

**Inception Report for Gender Assignment
On
Integrating Gender into Climate Change Policies and Programmes in Bhutan
(UNDP Energy and Environment Portfolio)**

Led by : UNDP Energy and Environment Portfolio
Supported by : Consultants (international + national)
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Introduction

'Gender mainstreaming' was a key element of the 1995 Beijing Platform for Action adopted at the Fourth World Conference on Women. The UN Economic and Social Council defined it as *"a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of the policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated."*

Thus, gender equality is a core value of the UN Charter and one of the Millennium Development Goals (MDG 3). Since long, gender mainstreaming has been part of UNDP's policy, and the Environment and Energy Group is committed to strengthening gender mainstreaming in all of its programmes despite limited understanding of the whole gender-poverty-energy nexus similar to other sectors too where work on gender mainstreaming leaves much to be desired. There continues to be a clear need to 'demystify' the term gender mainstreaming especially in a more technical area like environment and energy in order for its practitioners to accept and internalize the relevance of integrating gender for sustainable and meaningful outcomes.

There is no doubt that for people working in environment and energy sector, the challenge has doubled because mainstreaming gender comes on top of their struggle to put energy and environment in the national development plans and poverty reduction programmes. Moreover, most environment and energy staff and experts come from technical or scientific backgrounds, with little or no exposure to gender issues, as gender is commonly raised in political and social contexts. However, it is also widely acknowledged that although women & men have different energy needs linked to their gender roles, energy policies have tended to be gender neutral in theory and gender blind in practice, ignoring almost completely the roles, needs and interests of women.

Thus, the goal of gender mainstreaming in the environment and energy context is to widen the range of options and livelihoods available to women, as well as men, and to promote equitable and sustainable human development for all.

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 is gearing up to implement gender mainstreaming as a strategy for improved results in the energy and environment (E&E) portfolio, with a 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.

Objectives

The key objectives of the assignment are to :

- achieve common understanding on the importance of mainstreaming gender in climate change-related projects among UNDP CO staff/E&E Team, Government IPs and CSO counterparts as well as target beneficiaries.
- Understand how to mainstream gender in the climate-related projects by integrating gender analysis as a tool/approach to better identify, analyse and address gender issues/concerns in the project.
- Support the development of a Gender Action Plan/gender strategy for the selected project(s) to showcase good practice of gender mainstreaming in E&E portfolio.

Methodology and steps

1. Desk review of documents to:
 - a. identify project-specific gender issues; and
 - b. identify 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 culminate from the several discussions with UNDP CO, with the project teams and implementing partners, to ensure understanding and to reach preliminary agreement on possible actions.

2. Field site visits will be used to :
 - a. Help raise basic gender awareness among implementation teams and beneficiaries of project on the ground.
 - b. Undertake rapid assessment of target group using a mix of participatory methods to
 - o Facilitate the identification of gender dimensions and issues,
 - o Identify data gaps, and
 - o propose how project teams and stakeholders can collect these.

The consultants, project partners, and – if needed – respective UNDP or APRC staff, will travel to project sites to meet with the project implementation team and target beneficiaries. Communities are not always harmonious groups and there can be strong divisions along the lines of age, class and gender. These power differentials make it difficult for some people to voice opinions that contradict general views. Then there are *Intra-household and intra-family relations* in which women may find it difficult to speak out in front of their husbands or fathers. Men and women have different responsibilities and workloads, with women often having less time to devote to new activities.

Given low literacy rate among women, they are less confident to express their feelings to outsiders. All these and more such dynamics can be captured when interacting with beneficiaries during field site visits.

3. Apply and integrate Gender Analysis: Get staff and partners to apply/ appreciate / integrate Gender Analysis as a tool/approach in their projects to identify roles, responsibilities, opportunities and gaps to help better understand and address gender aspects/concerns which will then become part or core of their Gender Action Plans.
4. A Gender Mainstreaming Capacity Development Workshop will be conducted. Together with the international consultant, the national consultant will provide technical inputs so that participants can:
 - Improve 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;
 - Identify key gender concerns specific to each selected project;
 - Understand how a Gender Action Plan (GAP) will contribute to achieving project results, and identify 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.
5. Support to formulation and implementation of Gender Action Plans by staff and teams so that GAPS have:
 - a. clearly defined goals in relation to gender equality
 - b. precise activities to produce outcomes that help to meet goals
 - c. budget allocation or re-allocation
 - d. clear time frame for Implementation;
 - e. list of indicators to track progress; and
 - f. a Monitoring and Evaluation plan.

Outputs or final products

- I. Report of Scoping Mission which will among others present :
 - a. An overview of the actual and potential steps/ Approach / methodology towards gender mainstreaming to build common understanding of gender equality
 - b. Highlight relevant gender dimensions of selected projects, including gender data gaps, institutional capacity gaps etc.
2. A needs assessment of the CO, project teams and IPs on gender mainstreaming in CC-related projects, in preparation for the Capacity Building Workshop on gender mainstreaming, in collaboration with the International Consultant.
3. A report on the Capacity Building Workshop on gender mainstreaming in collaboration with the International Consultant.
4. Gender Action Plans (GAP) that feed into AWP's of 2013-2014, with simple monitoring and evaluation plan to ensure and support the implementation of the GAPs.
(GAPs that incorporate steps by selected projects to integrate Gender Analysis tools to mainstream gender to arrive at evidence-based gender issues/goals/activities coming out of the use of GA tools to promote Gender equality.
5. Final report on lessons learned and best practices including 2-3 best practices documented.