

Adaptation to Climate-induced Water Stresses through Integrated Landscape Management in Bhutan

Gender Analysis and Action Plan

Bhutan Trust Fund for Environmental Conservation

Abbreviations and Acronyms

AF	Adaptation Fund
BT FEC	Bhutan Trust Fund for Environmental Conservation
CEDAW:	Convention on Elimination of All Forms of Discrimination Against Women
DoFPS:	Department of Forest and Park Services
DPO:	Dzongkhag Planning Officers
FGD:	Focus Group Discussion
FYP:	Five Year Plan
GAP:	Gender Action Plan
GDP:	Gross Domestic Product
GGI:	Gender Gap Index
GII:	Gender Inequality Index
GNH:	Gross National Happiness
HDI:	Human Development Index
KPI:	Key Performance Indicators
MoAF:	Ministry of Agriculture and Forest
MoLHR:	Ministry of Labour & Human Resources
NCWC:	National Commission for Women and Children
NKRA:	National Key Result Areas
PHCB:	Population and Housing Census
SDG:	Sustainable Development Goals

List of Glossary

Dzongkhag:	District
Gewog:	County, consisting of a block or villages
Chiwog:	A group of households
Tshogpas:	Chiwog Representatives

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1. Project Information

1. Project Title	Adaptation to Climate-induced Water Stresses through Integrated Landscape Management in Bhutan
2. Project Grant Amount (US\$)	9,998,955
3. Grantor Agency	AF
4. Location (Global/Region/Country)	Bhutan (Dagana, Paro and Tziring districts)
5. Project Start Date	January 2023
6. Project End Data	February 2028
7. Implementing Entity (NIE)	Bhutan Trust Fund for Environmental Conservation (BT FEC)
8. BT FEC Focal Strategic Areas	Mitigating and adapting to climate change

2. Project Objective

The main objective of the project is “to build resilience to climate change and adaptive capacity of water-stressed communities in the Dzongkhags of Paro, Dagana and Tziring”. This will then support implementation of the “National Water Flagship Program”.

3. Objective of Gender Analysis

The aim of gender analysis is to provide an overview on gender issues in Bhutan, highlight gender situation in the project areas, specific to water resources and water management and to recommend gender specific activities to address issues related to the project. The analysis was based on available secondary data from various studies conducted by the Royal Government of Bhutan and development partners and information collected during the project preparation phase. This gender analysis was used as a basis to prepare the Gender Action Plan (GAP) which is annexed to this report. The GAP recommends grounded and practicable gender-responsive interventions to be implemented during the implementation period of the project.

4. National laws, policies and Regulations on Gender

Bhutan is signatory to the Convention on Elimination of All Forms of Discrimination (CEDAW) and the Convention on the Rights of the Child (CRC).

Bhutan signed the Universal Declaration on Human Rights as well as the UN Charter in 1971; the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) in 1980 and ratified in 1981; The Convention on the Prevention and Combating of Trafficking of Women and Children for Prostitution of the South Asian Association for Regional Cooperation (SAARC) was signed in 2002. Being party to these international frameworks, reflect Bhutan’s commitment towards realizing gender equality and empowerment. The National Commission for women and children (NCWC) was established in 2004 as the nodal agency for protecting the rights of women and children and spearheads its fulfilment to CEDAW and other regional and international conventions. It coordinates with government agencies to ensure gender equality and mainstreaming in policies and programs. For example, every ministry and Dzongkhag has a gender

focal person who is expected ensures gender equality and elimination of discrimination against women.

The Constitution of Bhutan, under Article 7, ensures fundamental rights, which are intrinsic in ensuring gender equality. Article 7(15) provides that “All persons are equal before the law and are entitled to equal and effective protection of the law and shall not be discriminated against on the grounds of race, sex, language, religion, politics or other status.” This provision underscores the right to equality of women. Article 7(6) provides “A Bhutanese citizen shall have the right to vote.” This provision is important not only because it is a political right of women to participate in the selection of their central and local governments but more so because it empowers Bhutanese women. This right empowers women to express their freedom, a freedom that entails choice. Article 7(11) provides Bhutanese women right to equal pay for work of equal value, especially when the principle of equal pay for work of equal value around the globe remains elusive. Article 9, section 17 on Principles of State Policy states: “The State shall endeavour to take appropriate measures to eliminate all forms of discrimination and exploitation against women including trafficking, prostitution, abuse, violence, harassment and intimidation at work in both public and private spheres”.

The Labour and Employment Act, 2007, provides for favourable working conditions for pregnant and nursing mothers, and equal pay for work of equal value. The Act emphasizes that there should not be discrimination based on sex against employees or job applicants in connection with recruitment, dismissal, transfer, training and demotion.

The Local Government Act 2009, similarly, does not differentiate between sexes, as all registered Bhutanese are eligible for office, if they fulfil set criteria. However, one of the criteria includes a certain level of education, which is disadvantageous for women as they are on average less educated than men.

The Penal Code of Bhutan has dedicated an entire chapter, Chapter 14, to criminalize various degrees of sexual harassment, rape, and physical and verbal abuses.

Bhutan’s Inheritance Act of 1980 guarantees equal inheritance rights to men and women. Traditional inheritance practices in Bhutan favour of inheritance to daughters and as a result, proportion of rural women holding land registration titles are higher than men.

The *Loan Act of 1981* determines that women are eligible to possess land and collateral for getting a loan.

The *amended Land Act of 2007* establishes that the minimum age for registering land is 18 years for both women and men.

The *Domestic Violence Prevention Act of Bhutan, 2013*, covers the prevention of physical, sexual, psychological and economic and emotional violence.

The *Disaster Management Act, 2013* provides for establishment and strengthening of institutional capacity for disaster management, the mainstreaming of disaster risk reduction, and for integrated and coordinated disaster management focusing on community participation. It underlines the

importance of women's participation in making decisions related to disaster management and risk reduction.

The 12th FYP, with its overall for a. “Just, Harmonious and Sustainable Society through enhanced Decentralization”, outlines gender responsive priorities such as: Eradicating Poverty and Reducing Inequality; Creating Productivity and gainful employment; Access to quality Health Services; Improving the quality of Education; Strengthening Democracy and Decentralization; Reducing Corruption; Improving Justice System and Promoting Gender Equality. Gender mainstreaming in national plans in Bhutan was initiated with the 10th FYP. It started with the adaptation of guidelines to mainstream gender into all planning aspects to elevation as one of the 16 National Key Result Areas for the 11th Five-year Plan. In the ongoing 12 FYP, recognized gender as a cross- cutting theme and advocates all ministries, agencies and concerned sectors to address gender gaps by integrating into their plans and programs based on gender analysis. This Plan also has “Gender Equality and Women and Girls Empowered” as a National Key Result Area with key performance indicators and targets that will measure women's representation in Parliament.

The Third National Communication of Bhutan (TNC) to UNFCCC, 2019 recognizes that there are also several areas in where women are at a disadvantage compared to men, such areas being, politics and decision-making, tertiary education and economy, with rural women being more vulnerable.

The National Gender Equality Policy (NGEP) 2020 explores gender equality through the lens of three domains i.e., political, social and economic. The policy aims to:

- (i) Provide a coherent strategic framework for the Government's priorities on gender equality;
- (ii) Strengthen accountability and operational strategies to address priority gender issues; and
- (iii) Facilitate deeper collaboration across sectors and stakeholders towards a common vision of gender equality.

Statement 5.9 of the NGEP establishes the link to climate change and envisages mainstreaming gender in all disaster and climate change related initiatives through acknowledgment of the differential impacts of disasters and climate change on women and men, and the positive roles that women can play in adaptation and mitigation efforts and to improve gender friendly infrastructure and facilities in the rural areas.

The NGEP Implementation Plan (2020) further identifies actions for statement 5.9, as follows:

- i. Assess gender differentiated capacity needs and develop a gender responsive capacity-building strategy for climate change actions;
- ii. Develop capacity of Gender Focal Points (GFPs, GEGs, MRGs, C4 and LGs) on mainstreaming gender and NDC targets into sectoral policies, plans, programmes and projects;
- iii. Conduct a gender assessment of selected NDC sectors;
- iv. Develop gender mainstreaming toolkit for selected NDC sectors; and

- v. Prepare local adaptation plans including support needs, based on complete gender analysis that take into account the needs of rural women.

The National Plan of Action for Gender Equality or the NPAGE (2019-2023) outlines strategies to promote gender equality in the political, public, social and economic domains. It seeks to address gender issues across 10 critical areas and for each of these areas, the progress, gaps and challenges, as well as result-based actions are identified. Critical Area 10 of the NPAGE is ‘Environment and Climate Change’. The action plan recognizes the gender dimensions of environment and climate change; acknowledges that the extensive environmental legal framework and strategies in place are not adequately gendered; and that the lack of awareness, resources and appropriate institutional framework are still an issue.

Gender Focal Points (GFPs) and *Gender and Child Focal Points (GCFPs)* have been instituted in the Ministries, Dzongkhags, CSOs and private sector with gender mainstreaming as coordinating entities and drivers for gender mainstreaming. The GFP plays very diverse roles, such as awareness-raising and sensitization on gender issues and initiatives to create gender friendly and enabling workplace. The GFPs are supported and trained by the NCWC. According to the ADB report, 83 government officials (33 women, 50 men) and 62 private sector representatives (43 women, 19 men) were appointed as GFPs as of 2015, and they were expected to participate in training on gender mainstreaming³⁰. Currently, 24 GCFPs are active in 20 Districts and 4 Municipalities (7 females, 17 males), and 32 GFPs at central level (16 females, 16 males); totalling to 56 focal persons in total.³¹

5. Gender Policy of AF and BT FEC

5.1 BT FEC’s Gender Equality Strategy Framework

The BT FEC’s Gender Equality Strategy Framework defines the process for Gender Analysis in a project to include Gender roles and activities; access and control over resources; legal and political considerations and Social and cultural patterns. The frameworks require BT FEC’s projects to be gender-sensitive in project planning, design, implementation, monitoring and post-evaluation.

5.2 Gender Policy of the Adaptation Fund

The Gender Policy of Adaption Fund recognizes that women and girls are often disproportionately affected by climate change as its negative impacts are aggravated by existing gender inequality and systemic and structural patterns of discrimination and social exclusion, which also reduce the effectiveness of sustainable development and poverty alleviation measures. The policy aims to address existing gender-based inequalities and close existing gender gaps; provide women and men with an equal opportunity to participate in, contribute to and benefit from Fund-supported activities to adapt to climate change impacts and interlinked challenges; address and mitigate against assessed potential project risks for women and men, girls and boys in relation to concrete adaptation actions financed by the Fund; contribute to addressing the knowledge and data gaps on

³⁰ Survey of Country Gender Profile (Kingdom of Bhutan), JICA, 2017

³¹ RGoB, National Commission for Women & Children, Gender & Climate Change in Bhutan with a focus on Nationally Determined Contribution Priority Areas: Agriculture, Energy and Waste, 2020

gender-related vulnerabilities and to accelerate learning about effective gender-equal adaptation measures and strategies; meaningfully integrate the experiences, capabilities by following a gender-responsive, participatory, inclusive and fully transparent approach to stakeholder engagement for effective adaptation measures.

The policy's key guiding principles include

- *Commitment* to uphold women's human rights and to contribute to gender equality and the empowerment of women and girls strive to devote the necessary resources, capacities, technical support to implement the gender policy effectively.
- *Comprehensiveness in scope and coverage* which requires application of the policy to all its adaptation activities, operational processes through project -specific gender assessment and Gender Action Plan;
- *Accountability* through integration of quantitative and qualitative gender monitoring for project impacts and gender-disaggregated data collection
- *Competencies* through consideration of relevant gender expertise to enhance capacity to understand and implement the Fund's gender policy
- *Resource Allocation* requiring all projects and programmes to allocate and budget adequate resources for the implementation of gender integration efforts
- *Knowledge management and communications* requiring documentation and sharing of experiences and knowledge gained through implementation of gender-responsive adaptation actions

6. Overall Gender Equality Situation in Bhutan

The literacy rate for women, which stands at 63.9 percent, is lower than that for men, which is 78.1 percent in urban areas (PHCB 2017). This translates into lower levels of female participation in formal employment and high public office. The document outlines that majority of the population are still directly dependent on agriculture and as more men tend to out-migrate from rural to urban areas seeking employment and work for wages, women are mostly required to work in the field to support the children and elderly in the rural areas. Hence women are most vulnerable to the impacts of climate change and have limited capacity and resources to adapt as many settlements in the country faces acute shortages of water for drinking and irrigation exacerbated by changing monsoon patterns and decreasing snow cover.

Bhutan's Human Development Index (HDI) value increased from 0.572 to 0.607, between 2010 and 2015, which was an increase of 0.6%¹. The HDI value of 0.607, placed the country under the medium human development category, positioning it at 132 out of 188 countries and territories². However, with respect to Gender Inequality Index (GII), Bhutan's stood at 0.477 ranking it 110th out of 159 countries in 2015. The GII reflects gender-based inequalities in three dimensions: reproductive health, empowerment and economic activity³. Women hold only 8.3 % of parliamentary seats, 5.8% of adult women have at least a secondary level of education compared to 13.4% of their male counterparts. For every 100,000 live births, 148 women die from pregnancy

¹UNDP 2016, Briefing Note Bhutan Human Development Report

²Ibid

³ Ibid

related causes and the adolescent birth rate is 21.4 births per 1000 women of ages 15-19. Female participation in the labour market is 58.7% compared to 78.3% for men⁴

The National Gender Equality Policy, 2019 recognizes that gender differences are visible in climate change vulnerability, participation in climate change decision-making and action, and diverse levels of benefit-sharing. As male out-migration increases, the responsibilities and roles of women become more difficult and working conditions deteriorate. The policy also recognizes that women in Bhutan perform 71 percent of unpaid household and care work. Because of all their roles and responsibilities, rural women are more vulnerable to the effects of climate change, and they are more affected than men when climate- induced disasters hit.

The 2015 Labour Force survey reported that there were 159,919 women labor contributors compared with 184,574 men with the labor force participation rate of 71.2 percent for males and 55.9 percent for females. The quality of jobs held by women tends to be inferior to that of men, as women work in low-paying sectors such as agriculture and forestry, which accounts for 30.5 percent of female work-force. NCWC's Bhutan Gender Policy Note 2013 states that a number of analyses consider household and community factors affecting girl's participation and performance, including housework responsibilities and incidence of early pregnancies. Although women account for 35.3 percent of the total civil service, only 10 percent (25 women to 228 men) hold executive and specialist positions.

6.1 Employment by gender

Agriculture sector employs the majority of Bhutanese population (58 percent). Over 30 percent of those engaged in agriculture are women (See Table 3).

Table 3. Percentage share of employed persons by major activity and gender, 2018

Major Economic Activity	Male	Female	Total
Agriculture and Forestry	27.5	30.5	58.0
Mining and quarrying	0.5	0.1	0.5
Manufacturing	2.8	3.7	6.5
Electricity, Gas and Water Supply	0.6	0.2	0.8
Construction	1.5	0.3	1.8
Whole Sale and Retail Trade	3.2	4.6	7.8
Hotels and Restaurants	1.1	1.2	2.3
Transport, Finance and Communications	3.3	0.3	3.7
Financial Intermediation	0.5	0.2	0.7
Real Estate, Renting and Business Activities	0.7	0.3	0.9
Public Administration and Defense Activities	7.4	1.8	9.2
Education	1.7	1.6	3.3
Health and Social Work	2.9	1.9	4.0
Private Households and Employed Persons	0.0	0.5	0.6
Total	53.6	46.6	100.0

Source: MoLHR, Labour Force Survey, 2018

⁴ Ibid

6.2 Representation of women in the civil service

Although women account for 35.3 percent of the total civil service, only 10 percent (12 out of 128) of the positions in executive and specialist category are held by women (See Table 4).

Table 4: Civil Servants by Ministries, Position and Gender

Ministries	Ex & ES		P & M		S & S		OS	
	M	W	M	W	M	W	M	W
Ministry of Agriculture and Forest	39	4	439	104	1542	469	261	10
Ministry of Health	11	1	248	129	419	365	95	29
Ministry of Finance	9	1	212	136	365	150	53	22
Ministry of works and human settlement	9	0	167	39	228	124	103	9
Ministry of Home and Cultural Affairs	9	1	110	39	238	147	49	11
Ministry of Information and Communications	6	0	101	49	207	75	50	4
Ministry of Economic Affairs	12	0	141	62	134	90	49	2
Ministry of Labour and human Resources	7	1	107	48	118	74	31	4
Ministry of Education	4	2	90	42	26	45	23	5
Ministry of Foreign Affairs	10	2	75	29	23	26	34	5
Total	116	12	1690	677	3300	1565	748	101
Proportion of women	10%		26%		32%		11%	

Source: Annual report, 2019, RCSC. Ex = Executive, ES = Executive Specialist, P&M = Professional & Management category, S&S = Supervisory and Support Category, OS = Operational category; W = Women; M = Men)

6.3 Representation of women in political decision-making bodies

Bhutan has given due importance to increasing women's participation in development activities, elected offices and decision-making positions. Key legal and policy frameworks have been adopted to ensure women's full and equal participation in the political, civil, economic, social, and cultural life. The National Plan of Action for Gender (NPAG), which was implemented in the 10th Five-Year Plan, reinforced the promotion of women's participation in politics, and identified interventions and targets for enhancing women's participation in politics. The 12th Five-Year Plan, which was launched in 2018, has "Gender Equality and Women and Girls Empowered" as a National Key Result Area with key performance indicators and targets that will measure women's representation in Parliament and local government. Women's rights to equal political and public participation, and the broader principle of gender equality, form a critical component in several declarations, conventions and other international norms.

The first national conference for women, held in 2014, stated that in the 2016 local government elections and 2018 parliamentary elections, the number of elected women should be increased by reserving 20 to 50 seats for women parliamentarians. Reserving seat for women were not taken well by many men and women and hence the government is now focused on education, creating awareness, and conducive capacity building for women to contest in elections. Although the proportion of women representation in political sphere has seen some increase since 2008, the proportion of representation are much lesser than actual proportion of women in the. Population.

Table 5: Women's representation in the National Assembly and National Council, 2008-2018

Year	2008			2013			2018		
	Total	No. of Women	Women (%age)	Total	No of Women	Women (%age)	Total	No of Women	Women (%age)
National Assembly (elected)	47	4	8.5	47	4	8.5	47	7	14.9
National Council (elected)	20	4	20	20	0	0	20	2	10
National Council (appointed)	5	2	40	5	2	40	5	2	40
National Council (Total)	25	6	24	25	2	8	25	4	16
Parliament (Total)	72	10	13.8	72	6	8.3	72	11	15.3

Source: Statistics from Election Commission of Bhutan, 2018

6.4 Women in the Judiciary

While women's representation in the judiciary has increased over the years, the ratio of women to men judges decreases at higher levels in the system. At the initial stages of the judicial career the gender gap is narrower with 47 percent of women registrars. However, the gaps become wider at the higher positions with women consisting of only 25 percent of *Drangpon Rabjams (Asst. Judge)* and 22 percent of *Drangpons (Judge)*.

Table 6: Proportion of Men and Women Drangpons

Post	Men	Women	Total
Supreme Court Justices including the Chief Justice of Bhutan	4	1	5
High Court Including the Chief Justice of High Court	7	0	7
Registrar General	1	0	1
Dzongkhag Drangpons (District Judge)	21	6	27
Dungkhag Rabjams (Sub district Asst. Judge)	17	0	17
Drangpon Rabjams (Asst. Judge)	6	2	8
Court Registrars	9	8	17
National Judicial Commission	3	1	4

Source: Royal Court of Justice, 2019

6.5 Access to education

Monastic education, which was imparted solely to male population pre-1950s, provided an undue advantage to males in religious and politico-social areas.

With modern education system gaining its foothold in Bhutan, increasing number of girls have had access to education despite several impediments like girl child having to stay back at home to look after younger siblings, take care of the house, domestic animals and old and sick. Furthermore, parents preferred male child leaving the house to go for higher education and matrilineal inheritance pattern obliged property holder to stay back and take care of the inheritance which generally were women. However, over the last few decades, enrollment levels have increased significantly for girl child with virtually equal participation by girls and boys.

Table 7: Growth in School Education Enrolment (2008-2020)

Year	Female	Male	Total
2008	77585	79527	157112
2009	81468	82794	164262
2010	84962	85443	170405
2011	86873	87074	173947
2012	89428	88931	178359
2013	86482	85909	172391
2014	86641	85752	172393
2015	86331	85071	171402
2016	85580	83980	169560
2017	84803	83289	168062
2018	84643	82465	167108
2019	84738	82048	166786
2020	87051	83755	170806

(Source: Annual Education Statistics 2020)

The school enrolment data show that the female students comprised of 49 percent in 2008 (77585 females out of 157,112 students). This has improved to 51 percent in 2020 (87,051 of 170,806 in 2020. Table 8 show that enrolment of female students in higher education relate to Science, Technology, Engineering and Mathematics (STEM) has improved from 31 percent in 2015 to 41 percent in 2020.

Table 8: Student enrolment trend in the Higher Education (STEM subjects) in Bhutan

Institute	2020		2019		2018		2017		2016		2015	
	F	M	F	M	F	M	F	M	F	M	F	M
College of Science & Technology	277	717	272	666	272	788	204	317	285	662	222	566
College of Natural Resources	547	422	558	433	320	347	639	681	204	317	149	389
Gyalpozing College of IT	112	143	122	142	40	39	40	41	0	0	0	0
Jigme Namgyal Engineering College	206	488	223	498	290	599	261	565	261	565	180	557
Faculty of Nursing & Public Health	236	250	245	224	228	201	186	151	186	151	213	209
Faculty of Traditional Medicine	34	45	38	53	35	54	36	47	36	47	24	40
Faculty of PG Medicine	21	28	14	22	9	21	0	0	0	0	0	0
Reldri Academy of Health Sciences	0	0	26	6	35	17	36	17	36	17	0	0
Sub-total	1433	2093	1498	2044	1229	2066	1402	1819	1008	1759	788	1761

Source: (State of Higher Education of Bhutan, 2020)

7. Gender Assessment in project area

The legal and political considerations and Social and cultural patterns are captured through secondary data sources. The project preparation process carried out a participatory gender

assessment in the project areas to assess Gender roles and activities; access and control over resources.

7.1 Stakeholder consultations and participatory assessment

Project specific stakeholder consultation meetings were organized in April, 2021 in all the three Dzongkhags – Paro, Tsirang and Dagana. Participants comprised of relevant Dzongdas (Governors), Dzongrabs (Deputy Governors), Planning Officers, Dzongkhag Environment Officers, Dzongkhag Engineers, Gender Focal persons of the three districts, Dzongkhag Agriculture Officers, Territorial Forestry officials, local government representatives, representatives of the rural and urban communities comprising of men and women and officials from the BTFEC. Consultations focused the background of the proposed project, project components and activities, BTFEC and AF standards, discussion on water governance and institutes, water source and watershed management, installation of climate resilient water infrastructure and management, enhancement and efficient sustainable supply and distribution as well as utilization of water and gender roles in project activities. The consultations identified opportunities and challenges of mainstreaming gender into project activities. These consultations were held in the following locations as follows (See Table 9). The check list of participatory data collection and discussions on gender roles is presented in Annex 1 and the list of participants in these consultations is presented in Annex 3.

In June, 2022 local stakeholder consultations were further held in project gewogs to include actual beneficiary communities and stakeholders. In these consultations, issues related to the project activities, gender and social and environmental risks specific to project activities were identified and mitigation measures discussed. These consultations enabled identification of gender issues that need project interventions were identified. These interventions form main components of gender action plan.

Table 9: Location of stakeholder consultations and participating Gewogs

Dzongkhag	Gewogs	Location of consultations, dates and Remarks
Dagana	12 Gewogs of Dorona, Drujeygang, Gesarling, Gozhi, Kana, Khebisa, Largyab, Nichula, Tashiding, Tseza, Tshangkha, Tshendagang, Karmaling and Lhamoizingkha	<i>Location and date;</i> Dagana Dzongkhag for Kana and Tsesa gewogs from 14-15 April, 2021 Gozhi Gewog centre for other 10 gewogs on 16 th April, 2021
	Drujeygang	<i>Location and date:</i> Aibumthang chiwog on. 9th June, 2022 <i>Participants:</i> Community leaders; Dzongkhag officials; Communities; Stakeholder agencies
	Lajab	<i>Location and date;</i> Thasa Chiwog on 10th June, 2022 <i>Participants:</i> Community leaders; Dzongkhag officials; Communities; Stakeholder agencies

	Tsangkha	<p><i>Location and date;</i> Tsangkha gewog centre on 11th June 2022</p> <p><i>Participants:</i> Community leaders; Dzongkhag officials; Communities; Stakeholder agencies</p>
Paro	Dhopshari, Dokar, Lamgong, Naja and Shaba	Location; Dopshari from 20 th to 21 st April, 2021
	Doteng, Dopshari, Lamgong and Tsento gewogs	<p><i>Location and date;</i> Dopshari Gewog Center on 30th May, 2022</p> <p><i>Participants:</i> Community leaders, Dzongkhag officials and Stakeholder agencies</p>
	Dopshari, Lungnyi and Wangchang and Dopshari	<p><i>Location;</i> Dopshari Gewog Center 31st May, 2022</p> <p><i>Participants:</i> Community leaders, Dzongkhag officials; Communities; Stakeholder agencies</p>
	Dopshari and Doteng	<p><i>Location;</i> Dopshari Gewog Center on 1st June, 2022</p> <p><i>Participants:</i> Community leaders, Dzongkhag officials; Communities; Stakeholder agencies</p>
	Doteng	<p><i>Location;</i> Doteng Gewog Center on 1st June, 2022</p> <p><i>Participants:</i> Community leaders, Dzongkhag officials; Communities; Stakeholder agencies</p>
	Lamgong	<p><i>Location;</i> Lamgong Gewog Center on 2nd June, 2022</p> <p><i>Participants:</i> Community leaders, Dzongkhag officials; Communities; Stakeholder agencies</p>
	Tsento	<p><i>Location;</i> Tsento gewog center, Jitshipu on 2nd June, 2022</p> <p><i>Participants:</i> Dzongkhag officials; Communities; Stakeholder agencies</p>
	Lungnyi	<p><i>Location;</i> Community center of Lungnyi on 3rd June, 2022</p> <p><i>Participants:</i> Community leaders; Dzongkhag officials; Communities; Stakeholder agencies</p>

	Wangchang	<p><i>Location;</i> Wangchang Gewog Center on 3rd June, 2022</p> <p><i>Participants:</i> Community leaders; Dzongkhag officials; Communities; Stakeholder agencies from local and central level</p>
	Shapa	<p><i>Location;</i> Shapa Gewog Centre on 3rd June, 2022</p> <p><i>Participants:</i> Community leaders; Dzongkhag officials; Communities; Stakeholder agencies from local and central level</p>
Tsirang	Triangtoe, Phuentenchhu and Semjong	<p><i>Location;</i> Tsirang toe Gewog centre for Tsirangtoe on 9th June, 2021</p> <p>Phuentenchhu Gewog centre for Phuentenchhu and Semjong Gewogs on 11th June, 2021</p> <p>Tsirang Dzongkhag was not included in the project concept note. It has been added upon recommendations by the GNHC and upon acceptance by the Adaptation Fund in May, 2021. Out of the 12 gewogs the Dzongkhag prioritized inclusion of these three gewogs in the project. Component 2 of the project will focus on drinking water supplies in Tsirang</p>
	Public Consultation at Phuentenchu Gewog Centre, Tsirang Dzongkhag	<p><i>Location;</i> Phuentenchu Gewog Centre, on 7th June 2022</p> <p><i>Participants:</i> Community leaders; Dzongkhag officials; Communities; Stakeholder agencies from local and central level</p>
	Tsirangtoe	<p><i>Location;</i> Tsirangtoe Gewog Centre on 7th June 2022</p> <p><i>Participants:</i> Community leaders; Dzongkhag officials; Communities; Stakeholder agencies from local and central level</p>

Equality between men and women exists when both sexes are able to share equally in the distribution of power and influence; have equal opportunities for financial independence through work or through setting up businesses; enjoy equal access to education and opportunity to develop personal ambitions. A critical aspect of promoting gender equality is the empowerment of women, with a focus of identifying and redressing power imbalances and giving women more autonomy

to manage their own lives. Women's empowerment is vital to sustainable development and the realization of human rights for all"⁵ During these consultations, Focus Group Discussions (FGD) were held with and among different groups of stakeholders to understand gender roles and challenges in water and water resources management at different levels. These FGDs were held in the context of understanding that "Gender Equality implies a society in which women and men enjoy the same opportunities, outcomes, rights and obligations, in all spheres of life.

7.2 Demography by Gender

The proportion of male and female population in the project areas is 53 percent and 47 percent respectively as compared to 51 percent and 48 percent at the national level (See Table 10). The proportion of female population in the project area is slightly lesser than the proportion at the national level.

Table 10: Population in the project area

Sl. No	Dzongkhag	Gewog	Population		
			Male	Female	Total
1	Dagana	Drujeygang	1,748	1,804	3,552
2		Lajab	454	389	843
3		Tshangkha	863	844	1,707
4	Paro	Dhopshari	1,590	1,590	3,180
5		Lungnyi	2,015	2,030	4,045
6		Lamgong	1,710	1,626	3,336
7		Doteng	602	547	1,149
8		Tsento	3,171	2,082	5,253
9		Shaba	3,258	2,683	5,941
10		Wangchang	1,666	1,645	3,311
11	Tsirang	Semjong	721	608	1,329
12		Tsirangtoe	778	692	1,470
13		Phuentenchhu	673	675	1,348
Total project area population			19,249	17,215	36,464
% of Male & Female population (Project area)			53	47	

Source; PHCB, 2017

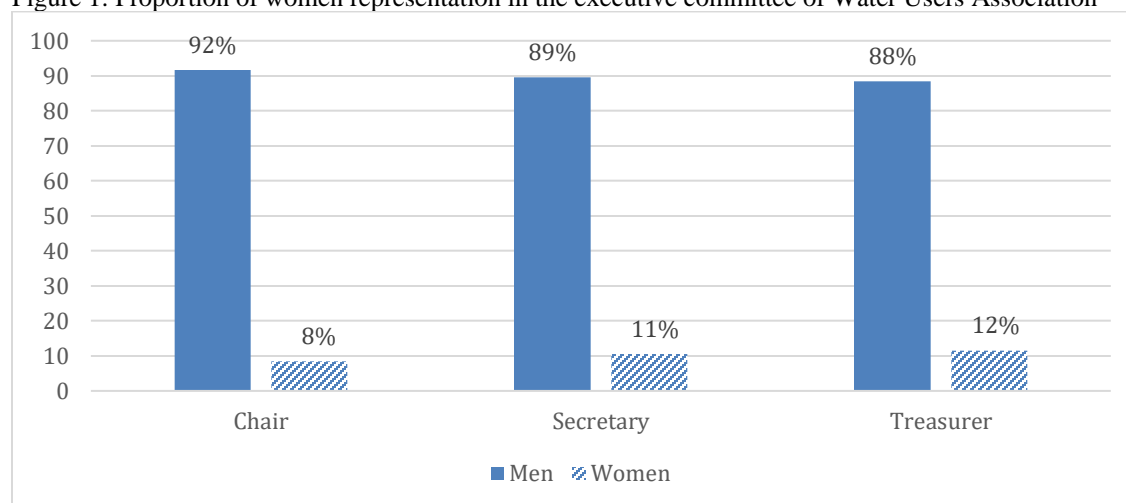
⁵Ampumuza, C. et al., 2008, *Women Empowerment through tourism*, Wageningen University, The Netherlands

The participatory assessment of gender situation revealed the following;

7.3 Participation in water governance

All Gewogs in the project area have a practice of establishing a Water Users Association (WUA) for oversight management of drinking or irrigation water schemes amongst households using water from a facility. The office bearers of these WUAs comprise of Chairperson, Secretary and a Treasurer. Overall women representation comprises of only 11 percent of the office bearers for WUAs in the project area (See Figure 1).

Figure 1: Proportion of women representation in the executive committee of Water Users Association



Source, Field Data collected during stakeholder consultations, June, 2021

Most of these WUAs are recognized by the Gewog Administrations. However, they are not formally registered and members officer bearers of these WUAs needs training in water governance, management and water dispute resolutions. The project should support formal registration of all WUAs as per the Water Regulations of Bhutan, 2014 and ensure with the following information;

- Name and address of the WUA;
- Names of the Chairperson and office bearers (and gender)
- List of users with irrigable land holdings and household members of each user;
- Length and flow volume of the water facility;
- The date of construction and the last maintenance done on the water facility;
- Name and location of the irrigation or drinking water source;
- Whether the Association is for drinking water, irrigation or both; and
- List of other commercial users, if any.

The project should aim to raise the representation in officer bearers of WUAs by women from 11% to 30% by end of the project period.

As per the Bhutan Water Regulations, the WUAs are expected carry out functions related to Protection and conservation of its water source; equitable and fair access to water supply; hear and decide on disputes between or amongst its members relating to water and infrastructure use;

Maintain records its members, mechanism for distribution of water, of minutes of its meetings and decisions, books of accounts on the money received and disbursements; made by the Association; Adopt measures for the efficient use of water and determine and adopt water user fees that commensurate with the services; Appoint water guard and coordinate with other Gewogs of authorities.

RWSS Policy, 2014 recognizing that equal opportunities for participation and benefits to the poor, marginal and vulnerable groups are essential for reducing disparities in services and ensuring maximum benefits and impact of facilities, these groups will be identified during the planning of schemes and efforts made to ensure that these groups have access to and benefit from improved water supply and sanitation facilities.

During participatory assessment of gender roles and capacities, the stakeholders identified the need to enable higher level of participation by women in governance and management institutions. Hence, it is proposed that the project should support enabling formal registration of all WUAs in the project areas with enhance participation by women. For this the project should provide capacity building of WUA office bearers in

- Awareness on water act,
- Water regulations,
- Group formation and management,
- Water source sharing,
- Conflict and dispute resolution,
- Labour regulations and Labour Safety,
- Roles and responsibilities of stakeholders in water management,
- Gender equity in water management,
- Mechanism for distribution of water;
- Innovations for sustainability in water management such as introduction of fees and PES mechanisms,
- Management of WUAs,
- Record keeping

7.4 Water use and management

During the participatory assessment of gender roles in the project areas, participants viewed that usage and management of water largely handled by women at the household level and by men at the Dzongkhag level (See Figure 2 & Table 11). However, at the community level, water usage is mostly handled by women while management is handled largely by men which indicates a disconnect between water users and water managers. This indicates the need for engaging more women in water management roles at the community level. It also indicates that there is a gap between the majority of end users of water, who are largely women, at household levels and decision makers in the management of water at the Community and Dzongkhag levels who are largely men.

Figure 2: Proportion of roles in water use and management at different levels



Source, Field Data collected during stakeholder consultations, June, 2021

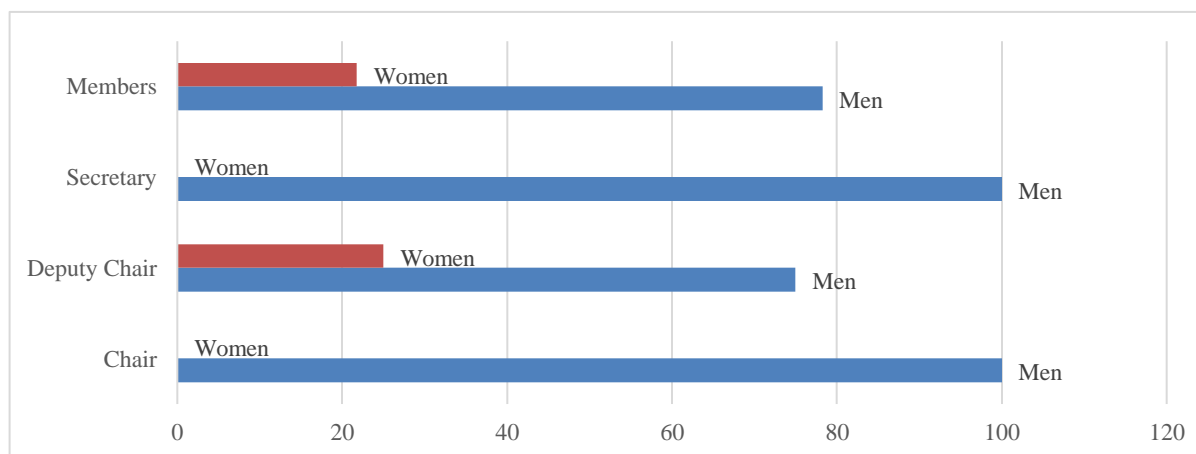
Table 11: Water usage and management at different levels

Levels	Use		Management	
	Men	Women	Men	Women
Household level	40	86	37	87
Community level	58	73	90	41
Dzongkhag level	75	53	93	16

Source, Field Data collected during stakeholder consultations, June, 2021

Within the project Dzongkhags the Dzongkhag level, 100 percent of Dzongkhag Tshogdu (DT) chairperson; 75 percent of Deputy Chairperson, 100 percent if DTY Secretary and 78 percent of members are men (See Figure 3).

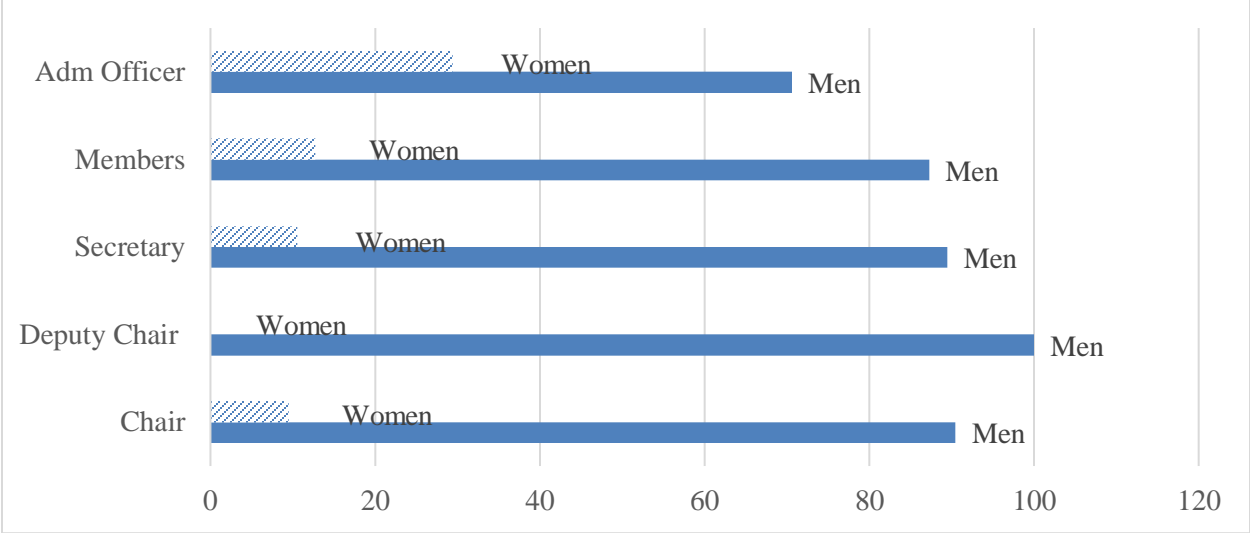
Figure 3: Proportion of gender representation at the DT in the project area



Source, Field Data collected during stakeholder consultations, June, 2021

The situation is still skewed towards men at the Gewog level within the Gewog Tshogde (GT). The representation of women in the GT is 29 percent as compared to 22 percent at the DT level.

Figure 4: Proportion of gender representation in GT within the area



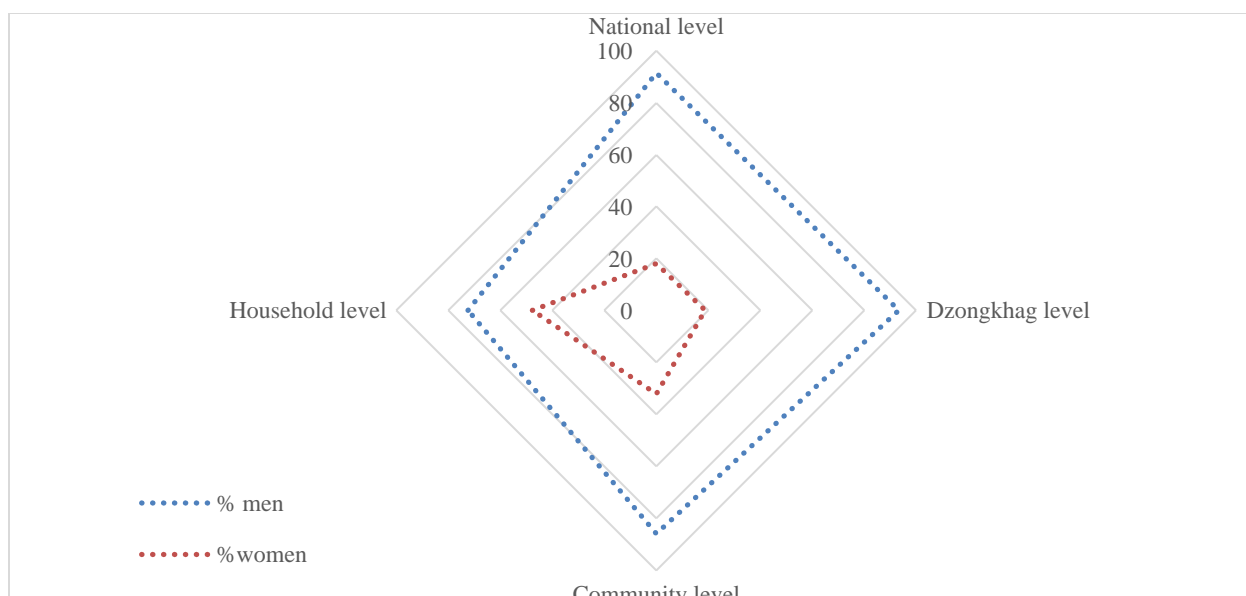
Source, Field Data collected during stakeholder consultations, June, 2021

The study showed that there is an urgent need to empower and build the leadership of female farmers, and to enhance their communication skills—so as to strengthen their voice and decision-making abilities in (local) governance and farming decisions, including those related to CSA/CRA.

7.5: Gender roles in water related activities

Men play a greater role in maintenance of water related infrastructure. However, women also take up significant roles in maintenance of infrastructure at community and household levels which indicates the need for enabling participation by women capacity building for water maintenance, use of tools and equipment and in promoting improved tools and technologies in water maintenance at local levels.

Figure 5: Role in maintenance of water infrastructure



Source, Field Data collected during stakeholder consultations, June, 2021

However, 90 percent of the participants view that men have enjoy better access to training opportunities a than women. Given the significant role that women play in maintenance of infrastructure at the community and local levels, the project support in terms of training opportunities in water infrastructure should include equal participation by women. Women have a greater role in use of water for cooking, cleaning, watering livestock and kitchen gardens as compared to the greater role of men in use of water for field irrigation (See Table 12). In situations where water facilities are not maintained at the local levels, women would land up facing the larger brunt of dealing with lack of water supply and hence would find more value in having skills and capacity for water maintenance. Training women on efficient and economic use of water would also enable efficient utilization limited water resources.

Table 12: Gender roles identified by participants in use of water at local level

Use of water/Gender	Gender roles	
	% men	% women
Use of water for cooking	13	95
Use of water for cleaning	15	97
Use of water for livestock	58	67
Use of water for gardening	23	86
Use of water for field irrigation	85	45
Participation in meetings related to water at Dzongkhag level	92	31
maintenance of water infrastructure at catchment level	61	5
- at catchment level	72	2
- at field water distribution lines	56	3
- at Household water connections	42	12
- at main water conveyance lines	74	4
Engaged the most in water related conflicts	42	18
Engaged the most in conflict management/resolution	61	5

Engaged the most in Implementation of water related projects and activities in the village	48	4
Engaged the most in Trainings on water resources	42	10
Engaged the most in WUA meetings	22	22

Source; Field Data collected during stakeholder consultations, June, 2021 and June, 2022

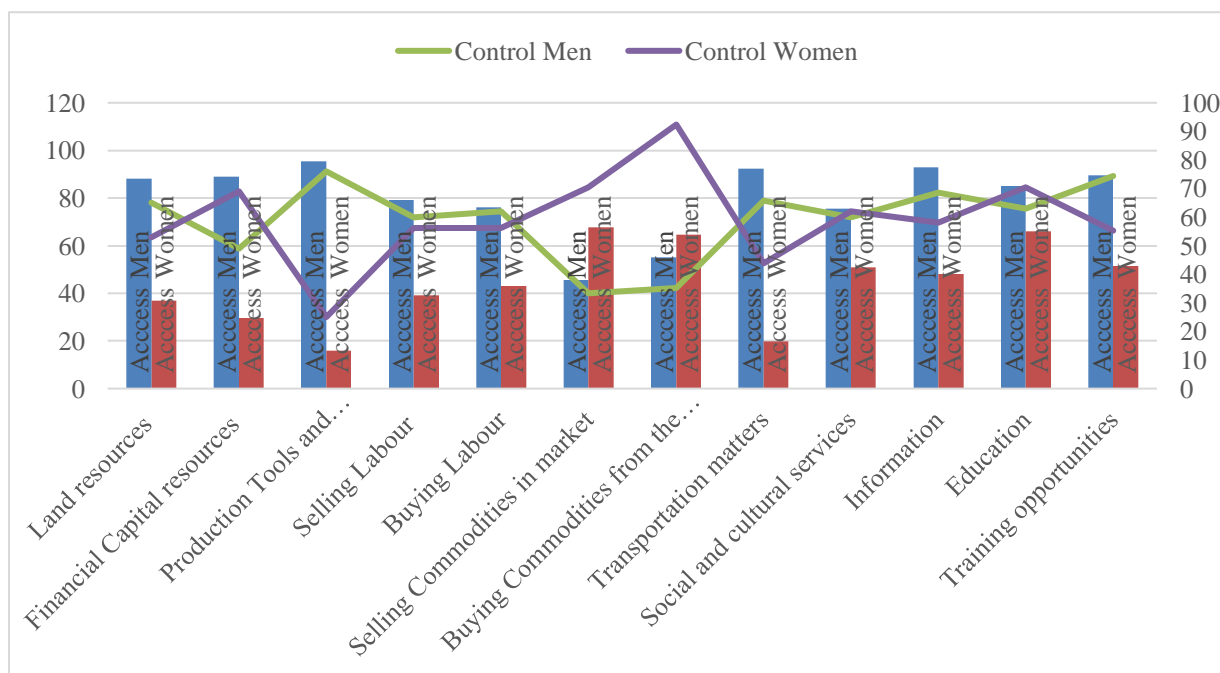
Women lack influence within existing water governance and management institutions, limiting their ability to change the redistribution of power and affect decisions. Training and capacity building would be required for women to engage in public decision making.

Therefore, the stakeholder consultations in gender proposed inclusion of training on practical and technical measures to enable both men and women at grassroots to enhance their skills in water management at local level. The type of skills and capacity required by the stakeholders, as identified during the stakeholder consultations included skills in;

- Water distribution and management
- Efficient/economic use of water
- New applicable technologies in water management,
- Use of maintenance tools and equipment,
- Plumbing and minor maintenance at HH and community level
- Climate resilient and efficient design of water infrastructure

7.6 Access control over resources

Figure 6: Access and control over resource by gender



Source, Field Data collected during stakeholder consultations, June, 2021

Women largely have a higher level of control over decisions related to buying and selling of commodities. They stand very low in terms of control and access to production tools and equipment, transportation matters, information and training opportunities.

Access to information and training with respect to technology improvements defines who has access to water supplies. Where women have not been trained in the appropriate use of new technologies introduced to improve irrigation systems, they may not only fail to benefit from the improved availability of water. Moreover, if the water supply breaks down and cannot be re-instated quickly due to dependence on men, they may have to shoulder the additional burden of carrying water for uses such as cleaning, cooking, sanitation.

In general proportion of rural women holding land registration titles are higher than men. However, in the project area, access and control over land resources are dominated by men indicating that men play a significantly larger role in decision related to buying and selling of land or in terms of cultivation and use of land resources. Men also play a larger role in irrigating agriculture land except in the case of kitchen garden which is a dominated by women.

Men do have better access to financial capital over women such in in actual spending. However, the control and therefore for decisions related to spending, investments, borrowings or lending are dominated by women (See Figure 6). Therefore, there is a need to enhance this capacity by including women in trainings related book keeping.

A survey on gender and climate change in Bhutan reported that 84 percent of men in Bhutan are aware of climate smart and climate resilient agriculture as compared to only 68 percent of women being aware of the same. It also reported that higher proportion of males enjoy access to information, training and inputs related to climate smart agriculture⁶. The PPG stakeholder consultations in the project areas also observe that men have better access and control over information, tools and training (See figure 6). The fewer opportunities for women relative to men to obtain skill and development training limit their participation in and the benefits they may gain from the use of new water technologies. Therefore, stakeholder consultations and meetings of the project should make concerted effort in creating awareness on impacts of climate change and technologies for improved water management.

7.7 Seasonal farming activities

Overall, men and women bear equal responsibilities in agriculture and households work within the farming population. Major works taken up mostly men include ploughing, construction & maintenance works and income earning non-farm contract works. Major works dominated by women include land preparation, farm yard manure and leaf litter collection. Other than these, most of the seasonal agriculture activities are carried out by both men and women (See Table 13). Peak season for agriculture activities happen during Spring, summer and autumn seasons. Among the farming communities, winter season is in the period with minimal farming activities whereby

⁶ Gender and Climate Change in Bhutan, CNWC, 2020

communities are mostly engaged in either orange harvesting in warmer areas or are engaged in winter crops and vegetable cultivation. For most farmers, winter is characterized by lighter and more festive occasions such as rituals, pilgrimage and marriage ceremonies where men and women participate.

Table 13: Seasonal farming activities by gender roles

Seasonal activities	Seasons	Men (%)	Women (%)	Both (%)
Ploughing	Spring, Summer, winter	90	1	9
Construction & maintenance works	Winter	95	5	0
Contract work	Winter	67	0	33
Field clearing and weeding	Spring	12	37	51
Firewood collection	Winter, Autumn	29	7	63
Food processing/drying	Autumn	0	42	58
Plantation of potatoes, chili, fruit and fodder trees, vegetables, maize	Spring	14	24	62
Gardening	Spring, Summer, Autumn, winter	6	44	50
Guarding against wildlife depredation	Autumn	0	0	100
Harvesting paddy, cardamom, apple, pulses, maize, millet, vegetables	Autumn	7	6	88
Harvesting vegetable, maize, potatoes	Summer	0	3	97
Land and soil development	Spring	34	16	50
Land preparation, FYM, litter collection	Winter	11	58	32
Marketing of farm produce	Autumn	19	32	49
Orange harvesting	Winter	47	0	53
Orchard Management	Spring	38	0	62
Rituals/pilgrimage/Marriage	Winter	5	5	90
Sale of potatoes, chilies, maize	Summer	0	40	60
Sowing of paddy, vegetables, chilies, pulses, cardamom, millet	Summer	4	17	79
Weeding	Spring, Summer, Autumn	7	44	50
Winter crops and vegetable cultivation	Winter	14	8	78
All activities		20	18	62

Source; Field Data collected during stakeholder consultations, June, 2022

8. Recommendations and Action Plan

8.1 General Recommendations

- Enhance participation by women in project activities, particularly in training and capacity development activities:** Support establishment of formal (registered) WUAs through capacity building and enabling formal registration of WUAs. Ensure that 30 percent of officer bearers in these WUAs comprise of women and that all trainings and workshops involving local communities achieve a 30 percent participation by women. The training needs are identified at two levels;
 - Governance and management covering topics on** Awareness on water act; Water regulations; Group formation and management; Water source sharing,; conflict and dispute resolution; Labour regulations and Labour Safety; Roles and responsibilities of stakeholders in water management; Gender equity in water

management; Mechanism for distribution of water; Water source protection; Innovations for sustainability in water management such as introduction of fees and PES mechanisms; Management of WUAs and Record keeping.

- **Climate resilient management and maintenance of water resources and infrastructure covering topics on** Water distribution and management; Efficient/economic use of water; New applicable technologies in water management; Use of maintenance tools and equipment; Plumbing and minor maintenance at HH and community level; Climate resilient and efficient design of water infrastructure.
2. **Formal registration of all WUAs** in the project areas with enhance participation by women.
 3. **Facilitate women and men’s equal participation in and access to benefits from project activities.** Support the empowerment and leadership-building of rural women, and their full and meaningful involvement in the water resources and water management. Enable rural women to participate actively in WUAs.
 4. **Plan project activities such as trainings and consultations involving farming communities in winter season.**
 5. **Enhance education, and conduct awareness-raising and advocacy** on adaptation to climate change through climate resilient water management through training sessions and social media.
 6. **Grievance redress mechanism in place:** This mechanism must be put in place at the start of the project and approved by the Project Steering Committee to ensure a formal process for addressing concerns or complaints raised by individuals (particularly women) or groups affected by the project implementation activities. Both concerns and complaints can result from either real or perceived impacts of operations and may be filed in the same manner and handled with the same procedure. Measures should be in place to avert and mitigate conflicts arising out of project implementation including unequal distribution of water.
 7. **Appointment of a Gender Mainstreaming Specialist:** The project should hire a Gender Mainstreaming specialist who will have the knowledge of the local context and can work closely with the participating communities to ensure that gender equality and safeguards are fully built into project activities. The expert will identify gaps and support in capacity building and provide training to project staff and key stakeholders. It will be equally important to empower all team members in the PMU to be able to mainstream gender into their work areas. The project should invest in several technical gender trainings aiming to enable the team to proactively and effectively integrate gender into all workstreams. All standard procedures of the project should be streamlined to review gender aspects throughout the course of the project implementation.

8.2 Specific Recommendation

Gender Assessment findings	Recommendations	Project Activity linkage
Demography 51 percent male and 49 percent female	Participation in and benefits from project activities to be targeted to men and women in equal proportions	<p>By ensuring that membership to farmer groups and associations supported by the project ensure increased participation by women;</p> <p>Access to and benefits from projects capacity building activities, technology dissemination and inputs are targeted towards benefiting women by ensuring that at least 50 percent of beneficiaries are women.</p> <p>Activity 1.1.1 Conduct sensitization and awareness workshops (13 Gewogs to be sensitized)</p> <p>Activity 1.1.2 Training of community members and local officials on implementation of identified watershed management interventions</p> <p>Activity 1.1.5 Implementation of identified intervention measures</p> <p>Activity 1.2.1 Conduct community consultations and sensitizations</p> <p>Activity 1.2.4 PES scheme development and implementation based on the feasibility</p>
Over 30 percent of population engaged in agriculture are women	Field-based and specialized training to farmers that include at least 60 percent of women beneficiaries.	<p>Activity 3.1.1: Participatory SLM action planning and sensitization to validate key SLM interventions</p> <p>Activity 3.1.4 Field -based and specialized training to farmers and agriculture extension staff on SLM technologies to enable them to respond to climate change induced risks and impacts with more competence and knowledge</p>
Most of these WUAs are recognized by the Gewog Administrations. However, they are not formally registered and members officer bearers of these WUAs needs training in water governance, management and water dispute resolutions.	The project should support formal registration of all WUAs as per the Water Regulations of Bhutan, 2014;	Activity 2.4.1 Form and strengthen water user associations and groups in the communities at scheme level to promote local ownership and sustainability of schemes
<p>Usage and management of water largely handled by women at the household level.</p> <p>At the community level, water usage is mostly handled by women while</p>	Project should aim to raise the representation in officer bearers of WUAs by women from 11% to 30% by end of the project period.	Activity 2.4.1 Form and strengthen water user associations and groups in the communities at scheme level to promote local ownership and

Gender Assessment findings	Recommendations	Project Activity linkage
<p>management is handled largely by men. There is a disconnect between water users and water managers. Overall women representation comprises of only 11 percent of the office bearers (executives) for WUAs in the project area.</p> <p>Women lack influence within existing water governance and management institutions, limiting their ability to change the redistribution of power and affect decisions. Training and capacity building would be required for women to engage in public decision making. There is a need for engaging more women (end users) in water management and decision making roles at the community and dzongkhag levels (dominated by men)</p>		<p>sustainability of schemes</p>
<p>While men play a greater role in maintenance of water related infrastructure, women also take up significant roles in maintenance of infrastructure at community and household levels. There is need for enabling participation by women capacity building for water maintenance, use of tools and equipment and in promoting improved tools and technologies in water maintenance at local levels.</p> <p>Women have limited access to technical maintenance and management of water infrastructure and remain to face the brunt of water shortages when minor maintenance is needed. Access to information and training with respect to technology improvements defines who has access to water supplies. Where women have not been trained in the appropriate use of new technologies introduced to improve irrigation systems, they may not only fail to benefit from the improved availability of water. Moreover, if the water supply breaks down and cannot be re-instated quickly due to dependence on men, they may have to shoulder the additional burden of carrying water for uses such as cleaning, cooking, sanitation</p>	<p>Training on water infrastructure, use of tools and technologies and efficient use of water with 60% women participants</p>	<p>Activity 3.2.2 Incorporation of area specific weather and crop data in ADSS</p> <p>Activity 3.2.5 Sensitization, awareness and capacity development on agro-met services to researchers, extension and farmers</p>
<p>Men do have better access to financial capital over women such in in actual spending. However, the control and therefore for decisions related to spending, investments, borrowings or lending are dominated by women (See Figure 6). Therefore, there is a need to enhance this capacity by including women in trainings related book keeping.</p>	<p>Trainings related book keeping targeted to women</p>	<p>Activity 4.1.1. Conduct capacity development training for LGs on CCA investment and mainstreaming tools, frameworks and approaches related to irrigation, water management, SLM, CCA and gender.</p>
<p>A survey on gender and climate change in</p>	<p>Stakeholder consultations and</p>	<p>Activity 4.1.2. Carry out M&E of</p>

Gender Assessment findings	Recommendations	Project Activity linkage
Bhutan reported that 84 percent of men in Bhutan are aware of climate smart and climate resilient agriculture as compared to only 68 percent of women being aware of the same. It also reported that higher proportion of males enjoy access to information, training and inputs related to climate smart agriculture ⁷ . The PPG stakeholder consultations in the project areas also observe that men have better access and control over information, tools and training (See figure 6). The fewer opportunities for women relative to men to obtain skill and development training limit their participation in and the benefits they may gain from the use of new water technologies.	meetings of the project should make concerted effort in creating awareness on impacts of climate change and technologies for improved water management. At least 50% participation by women in stakeholder consultations and meetings of the project	CCA and gender mainstreaming in LG plans, programs and activities.

9. Impact of project on people

Currently men and women spend significant amount of their time in making water available, both for domestic and irrigation purpose, and its management. With successful implementation of the project, population will be benefited in the following ways:

- Readily available water for domestic as well as irrigation. This will minimize need to clear and clean the water source, repairing pipelines etc., and saving time for agriculture and non-agriculture activities contributing to better income and livelihoods.
- Women can invest more time in their family's welfare and help work in fields and additional time to take care of their children, prioritize their health and hygiene and focus on economic empowerment activities. Improved health and enhanced economy will improve their living standard. This will also help them in engaging in many meaningful activities and significant participation in local discussions empowering women.

⁷ Gender and Climate Change in Bhutan, CNWC, 2020

11 Gender Action Plan

No	Gender gaps	Mitigation Measure	Responsibility	When	Key Indicator	Budget (US\$)
1	WUAs exist informally, with limited capacity and with very poor representation by women who are majority of end users of water	Establish formal registration of 50 WUAs (at least 6 WUAs)	Dzongkhag engineering section	year 1	100% of households and local institutions are enlisted as members of WUA 30% of office bearers (executives) are women WUA data on available at the Gewog office	Covered under activity 2.4.1
2	Women have limited access to technical maintenance and management of water infrastructure and remain to face the brunt of water shortages when minor maintenance is needed	Training on water infrastructure, use of tools and technologies and efficient use of water (1 Training session at each project site @ 6 * US 3000 per training)	Dzongkhag engineering section	Year 2	50 % of participants are women	Together with activity 2.4.1 18,000
3	Limited awareness on water governance women empowerment in water governance. Men do have better access to financial capital over women such in in actual spending. However, the control and therefore for decisions related to spending, investments, borrowings or lending are dominated by women. Therefore, there is a need to	Training 50 community members on water governance and management at local level including on book-keeping (6 participants from each of the 6 WUAs comprising of 30% women) 1 Training session at each project site @ 6 * US 3000 per training	Dzongkhag engineer, DAO, Dzongkhag Environment Officer, section	year 2	90 women trained in water governance and management 30% of WUAs supported by the project are women	Together with activity 2.4.1 And Activity 4.1.1. 18,000

No	Gender gaps	Mitigation Measure	Responsibility	When	Key Indicator	Budget (US\$)
	enhance this capacity by including women in trainings related to book keeping.					
4	Majority of farming population comprise of women.	Field-based and specialized training to farmers on sustainable agriculture practices and SLM technologies, technical assistance to support communities (and Documentation, Knowledge Management (KM) and experience sharing platforms should be targeted towards benefiting women	DAO	Year 1,2,3	At least 50 percent of beneficiaries are women.	Covered under Activity 3.1.1 & Activity 3.1.4
5	A survey on gender and climate change in Bhutan reported that 84 percent of men in Bhutan are aware of climate smart and climate resilient agriculture as compared to only 68 percent of women being aware of the same. It also reported that higher proportion of males enjoy access to information, training and inputs related to climate smart agriculture ⁸ . The PPG stakeholder consultations in the project areas also observe that men have better access and control over information, tools and training (See figure 6). The fewer opportunities for women relative to men to obtain skill and	Stakeholder consultations and meetings of the project should make concerted effort in engaging women when creating awareness on impacts of climate change and technologies for improved water management.	Activity lead	Throughout the project	At least 50% participation by women	Covered under Activity 4.1.1. and Activity 4.1.2.

⁸ Gender and Climate Change in Bhutan, CNWC, 2020

No	Gender gaps	Mitigation Measure	Responsibility	When	Key Indicator	Budget (US\$)
	development training limit their participation in and the benefits they may gain from the use of new water technologies.					
6	There is a need to mainstream overall gender concerns in the project activities	<p>Appoint a Gender Specialist to;</p> <ul style="list-style-type: none"> - Plan ensuring involvement of women in trainings and consultations involving farming communities in winter season. - Enhance education, and conduct awareness-raising and advocacy on adaptation to climate change through climate resilient water management through training sessions and social media. - Enable grievance redress mechanism within the project at the start of the project and approved by the 	PMU	6 months Thought the project spread over	<p>Revise GAP</p> <p>GAP implementation monitoring and reporting</p>	35,637
7	Revise the GAP during first 6 months of project implementation (1 consultation with stakeholders @ US\$ 3000)					3000
Total cost of GA in Nu. (Excluding cost activity costs)						58,437

12. GAP Compliance Monitoring

The overall responsibility for implementing the GAP and for monitoring the compliance of the project's GAP activities lies with the PMU through coordinating with the Dzongkhag Engineering Section and the Gender Focal Person at each Dzongkhag. The Safeguards and Gender Expert (SGE) at the PMU shall oversee implementation of field activities relating to GAP and coordinate with the project Dzongkhags. He/she will be responsible for overall monitoring of compliance and in reporting on overall GAP implementation to the Project Manager. The GAP compliance monitoring will also include grievances that are reported through the Grievance Redress Mechanism (GRM) and on the status of redressal of grievances reported. The grievance data should be analysed and evaluated to make policy and/or process changes to minimize similar grievances in the future. Record of each grievance that has been reported and its resolution must be recorded and reported in the progress reporting of project activities.

The Terms of Reference and costing for the SGE has been built in the Environmental and Social Safeguards document.

Annex 1: Field data collection format for gender roles

Your Gender Male/Female (tick); Your Gewog; -----

Activity profile by gender

Question	Level	Men	Women
Who manages water at	National		
	Dzongkhag		
	Community		
	Household		
Who collects water at	National		
	Dzongkhag		
	Community		
	Household		
Who uses water at	National		
	Dzongkhag		
	Community		
	Household		
Who is responsible for maintaining water infrastructure	National		
	Dzongkhag		
	Community		
	Household		
Who pays for water when there is a cost involved?			
Who mostly uses water for	Cooking		
	Cleaning		
	Livestock		
	Gardening		
	Field Irrigation		
Participation in meetings related to water	National level		
	Dzongkhag level		
	Community level		

Access and Control Profile by gender

Resources/Services	Access		Control	
	Men	Women	Men	Women
Land resources				
Financial Capital resources				
Production Tools and machineries resources				
Selling Labour				
Buying Labour				
Selling Commodities in market				
Buying Commodities from the market				
Transportation matters				
Social and cultural services				
Information				
Education				
Training				

What capacity building needs in relation to water resource management

	Level	Capacity needs
Men	Dzongkhag/Geowg	
	Community	
	Household	
Women	Dzongkhag/Gewog	
	Community	
	Household	

Annex 2: Water gender governance data collection format

Water Governance Data of ____Dzongkhag

DT Profile by Gender

Position	Name	Gender (M/F)	Contact no
Thrizin			
Dy. Thrizin			
Secretary			
		Male (Number)	Female (Number)
Other Members			
Member			

GT Profile by gender

Name of Gewog; -----

Position	Name	Gender (M/F)	Contact No
Thrizin			
Dy. Thrizin			
Secretary			
Admin Officer			
Member data		Male (Number)	Female (Number)
Tshokpa			

Water User Association's Profile by gender

Gewog Name;-----

[illegible]

Annex 3: List of participants at the stakeholder consultations

Consultation on Environment and social safeguards and Gender for project "Adaptation to Climate-Induced Water Stresses through Integrated Landscape Management in Bhutan" at Dagana from 14-15th April, 2021

Sl.No	Name of Participant	Designation	Agency	Email ID	Contact Number	Signature	
						Day 1	Day 2
1	Dorji	ACFO	BTSEC	dorjibhutanbtsf@btsec.gov.bt	17909870		
2	Uluwas Dor	Kana hup	Kana	uluwas2@gmail.com	17641374		
3	Kencho Wangdi	Range Officer	Forest	kenwangdi@gmail.com	7761401		
4	Phul Mayankatan		Kana	-	77322825		
5	Gopzi		"		17806254		
6	Urador	-	Kana	-	17830586		
7	Tshering Yagun	Adm Asst	Health	tyngam2015ty@gmail.com	1794843		
8	Pasang Wangdi	Franchisee	Dagana	-	16900678		
9	Khime Tshering	-	Dagana	championstshing@gmail.com	17599068		
10	Nimsa Tamang	HT	"	ndtsa2019@gmail.com	17871028		
11	B.B. Tamang	Farmer	Dagana	bbsitamang20107@yahoo.com	17688219		

Sl.No	Name of Participant	Designation	Agency	Email ID	Contact Number	Signature	
						Day 1	Day 2
12	Ganesh Kumar Gurung	LPO	DLS	gkgurung@chyangnubt	77403880		
13	N.B. Rimron	Offs. Guide	Dagana	nbansan03@gmail.com	174562645		
14	Ugyen Dorji	DRD	DES	udorji@degangovt	17396529		
15	Phusba	Group	Dagana	phusba@degangovt	17119161		
16	Grembo	Farmer	"	-	17659225		
17	Choket	"	"	-	17694005		
18	Songam Jantsho	AMC/Offs. Asst	DDA	jantshosongam23@gmail.com	17567280		
19	Nidup Peljin	Consultant	BTSEC	ceo@bprbhutan.com	17111656		
20	Tshering Wangdi	BTSEC	"		17311977		
21	Tamangap Gy	DEC	Dagana	jolej@deg.gov.bt	17601361		
22	Dorji Gyeltshen	Driver	BPV	Samdeeng89@gmail.com	17491956		

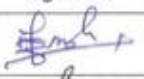


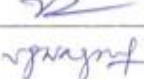
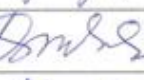






Sl.No	Name of Participant	Designation	Agency	Email ID	Contact Number	Signature	
						Day 1	Day 2
23	Pasang	Driver	BTFC		77779821		
24	Pema Wangmo	AA	BTFC		17966199		
25	Pachen Dorja	ARO	BTFC		17419048		
26	Duba	Dasho Drongda	Dagana				

Consultation on Environment and social safeguards and Gender for project "Adaptation to Climate-induced Water Stresses through Integrated Landscape Management in Bhutan" at Dagapela on 16th April, 2021

Sl.No	Name of Participant	Designation	Agency	Email ID	Contact Number	Signature
1	Namgay Felden	Lup.	Tashidip	npelden@dagana.bt	17150511	
2	Dharmendra Gung	Group Leader	Lejab Gung	dhgung@dagana.gov.bt	17762115	
3	Tamla	GUP	Tsangkhia	tamla@dagana.gov.bt	17531076	
4	Nidrup Dorji	Tshogpa	"	ndorji@gmail.com	17966493	
5	San Moya Pittakata	LT	"	spittakata@gmail.com	17865820	
6	Khandar Singh (Farmer)		Lejab Gung	-	77717377	
7	Tobden Dorji	Tshogpa	Tashidip	-	17792959	
8	Amritke Dorji	public	Tashidip	-	17393624	
9	Phul Moya Gung	Public	Lejab Gung		17748182	
10	Soran Thinley	Engineer	Dz. Adm. Dagana	sthinley@dagana.gov.bt	17726119	
11	Nangay Wangchuk	Engineer	Dz. Adm.	nwanpachuk@dagana.gov.bt	17479737	

Sl.No	Name of Participant	Designation	Agency	Email ID	Contact Number	Signature
12	Tanli	Gup	Gesri Lung	land@dagana.gov.bt	17792228	
13	Dorji	ACFO	BTSEC	denjabamul@btsec.gov.bt	17509620	
14	Nidup Peljor	Consultant	BTSEC	ceo@bpubhutan.com	17161656	
15	Karna Tshul	Gup	D/SaaS	knard@dagana.gov.bt	17758335	
16	Nangay	"	khobisa	namay@dagana.gov.bt	17686001	
17	Jantshu	Tshobkpa	D/SaaS	namay	17419609	
18	Nangayam	"	D/SaaS		77736840	
19	Bal Bk Ras	T/Sagap	T/Sagap	bsras585@gmail.com	17881577	
20	Sark Raj Rai	Gup	Dorona	sr.rai@dagana.gov.bt	17773605	
21	Yeshi	Farmer	khobisa	-	17792544	
22	Choden	"	"	-	17346728	

Sl.No	Name of Participant	Designation	Agency	Email ID	Contact Number	Signature
23	Mani Kumar	Farmer	Dorona	-	77262295	
24	Shim Kumar	Farmer (car)	Rozek		17375067	
25	Gangsi Maya Rai	Unemployed	Dorona	mayaragangsi@gmail.com	97402939	
26	Sorom Jantshu	Adv/Off/DPO	DDA	jantshusorom@gmail.com	17569280	
27	B.B. Pamy	Focus person	Dagana	bbsamang21070@kh.com	17655619	
28	N.B. Biswa	Off. Qadafal	Dagana	nbiswam03@gmail.com	17436268	
29	Bonds Prigway	Farmer	Tshobkpa	-	17573328	
30	Biswa Mangen	Farmer	Tshobkpa	-	77338618	
31	Penis Waynes	Gup	Gesack	peniswaynes@dagana.gov.bt	17500972	
32	Tshanchu Zangpo	Farmer	Gesack	-	77431727	
33	Tshering Dorji	"	"	-	77837253	







Sl.No	Name of Participant	Designation	Agency	Email ID	Contact Number	Signature
34	Kingma Tabbay	Driver	Goshu		17603358	
35	Rinchen Wangdi	GAD	"	rwangdi@degang.gov.bt	17341687	
36	Tamgyap	DE	Dzongkhag	jdang@degang.gov.bt	17601361	
37	Shinley Wangdi	IT	BTFC		17311577	
38	Pema Wangmo	AA	BTFC		17966199	
39	Pasang		BTFC			
40	Dorji Gyeltshen	Driver BPV	BPV	Samdang89@gmail.com	17491956	
41	Pema Dorjee	NFEI	Gozhi		77470515	
42	Rinchen Deme	AFO	BTFC	-	17419048	
43	Jarmi Dorji	conductor	Gozhi	-	17383670	
44	Sonam Rinchen	Driver	Dzongkhag	-	17501872	

Sl.No	Name of Participant	Designation	Agency	Email ID	Contact Number	Signature
45	Janden Wangdi	Driver	Gyigangling		17808886	
46	Purna Bdr. Shigda	Driver	Ulabisa		17831268	
47	Dorji	Driver	Degana			

Environmental, Social and Gender Assessment for Proposed Project to Adaptation Fund on "Adaptation to Climate-induced Water Stresses through Integrated Landscape Management in Bhutan" in Paro Dzongkhags
Tsherin Resort, Paro, (20 April 2021)

Sl.	Name	Agency	Email	Contact No	Signature
1	Penba Zangmo	Dop-shari Gewog Administration.		17686494	Penba
2	Phus Gyeltchen	"		17641170	Phus
3	Gentling	Longgy Gewog	gentling19@gmail.com	17606654	Gentling
4	Khangzhang Khag	msc.	khazhangzhang1978@gmail.com	1773461	Khag
5	Nido	Shaba Gewog		17999832	Nido
6	Chencho Zangmo	Shaba Gewog		17685728	Chencho

7	Tshering Chenzang	Drupa Asia	Tshering Chenzang 1991@gmail.com	17410085	Tshering
8	Yesin Dorji	Agriculture Dop-shari	Yesin Dorji 1991@gmail.com	17413924	Yesin
9	Chundin Tshering	Mangon	Chundin Tshering 1991@gmail.com	17777363	Chundin
10	Pelden	Klaga Gewog	-	77208591	Pelden
11	Khat Dorji	Klaga Gewog	-	17859645	Khat
12	Uab Tshing	Dogar Gup	Uab Tshing 1991@gmail.com	17608309	Uab
13	Chencho Gyeltchen	Shaba "	Gyeltchen E 1991@gmail.com	17607281	Chencho

	Name	Agency	Email ID	Contact No.	Signature
14	Rinzi	Dogar Gewog		17521055	
15	Kuanga	Dogar Gewog		17607244	
16	Pema Dargyuk	CDCL		17889332	
17	Passang Tsumi	langang	-	17608449	
18	Senam Tobgyal	Planning AMCO		7724855	
19	Ngawang Dorji	E.O.		17698864	
20	Passang Tshering	Farmer	-		
21	Nidup Pelwar	BTFEC / Govt. / Lal	Leo@bprvblueta.com	17161651	
22	Thinley Wangeli	BTFEC	thinley@bhubantrustfund.bt		
23	Yeshey Peldon	"	yeshey@bhubantrustfund.bt		
24	Singye Dorji	"	singye@bhubantrustfund.bt		
25	Phuntshe Chaden	"	phuntshe@bhubantrustfund.bt		
26	Rinchen Wangmo	"	rinchen@bhubantrustfund.bt		
27	Nani K. Shingelhar	"	nani@bhubantrustfund.bt		
28	Dachha Dzungrel Kinley Gyeltshen	Puro Dzungkhag			
29	Dachha Dzungrel	Puro Dzungkhag			
30	Dachha Dzungrel	Puro Dzungkhag			

Environmental, Social and Gender Assessment for proposed project to Adaptation Fund on "Adaptation to Climate-induced Water Stresses through Integrated Landscape Management in Bhutan" at Sarpang, 15th June 2021

Sl. No	Name	Designation	Name of Agency	Contact No.	Email Address	Signature
1	Phub Phondrup	CFU	DFO, DGFBS	17936526	pthendrup@maf.gov.bt	
2	Lachurpa Rai	Gup, Singhi	L G	17347040	—	
3	Tshering Delkar	GAO, Sershang	Sershang	17813499	tsheringdelkar@gmail.com	
4	Yonten Dorji	GAO, Chhuzanggang	Chhuzanggang	17889197	y.dorji@sarpang.gov.bt	
5	Sangay Tshering	Gup, "	Chhuzanggang	7767697	"	
6	Yeshe Wangmo	Female Representative e/gang				
7	Tshering Tenzin	male Representative "		17941657		
8	Lungy Dorji	SGAO	Singye	17276864		
9	Shakti Chandra	SGAO	"	"		
10	Lshang	WV	S/Singye	17887727	lshangphing166@gmail.com	
11	Bhaj Raj Rai		Singye	17404474		
12	Suk Daiji	Chief Sarpang	S/Khy	17756483	Sukdaijiyonzan@gmail.com	

Sl. No	Name	Designation	Name of Agency	Contact No.	Email Address	Signature
13	Tika Lam	UAD	S/Kha	17929353	tayoring@gmail.com	
14	Kiran Rai	Tshopen	-11-	17879268	—	
15	Kinley Tshen		"	17803585	—	
16	Pema Tshewang	Farmer	Sershang	17727745	—	
17	Pelton Lhamo	"	"	17511635	—	
18	Pema Choedha	GFP	Dz. Admin	17445873	pchoedha@sarpang.gov.bt	
19	Tshering Dorji	APD	Sarpang	17546464	santien80@gmail.com	
20	Adipul Peljor	Consultant	BTFC	—	—	
21	Singye Dorji	OIC	"	—	—	
22	Dorji	ACPO	"	—	—	
23	Rinchen Wangmo	APD	"	—	—	
24	Rinchen Dams	AFO	"	—	—	
25	Pasang	Messenger	"	—	—	
26	Chander	Driver (Singye)				

Sl. No	Name	Designation	Name of Agency	Contact No.	Email Address	Signature
25	Harka Bha Challang	Gewog Driver	Shompong Gewog	17753511	-	
26	Kicker Jankha	Driver	Changay Gewog	7775961		

Environmental, Social and Gender Assessment for proposed project to Adaptation Fund on "Adaptation to Climate-induced Water Stresses through Integrated Landscape Management in Bhutan" at Tsirang from 9-11th June, 2021

Sl. No	Name	Designation	Agency/Gewog	Email Address	Contact Number	Signature		
						Day 1	Day 2	Day 3
1	Pema Singye Dorji	CG Tsirang	TS/FEC Tsirang	Singye@tsirang.gov.bt	1799977 1788988			
2	Nas Bahadur Rai	CG	Tsiring Gewog	nbarai@tsirang.gov.bt	1782251			
3	Dimple Thapa	CFO	Tsirang Division	dtapa@norp.gov.bt	16901530			
4	Kama Wangmo	Planning Off	1 Dronly	camawangmo@tsirang.gov.bt	1750879			
5	Tandin Tshering	Tshogpa	Tsirang Gewog		73203377			
6	Tek Bahadur Rai	Tshogpa	Tsirang Gewog	-	17404289			
7	Tenzin Wangpo	Tshogpa	Tsirang Gewog	-	17261351 176261			
8	Widup Tenzin	Tshogpa	Soan Gewog	-	17965808			
9	Tshering Tenzin	Asst. III	Agriculture	tsheringt@gnrc.gov.bt	17625570			
10	Chetan Dorji	RO	Tsirang Gewog	cedetan@gmail.com	17632877			
11	Hajman Rai	Manager	Tsirang Gewog	hajmanrai87@gmail.com	1742199			
12	Nima Dorji	Planning	Tsirang Gewog	nimad@gnrc.gov.bt	17782618			
13	Dhendup Tshering	Asst. Planning Officer	GNRC	dhendup@gnrc.gov.bt	17908175			
14	Nidup Bha	Manager	TS/FEC	ceo@bpuvibhutan.gov.bt	17161556			

Sl. no	Name	Designation	Agency/Gewog	Email Address	Contact Number	Signature		
						Day 1	Day 2	Day 3
15	Soram Lhamo	Farmer	Tsiranghe	-	17876203			
16	Tila Maya Subba	CSE	Tsiranghe	tilac.subba@gmail.com	17570576			
17	Phuntsho Norbu	Farmer	Tsiranghe	-	17469780			
18	Kinshu	CDE	DES/Tsirang	kinshu@tsirang.gov.bt	77495254			
19	Dorji Wangdi	Assistant Secretary	Tsirang	dorjiwangdi@tsirang.gov.bt	17807474			
20	Dr. Jigme	Surgeon	Tsirang	-	17242865			
21	Tshering Lham	shopkeeper	Tsiranghe	4	17426872			
22	Wangchuk	Gewog caretaker	Tsirangtoe	-	17515202			
23	debsang Tshering	DHO	Tsirang	debsang@tsirang.gov.bt	17668774			
24	Dorji Gyeltshen	Assistant Secretary	Tsirang	dorjigyeltshen@tsirang.gov.bt	17812857			
25	Nurmayo Kalden	Matron	Tsirangtoe CS	nurmayokalden@tsirangtoe.gov.bt	17889802			
26	Yeshe	Principal	"	yeshe@tsirang.gov.bt	17686183			
27	Dzeme cheten	SO. HA	Tsirephu	dzeme.cheten@tsirephu.gov.bt	17896262			
28	Singye	Driver	Tsirang	-	17908502			
29	Ugyen Lhamo	PA	"	-	17814296			

Sl. no	Name	Designation	Agency/Gewog	Email Address	Contact Number	Signature		
						Day 1	Day 2	Day 3
30	Pema	Dzongda	Tsirang	pema@tsirang.gov.bt	17989818			
31	Namgay Dorji	Dzongrab	Tsirang	namgay.dorji@tsirang.gov.bt	17699248			
32	Dorji	ACFO	BTFEC	-	77606162			
33	Rinchen Wangchuk	AFO	BTFEC	rinchen@btfec.gov.bt				
34	Rinchen Dawa	AFO	"	-				
35	Pasang	Driver	"	pasang@btfec.gov.bt				
36	Dendrup Tshering	AFO	GNITE	dendrup@gnite.gov.bt	179085			
37	Daza	NFEI	Phuentechu	daza@gnite.gov.bt	77486920			
38	Chas choden	CSE (NCS)	Phuentechu	chas.choden@phuentechu.gov.bt	17802709			
39	Monkumari Pradhan	Farmer	Phuentechu	-	17674260			
40	Budha mothi Subba	Farmer	Dragatho	-	17236523			
41	Rinchen Abgezen	farmer	Norbu Thang	-	17990200			
42	Hemlal Adhikari	Tshogpa	Tashichang	-	17467337			
43	Sir Dhyai	Tshogpa	Tongshing	-	17429457			
44	Krishna Lal	Tshogpa	Puljorling	-	17667313			

no	Name	Designation	Agency/Gewog	Email Address	Contact Number	Signature		
						Day 1	Day 2	Day 3
45	Ro Bdr Mafelun	Tsogpa	Seyang		17579695			
46	Tule Ram Khoeke	"	"		17385220			
47	Naine Singh Maya	Driver	"		17325761			
48	Tika Maya	Famer	"		17578338			
49	Budhi Maya	"	"		17427912			
50	Wayuo	"	"		17382350			
51	Ankur Rdo Pradha	Tsogpa	"		17650998			
52	Kirky Wangdi	Offg: GAO	"	Kirky Wangdi	17777306			
53	Pam Sdr Ri	Tsogpa	P/Chu		1749445			
54	Gom prd. Sutea	Tsogpa	" "		17382708			
55	Samphel	mayor	" "		1224129			
56	Nidip Wangdi	Principal	-11-		17995677			
57	Sangay Wangdi	En.ES II	-11-	swangdi72@gmail.com	1767527			
58	Cheta Gyeltshen	GAO	Phukun		17289722			
59	Rinchan Phuntsho	Driver	Dzongkhag		17615201			

Sl. no	Name	Designation	Agency/Gewog	Email Address	Contact Number	Signature		
						Day 1	Day 2	Day 3
60	Haman Subba	Gaydruing	Phuntenchu Gewog	haman.subba@gmail.com	77494166			
61	Tara Devi Chhetri	Sales executive	FCB, Phuntenchu	taradevichhetri@gmail.com	17411175			
62	Dawa Tshering Sherpa	Driver	Phuntenchu, Gewog	sherpadasantshering7@gmail.com	77297554			
63	Pasun Ram Darjee	Care-taker	Phuntenchu, Gewog		17976254			
64	Top Nalk Acharya	Grp. Secy	Seyang	macharya@teng.org.bt	17618213			
65	Pem Bdr Ghalley	AG	Dzongkhag		17692372			
66	Indra Bdr Kararia	Tech I	Dzongkhag		17589017			
67	Shiva Lal Kararia	Group	Phuntenchu		177328393			
68	Thinley Phuntsho	Driver	Tsirangtse		17509135			
69	Nim Dorji	COK	Tsirangtse		17442537			
70	Tenzin Dorje	SF. PR-II	Biray Division					