Phase

The inception phase encompasses

- contracting of external national and/or international consultant(s) for technical support;
- meetings between project teams, UNDP CO staff, project partners, target beneficiaries (where relevant) and contracted consultant/ team of experts to enhance understanding of projects; and
- discussion and agreement on the concept note and work plan.

3. Project Document Reviews

The expert consultant will review project documents and annual work plans in order to gain a clear understanding of the overall project and the extent to which gender concerns have been integrated and resources have been allocated for gender mainstreaming. The objectives of the document review are therefore:

- to identify project-specific gender issues; and
- to outline entry points for gender mainstreaming in the annual work plan of the selected project(s) and/or proposal(s).

The review will result in a short overview of actual and potential steps towards gender mainstreaming, which will be discussed with the project teams and implementing partners to ensure understanding and to reach preliminary agreement on possible actions.

4. Scoping Mission to Project Sites

A scoping mission from the expert consultant(s), project partners, and – if needed – respective UNDP APPRC staff, to meet with the project implementation team and target beneficiaries and to visit selected project sites will:

- build a common understanding of gender equality, and further help the project team, implementing partners and project beneficiaries to identify relevant gender dimensions within the project;
- undertake a rapid assessment of the target group using a participatory approach;
- identify gender issues that need further examination and data that needs to be collected from the communities;
- and result in agreement on an approach and methodology on how to collect these.

In case the expert consultant is hired locally, no extra mission needs to be scheduled – except for specific visits to the project sites - as the consultant will work with the team directly and dates to undertake the above actions can be scheduled easily.

5. Gender Mainstreaming Capacity Development Workshop

The workshop is a capacity building measure based on a needs assessment of the CO, project teams, and implementing partners, undertaken in advance. At the end of the workshop, participants will have:

- Improved their understanding of key concepts of and tools for GM in climate change-related projects, including the introduction of tools for gender analysis and planning;
- Identified key gender concerns specific to each selected project;
- Understood how a Gender Action Plan (GAP) will contribute to achieving project results, and identified basic steps to designing a GAP with concrete activities and a monitoring and evaluation plan; and
- Identified critical points in project implementation where further support for GM may be required and where/how to obtain this support.

6. Gender Analysis

For those selected projects related to climate change, in which a gender assessments was not undertaken during the project's design phase, the consultant will review whether the information and data available on gender equality in the project context (among target group, in target area, and in partner institutions) is sufficient. In case it is found to be insufficient, a gender analysis will be carried out as part of the gender mainstreaming process. The analysis will be undertaken by project teams based on the knowledge gained through the workshop under the guidance of the expert consultant and/or APPRC. The key objective of gender analysis is to collect the missing information and data needed for the finalization of GAPs and the development of evidence-based goals and activities to promote gender equality.

7. Finalization of Gender Action Plans

GAPs constitute a key output in the GM process. Prepared by the project teams, they are based on findings gained through the project document reviews, the planning missions to project sites, the capacity development workshop on GM, and in depth gender analysis (and where needed and feasible, also institutional assessments). GAPs will be designed during the last quarter of 2012, in order to become part of the 2013 Annual Work Plans, including:

- clearly defined goals in relation to gender equality;
- precise activities to produce outcomes that help to meet these goals;
- a budget allocation or re-allocation;
- a clear time frame for implementation;
- a list of indicators to track progress; and
- a monitoring and evaluation plan.

The formulation of GAPs will also indirectly support the integration of gender concerns into new climate change-related proposals that are being developed by the CO or that are in their inception phase.

8. Implementation of Gender Action Plans

The implementation of the GAPs constitutes the core of the GM initiative. The aim will be to mainstream the GAPs into the 2013 Annual Work Plans of the selected projects, in order to ensure the achievement of all gender goals for each of the selected projects during 2013. Expert consultants and APRC will provide additional support and advice to the project teams if and where necessary.

9. Monitoring and evaluation

At set intervals and at the end of the GM initiative, the entire process should be monitored and evaluated. Ongoing monitoring will be done through field visits, regular contact between the CO and implementing partners, and periodic reporting by the CO to the funding agency, with support from the expert consultant(s) and APRC. Evaluation of the initiative includes two components:

- the evaluation of the overall achievements made regarding the identified gender goals; and
- the evaluation of the mainstreaming process itself including possible challenges faced.

Based on this, lessons learned and best practices will be compiled in a format that is conducive to learning, in order to contribute to the overall body of knowledge on engendering E&E projects and to facilitate replication in new projects. Monitoring and evaluation of results will contribute to the development of gender-responsive outcomes on climate change, environment and energy in the new UNDAF for Bhutan.

10. Expected Results

The following are the expected results of the project:

- selection criteria along with list of projects or proposals for participation in the GM initiative with indicative timeframe;

- an overview of actual and potential steps towards gender mainstreaming to ensure understanding and to reach preliminary agreement on possible actions;
- Report of the scoping mission to build a common understanding of gender equality and identify relevant gender dimensions within the project, including data collection needs, approach and methodology;
- Needs assessment of the CO, project teams, and implementing partners on gender mainstreaming of CC-related projects
- a Gender Action Plan (GAP) that will contribute to achieving project results, along with a monitoring and evaluation plan;
- Report of the gender mainstreaming capacity development workshop;
- a gender analysis report for the finalization of GAPs and the development of evidence-based goals and activities to promote gender equality;
- Gender Action Plans to feed into 2013/14 Annual Work Plans, including a monitoring and evaluation plan; and
- Report on lessons learned and best practices

11. Work Plan and Budget

EXPECTED OUTPUTS	PLANNED ACTIVITIES	RESPONSIBLE PARTY	PLANNED BUDGET					REMARKS
			TIMEFRAME / QUARTER	FUNDING SOURCE	BUDGET DESCRIPTION	TOTAL BUDGET (USD)	BUDGET FOR Q4 (2012) and Q1 and Q2 (2013)	
Projects/ proposal identified for GM initiative	Develop selection criteria of projects	APRC E & E, APRC Gender Team and CO.	4 th Qtr (2012)					
	ToR for regional and national expert	CO with technical support from APRC/GGCA	4 th Qtr (2012)					
	Recruit Int'l/ national expert	CO (EE Team)	4 th Qtr (Oct'12)	GGCA	TA/Travel	22,954	7,000	Reg. expert (500*15 days) 2 missions (\$1954 each) Loc. Expert (300*45 days)
Identify key steps in gender mainstreaming of the identified project.	Review project documents and identify key gender issues	Consultant/ with CO/IPs & APRC	4 th Qtr. (Oct'12)					
	Visit to selected project sites – to identify relevant gender dimensions of the project.	Consultant/ with project partners & APRC	1 st Q (2013)	GGCA UNDP	Travel	3,000	3,000	GGCA = 2,000 UNDP = 1,000
	Assessment of the target group	Consultant/ with project partners & APRC	1 st Q (2013)					
	Identify gender issues and the need for data collection	Consultant with project partners and CO.	1 st Q (2013)	GGCA	Travel	2,500	2,500	
	Conduct Gender Mainstreaming Workshop	Consultant APRC	1 st and 2 nd Q (2013)	GGCA	Logistics/ Travel	12,500	12,500	9,000 (Logistics) 3,000 (travel)
Capacity building of project partners and CO in Gender Mainstreaming approaches.	Gender Analysis	Project Team with support from consultant & APRC	2 nd Q (2013)	GGCA	Travel		2,000	
Gender Action Plan developed	Preparation of work plans for 2013	Project Team	4 th Q (2012) and 1 st Q (2013)	UNDP	Logistics	2,000	2,000	

