

Alternative Energy Promotion Centre (AEPIC)  
National Rural and Renewable Energy Programme (NRREP)

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# Identification of Gender and Social Inclusion Gaps at Policy and Institutional Level

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September 2013

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## Final Report



Rural Infrastructure  
& Management Consultant

Rural Infrastructure and Management Consultant Pvt. Ltd  
Bhaktapur, Nepal

Final Report  
on

# Identification of Gender and Social Inclusion Gaps at Policy and Institutional Level

*Submitted to*  
Alternative Energy Promotion Centre (AEPC)  
National Rural and Renewable Energy Programme (NRREP)  
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## **Acronyms**

AEPC	Alternative Energy Promotion Centre
BSP	Biogas Support Program
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
DANNIDA	Danish International Development Assistance
DCRDC	Dhaulagiri Community Resource Development Centre
ESAP	Energy Sector Assistance Programme
GESI	Gender Equality and Social Inclusion
GFP	Gender Focal Point
GON	Government of Nepal
IGA	Income Generation Activity
M&E	Monitoring and Evaluation
MDGs	Millennium Development Goals
MoSTE	Ministry of Science, Technology and Environment
NGO	Non Government Organisation
NPC	National Planning Commission
REMREC	Resource Management and Rural Empowerment Centre
RETs	Renewable Energy Technology/ies
UNDP	United Nations Development Program
VDCs	Village Development Committees

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Finally, we appreciate the technical contribution of the staff of RMC in successfully carrying out the study.

## **Executive Summary**

This report is an output of the gap assessment at various for implementing the National Rural and Renewable Energy Programme (NRREP). The gap assessment has been carried out to evaluate the gender equality and social inclusion in the plans, policies and program implementation. The methods used for this work were a desk inquiry, a field visit to Kavre and Baglung.

### **Key Findings**

- There is a growing realisation on the importance of integrating gender and social inclusion growing in the development sector including energy. This seen with the emphasis increasing with every periodic plan since the Five Year plan 2002-2007. The approach and implementation has gained more clarity and emphasis at the national over the period. However, the energy sector has yet to align itself to this national call.
- NRREP is the first energy program implemented in Nepal that has clear objectives, activities and targets with respect to GESI. The program is also working on making necessary measures to ensure consistency in application without undermining effective use of the resources.
- There however remain challenges due to lack of capacities within AEPC and its implementing partners in addressing the issues and operationalising GESI approach as per the requirements of NRREP.
- Overall commitments to gender and social inclusion have grown within AEPC but with considerable variations between the experiences amongst the implementing partners pose as a major challenge without proper tracking measures in place
- There is need to revisit the Rural Energy Policy which is blind from both gender and social inclusion perspective. Without appropriate interventions and clarity with respect to GESI the benefits of gender mainstreaming and social inclusion and impacts on gender equality and enhancement of the marginalised will at best be only embryonic and at worst remain invisible.

### **Recommendations**

In the main recommendations are:

- Revisit the **Rural Energy Policy** to encompass GESI focused objectives; ensuring affirmative actions to address GESI issues in the context of access, affordability, sustainability and effectiveness of the overall RETs program through mandatory involvement and participation and M&E tools
- **Operationalizing the GESI Framework within NRREP** through building a common understanding on GESI issues to be addressed across all staff, partners and levels; development and **use of** necessary guidelines for GESI inclusion at all steps of the programme cycle.
- **Ensure that the products** in the market (promoted under the NRREP) **are responsive to women's needs**, in terms of product features, affordability, availability by enabling opportunities to voice needs for technological changes to suit their needs, be involved in the supply chains, conducive delivery models and access to repair and service infrastructure and optimise their representation and participation within local institutions;
- **On Delivery Mechanism:** The implementation modality ends with the Regional Service Centres to co-ordinate between AEPC and the grass roots. The extent of coverage is at question, given pertinent limitations with the target group, it calls for more concerted efforts of concerned organisations to work closely at every step from promotion to implementation and effective monitoring. With the DEEUs placed closer to the target group it might call for revisiting the roles and responsibilities co-ordinating with the RSCs for selected tasks. An alternative modality for enabling to work closely with grassroots will have to be set up.

## 1. INTRODUCTION

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There is a growing realization among governmental and non governmental agencies in Nepal for mainstreaming gender equality and social inclusion (GESI) in the renewable energy sub-sectors. Clancy, J., et al (2003), explicitly highlights the direct impacts of renewable energy technologies on the livelihoods of women, poor and the socially excluded groups. Mainstreaming gender and social inclusion is a way of ensuring that the economic and social rights of women and socially excluded groups are systematically taken into account and upheld in policy making, programming, planning, implementing, monitoring/evaluation, and at all levels (local, national, regional).

Gender equity and social inclusion has taken a foothold in many sectors of the economy, but curiously enough not in the energy sector, despite energy at the micro-level being “women’s business”, in the sense that the gender division of labour at the household level generally allocates the tasks of energy provision and its management to women. Policy makers and planners have not adequately considered the social development concern and the existence of gender needs in energy services. Thereby energy needs of women and other vulnerable groups remain “crossed out” in policy documents and consequently in its enactment. Conventionally it is assumed that energy policies benefit women and men equally whereas reality reflects the opposite.

Gender mainstreaming is a process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is 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 policies and programmes in all political, economic, and societal spheres so that women and men benefit equally and inequality is not perpetuated (UN Economic and Social Commission, ECOSOC, 1997). This means that at all levels, an assessment of men’s and women’s rights, access to and control over resources and decision-making can provide guidance for mainstreaming efforts.

Similarly, Social exclusion consists of dynamic, multi dimensional processes driven by unequal power relationships interacting across four dimensions – economic, social, political and cultural – and at different levels including individual, household, group, community, country and global levels. It results in a continuum of inclusion/exclusion characterised by an unjust distribution of resources and unequal access to the capabilities and rights required to lead a dignified life. Social inclusion is the removal of institutional barriers and the enhancement of incentives to increase the access of diverse individuals and groups to development opportunities.

This framework acknowledges that women’s rights will be achieved only with change in discriminatory relations. But for men and women from excluded groups and communities, change in gender relations alone will not be sufficient for prevention of discrimination and exercise of equal rights. Women of all identities and men and women from excluded groups and communities need to be empowered for counteracting all forms of discrimination.

With the launch of NRREP, the program emphasises the need to adopt GESI approach in all its activities. In line with this demand, it is deemed necessary to first identify the positioning of Alternate Energy Promotion Centre, AEPC, to operationalise the approach. This report presents the gaps within the organisation with reference to internalisation of GESI commitments i.e. assesses the internal and institutional context in which program operates. To evaluate gender integration as it relates to: policies, staff capacity, trainings and resources, organizational culture, workplace issues and in the process of service deliverance.



## 2. OBJECTIVES, FRAMEWORK OF ANALYSIS, METHODOLOGY AND SCOPE OF WORK

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### 2.1 Objectives

The principal objective is to conduct organisational assessment of Alternate Energy Promotion Centre (AEPC) along with that of its service centres within government as well as private sector regime.

The Specific Objectives of the Gap Analysis are:

To assess the extent to which all internal policies, procedures, systems, structure and practices address gender equity and social inclusion.

- To assess the extent to which the RETs Information Management Systems (e.g. gender related budgeting/expenditure, programme level information, etc) are gender- disaggregated and social groups.
- To assess the general level of understanding and knowledge on gender and socially variant groups' development amongst the staff in the different organisation of the RETs sector.
- To assess existing gender and social expertise, competence and the required capacity building/ development.
- To identify gaps in organisational policy and practice on gender equity and social inclusion.

### 2.2 Methodology

The analysis is conducted at the three key levels: (1) macro; (2) meso and (3) micro levels

- A. **Macro level** analysis focused on the national level plans/programs and policies. These included review of national sectoral annual /by-annual plans and periodic plans and the extent of national-level commitment to addressing GESI issues, Rural Energy Policy, Subsidy and Subsidy Delivery Policies.
- B. The second level of the enquiry was at the **meso-level** and examined the organizational policies and commitments towards enhancing GESI issues within the organization and the renewable energy program – The commitments of the Ministry of Science, Technology and Environment and AEPC's organisational policy and capacity towards addressing GESI issues, and the National Rural Renewable Energy program with respect to its GESI related commitments, planning and budgeting;
- C. At the **micro-level** the beneficiaries has been the principal focus. The assessment is carried out with respect to products and the delivery mechanism as to how GESI friendly are they. It thus assesses the implementation modality and identifies the support and actions necessary for strengthening the gender equality and social inclusion approach.

This exercise highlights the gender concerns in the contents of national policy, plans and programmes, GESI and the gender and institutional mandates that are part of the process of planning, implementing and monitoring energy policies and projects. It provides tools that can identify the extent to which GESI concerns have been considered at policy and project levels in ways that can illustrate the GESI, energy and poverty linkages.

The methodology involves a multifaceted process consisting of a literature review; a background study of energy, GESI and poverty issues; focus group discussions with officials from relevant ministries; and a discussion and analysis of relevant energy policies and programmes in Nepal.

Four steps were undertaken within the GESI analysis of energy policies:

1. Planning and preparation
2. Information collection and analysis
3. Report Preparation

#### 4. Dissemination of results and finalization of the report

The Outputs of the gap analysis are (sequential rearrangement of the outputs listed in the ToR):

- Policy Assessment: Policy gaps with respect to gender and socially excluded groups
- Capacity needs of AEPC and its partners
- Assessment of the gaps with respect to
  - Product
    - Making RETS friendly to women and socially excluded groups in enhancing productivity
    - Improving access and control mechanism of RETS by the target groups
    - Linking RETs to productive end use for socio economic development
  - Service delivery: institutional mechanisms including AEPC, RSCs and DDCs with respect to plans and policies, implementation modality etc
- Identification of strategic interventions to improve access and control over RETS to improve productivity focusing specifically on gender and the socially excluded
- Recommendations to reduce the gap and identify priority areas and action plan for effective service delivery in the context of the NRREP “enhancing access and linking RETs to productive end use for the target groups”

### **2.3 The Report Layout**

The report is organized into a number of sections: first Section provides the background and objectives of the study; Section 2 documents the process and methodology used to generate information; Section 3 presents an overview of energy, gender and poverty in the country, Nepal’s position with respect to international commitments: CEDAW and MDG and an analyse the National Energy Policy from a gender perspective; Section 4 provides an overview of the organisational assessment of AEPC and selected DEEU and RSCs within the GESI context. Section 5 documents the GESI gaps identified, the recommendations and the way forward for the key stakeholders in the sector.

### 3. SITUATIONAL ANALYSIS OF ENERGY, GENDER EQUALITY AND SOCIAL INCLUSION AND POVERTY IN NEPAL

#### 3.1 The Energy Situation

According to the census 2011, the population of Nepal was 26,494,504 (census 2011) with the rural population at 81.80 percent. The overall energy consumption of Nepal is largely dominated by the subsistence use of traditional forms of energy such as fuel wood, agricultural residues and animal waste. The share of traditional biomass resources, commercial energy resources and renewable energy resources are 87.1%, 12.26% and 0.70% respectively, see Figure 1.

There is also a correlation between energy consumption and economic growth. An estimated four million Gigajoules are required for 1 per cent of GDP growth. Nepal's per capita consumption (14.1 Gigajoules) is not only below average (Asia: 35.6), but 89 per cent of the energy consumed is in the non-productive residential sector. The productive industrial and commercial sectors consume 3.3 and 1.3 per cent respectively, while transport uses 5.2 per cent, and agriculture 0.9 per cent (Nepali Times, 2011).

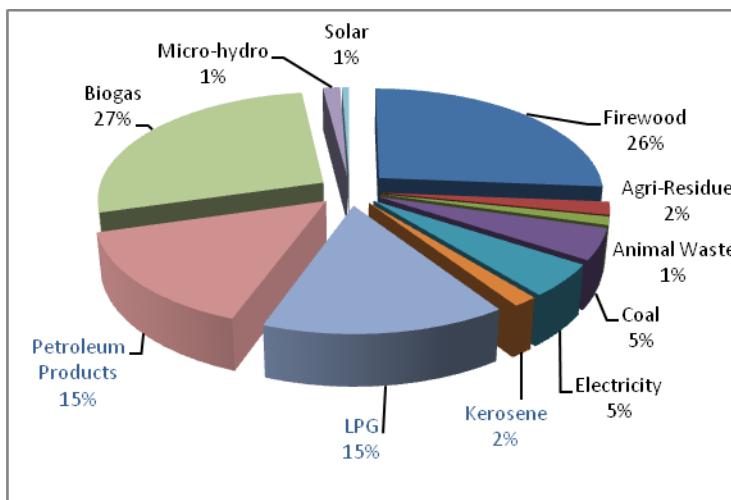


Figure 1: Energy Consumption Pattern in Nepal

Source: WECS, 2010

Nepal's strategic location at the foothills of the Himalayas has numerous benefits, and also predicaments. While the country is well-endowed with natural resources, its' tough terrain makes the equitable distribution of resources difficult. As a result, the incidence of poverty is high in Nepal. In 2010, 24.8 per cent and 57.3 per cent people were estimated as poor, with the income level less than \$1.25 and \$2 a day respectively. Similarly, 25.2 per cent of the people are under poverty line at the national level in 2011. Living standard with six indicators is the third dimension of multidimensional poverty index MPI1. Of this one indicator is the share of deprived people in electricity indicator which was 24.4 per cent in 2011 down from 50.7 per cent in 2006 with an annual growth rate of -10.4 per cent.

The cooking fuel indicator shows that about 64 percent people remained deprived from it. The last indicator of this dimension is asset ownership. Deprived people under this indicator were 28.5 per cent in 2011 down from 59.2 per cent in 2006 with an annual growth rate of -10.4 per cent (Himalayan Times 2013). Between 1980 and 2010, Nepal's HDI value increased from 0.210 to 0.428, an average increase of 104 percent, while Nepal's Gross National income per capita increased by 94 percent during the same period. On average, urban dwellers have much higher human development than their rural counterparts: 0.630 vs. 0.482; those who live in the Hills enjoy the highest standards, while those of the Mountains have the lowest. Among the development regions, the Mid-Western region has the lowest level of development. This implies shortcomings in the government's policy on growth with equity.

<sup>1</sup>MPI is a composite index of three dimensions of poverty – health, education each with two indicators (nutrition, child mortality and years of schooling, school attendance) and living standard with six indicators (cooking fuel, sanitation, water, electricity, floor and asset). The percentage of people under deprivation is the outcome of equal weight of all dimensions and their respective indicators. The MPI is used to identify a person as multi-dimensionally poor if he or she is deprived in at least one third of the dimensions.

### **3.2 GESI and Energy in the context of Nepal**

In the context of Nepal, national data on gender, caste and ethnicity factors indicate vast discrepancies in terms of socio-economic status and level of empowerment. Although, the incidence of poverty decreased from 31 percent in 2003/2004 (NLS 1/NLSS11) to 25.16 percent in 2009 (NLSS 2099/2010), differences still persist between certain groups based on caste and ethnicity.

According to the World Economic Forum's Gender Gap Index in 2007, Nepal ranked 111th out of 128 countries in 2006, dropping to 125th out of 128 in 2007. Prevailing disparities with respect to economy, decision making and representation with local institutions among different groups are indeed linked with energy use situation – the elite groups have access to better forms of energy while the lower class depend more on dung and twigs for their energy needs. This is also true with renewable energy technologies which have proven to help reduce women's drudgery in managing the household energy system: the micro hydro systems helps reduce their workload, especially in hulling and grinding grain; availability of lights in the kitchen, animal sheds and in the toilets, which makes it more convenient to work and permits ease in caring for the old and sick people (Shakya 2005); biogas and improved cook stoves reduce time needed for collecting fuelwood as well as improves indoor environment and above all children have more time for schoolwork with electric lighting (BSP-Nepal, 2006; Shakya, 2006). However, this does not apply equally to all communities.

The Government of Nepal (GON) has adopted a Local Infrastructure Development Policy, 2004 which emphasizes on the need to improve the socio-economic conditions of local people by improving access to basic services; economic opportunities and resources among women, the disabled, Dalits and other oppressed groups. This is based on the recognition that lack of access to basic services among the poor, low economic status, exclusion and illiteracy are the main determinants of poverty and conflict in Nepal and are issues to be addressed immediately.

### **3.3 GESI, Energy and Poverty**

It is worth relating energy with poverty deprivations as energy is considered as one of the basic human needs that have a crucial role in improving people's wellbeing. At the most basic level, energy is needed for cooking food, and space heating (World bank, 1996). For the world's poor, the only source of energy that is generally available and affordable is "traditional biomass," including fuel wood, crop residues, and animal wastes. Using biomass as fuel contributes to multiple deprivations of poverty such as economic, socio-cultural and ecological. Particularly, the social and cultural deprivations (such as equity, inequalities) have a major influence on human capabilities especially of women limiting their production and reproduction capacities (e.g. no time and labour for production and social activities, no access to decision making) (Ramani, 2000; Mahat, 2004; Skutsch, 1994).

The 2009 assessment carried out by indicates that 95.5% of poor people live in rural areas and the incidence of poverty in rural areas (28.5%) is almost four times higher than that in urban areas (7.6%). The rural poverty reduction rate – at 18% – limps behind that in urban areas (20%). Widespread social exclusion based on ethno-religious and gender-related discrimination is a main obstacle for socioeconomic development. Based on data from 2004 and 2006, the 2009 UN Human Development Report Nepal calculates disaggregated human development indicators for different ethnic groups and castes, revealing a wide gap between the upper-caste Hill Brahmins, Madhesi, Brahmins and Chhetri, and Newar at top of the development curve (maximum HDI index 0.625) and Terai/Madhesi Dalit at the bottom (maximum 0.383).

### **3.4 Gender equality and Social Inclusion in the RETs Sector**

Women in Nepal play an important role in the management of household energy but remain undervalued in as is so in the productive areas: farming, seed production and food processing. Only recently, have some changes occurred in the recognition of the relevance of social and gender analysis. However, translating this into practical steps to

## *Identification of Gender and Social Inclusion Gaps at Policy and Institutional Level*

implement social and gender aware policies and programs remains a major challenge. At best, gender is defined as 'women,' and 'women's' projects are seen as an adequate way to address gender issues. In research, those paying attention to gender are isolated and little integration takes place. Focusing on energy, the poor and uneducated have restricted access to traditional and modern energy forms, which is having a negative impact on their livelihoods. Women are also the ones most affected by the energy crisis; for instance, the growing scarcity of firewood and other biomass resources add hours to a woman's workday. This true also for the disadvantaged women, their positioning with respect to caste, ethnicity and religion are major factors of exclusion.

Women and the socially excluded, especially in rural Nepal live under a situation of multi-dimensional poverty (see Annex 1) reflected in:

- deprivation in well-being such as inadequate income and education, poor health, insecurity and low level of self-confidence
- inequality and vulnerability to increased limitations in accessing basic facilities and
- future risk of falling into poverty due to economic shocks, drought and crisis, even if not necessarily poor at present.

Most rural enterprises continue to be based on traditional energy forms. Most enterprises involving women and the socially excluded are home based. In the context of promoting energy for productive use a list challenges have been identified:

- Weak service delivery: Most of the well-intentioned policies plan and programs have failed to reach and benefit women, and the excluded groups, particularly in remote areas. This is largely due to the weak service delivery mechanism and implementation.
- Under-representation and inadequate participation: The under-representation and passive participation of women and the socially excluded groups in economic, political, and legal institutions both at national and local levels has resulted in deficit in power and voice, allowing many inequalities to go unchallenged.
- Gaps in awareness, knowledge and capacity: The government has no coherent strategy for communicating the importance of environmental conservation. Most of the in-service trainings are designed to plan and implement programs independently rather than in integrated ways resulting in a 'silo syndrome'.

## **4. ANALYSIS OF NATIONAL POLICIES AND INTERNATIONAL COMMITMENTS**

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### **4.1 Macro level: National Plans/Program and Policies**

With energy as a key factor in economic development and since women often have a strong interest in energy issues, policies and projects need to take into account gender and social concerns. Both these concerns include health and environmental issues, time efficiency and the integrating energy initiatives with income generation opportunities, access to information and education. On the other hand the different castes and ethnic diversity has its own implication on the vulnerable groups that are being further marginalised due to the cultural and social norms of organisations.

These reflections only strengthen the argument for the need to mainstream gender and social inclusion in all energy initiatives. The marginalised women and social groups need to be brought into the process of putting together energy projects to incorporate their interest and also increase the opportunity to accrue optimum benefits from increased access to energy. However, this is possible only by addressing the following situations:

- Political commitment and willingness to mainstream gender and social inclusion in the energy sector,
- Availability of human and financial resources for execution of activities,
- Availability of gender, caste and class disaggregated data in energy,
- Gender and social inclusion sensitivity among energy institutions,
- Transparency between institutions (gender, social and energy institutions) in information sharing and activity coordination.

Ideally, GESI approach must be made mandatory at the national level. These policies should also be in conformity with regional and international instruments, such as the Constitution, the Convention for the Elimination of All Forms of Discrimination against Women (CEDAW) and the Millennium Development Goals.

#### **4.1.1 GESI in the National Plans**

Women's empowerment and gender issues has been included in the five year plans since the Sixth Plan but it was only with the Tenth Plan that Nepal recognised that development strategies might have to account for why various groups may not be benefitting from the periodic plans. The 10th Five Year Plan (2002-2007) detailed 'targeted programmes' to help those groups that were falling behind. It made it a priority to 'enhance the welfare of vulnerable, disadvantaged and exploited groups, the Dalits and indigenous scheduled caste groups' and also 'for mainstreaming, empowering and bringing about gender equality' [NPC, 2002]. The development and public discourse of the time did not mention Madhesi as a marginalised group. Also recognised as the Poverty Reduction Strategy Paper (PRSP) (2002-2007) with its social inclusion pillar, the Three Year Interim Plan (2007-2010), has a separate section on social inclusion and gender mainstreaming. Besides it also emphasised on increasing investments to support development by promoting inclusion of excluded communities, region and gender in all structure, sector and processes of the nation; skill and capacity development.

The 2007 Interim Constitution of Nepal too has provisioned for social justice and affirmative action for women, Dalits, indigenous groups, the Madhesi community, and other excluded or disadvantaged groups. It has also identified as its long term vision "Contributing to the broader national goal of achieving social inclusion and gender mainstreaming through increased participation of population of all class, caste and gender in the development, promotion and utilisation of alternative energy sources.

The Three Year Interim Plan (2007-2010), approved in November 2007, featured Madhesi alongside women, Dalits and Janjatis, among others. The focus of the Interim Plan was squarely on 'inclusive development'. The Plan even

spelt out the rationale for inclusion: "Inclusion means to fulfil the physical, emotional and basic needs of all the people, groups or castes. It has to be achieved by respecting their dignity and their own culture and also reducing the disparities between excluded and advantaged groups and by reducing the gap in the existing opportunities and access. In addition to this, it is to help build a just society by ensuring rightful sharing of power and resources for their active participation as a citizen [NPC, 2007]."

The Plan envisaged raising the human development index (HDI) of Dalits, Janjatis, Madhesi and Muslims by 10 per cent over the three year period [NPC, 2007]. The strategies for achieving this new "just society" included: 1) mainstreaming excluded communities into the development process and outcomes; 2) increasing their access to resources; 3) ensuring proportional representation of the excluded communities in all decision-making processes and structures of the State; 4) launching special targeted programmes for these communities; 5) adopting a policy of positive discrimination in the economic, education and health sectors for ensuring economic and social security of the weaker sections and communities among the excluded groups; and 6) protecting the heritage and languages.

While the Three Year Plan (2010-2013) records implementation gaps of the Interim Plan targets, the fact that the Interim Plan recorded exclusion in such detail, demonstrates that the problem of exclusion was formally recognised by the state. There was also recognition that for peace building it was essential to address disparities in terms of caste, ethnicity, gender or region.

The new Approach Paper to Three Year Plan 2013/2014-2015/2016, focuses on activities for economic and social transformation putting necessary regulations, laws, regulations in place; identify necessary activities, ensure participation of gender and the socially excluded in different government system. The paper also speaks on securing and reserving their rights. Taking up employment oriented activities for women and the disadvantaged is the highlight of this paper. The paper also speaks explicitly of outcome of 33 percent representation in the governance system and 25 percent gender responsive budget allocation. (See Annex 2)

#### **4.1.1.1 Persisting gap in the National Plans**

None of the Five Year Plans (except the Three Year Interim Plan and the Three Year Plan), ever linked the energy policy with gender and inclusion, though it has direct impact on women, poor and the excluded. Rural Energy is one of the central areas where women's roles and responsibilities are significant since they are directly involved in consumption and management of energy resources. This was not recognised by the different policies and hence gender and inclusion and renewable energy were presented in isolation in the five year plans. The Three Year Interim Plan had identified as its long term vision "Contributing to the broader national goal of achieving social inclusion and gender mainstreaming through increased participation of population of all class, caste and gender in the development, promotion and utilisation of alternative energy sources" [NPC, 2010]. The Three Year Plan too has identified that alternative energy will contribute to employment generation and inclusive development [NPC, 2010] but its objectives, policies, working policies and program have not specified how inclusion will be addressed.

The new Approach Paper to Three Year Plan 2013/2014-2015/2016 indicates the strength of this approach with respect to gender mainstreaming and social inclusion in the coming period; however, the process of achieving these objectives is yet nor clear.

#### **4.1.2 Renewable Energy Policies: Renewable (Rural) Energy Policy 2006**

The Renewable (Rural) Energy Policy 2006, Subsidy Policy for Renewal Energy 2013 and Subsidy Delivery Mechanism Policy 2013 are key policies for the promotion of RETs in Nepal. A review of these key policies of the rural energy sector, which frames the conditions under which the RETs has to function, indicates that some efforts have been made to address income and location based exclusion issues in the relatively recent subsidy related policies but gender equality and social inclusion (GESI) has not been addressed substantively in the policy

framework. We discuss strengths, areas of improvement and suggested amendments for each of these three policies below.

The overall goal of this policy is to 'contribute to rural poverty reduction and environmental conservation by ensuring access to clean, reliable and appropriate energy in the rural areas'. Its objectives are to reduce dependency on traditional energy, increase employment and productivity and the living standards of the rural population. It focuses on some of the major aspects for development of rural areas, such as, capacity building of the local bodies for planning, implementation, M&E, increased involvement of private sector, community management and diversification of productive end-uses.

The strength of the policy lies in its focus on rural areas, conserving environment, increasing employment through use of renewable energy for cooking, electricity and community management of projects. This latter provision brings the projects nearer to the people and hence provides a possible space for addressing gender and inclusion aspects.

#### **4.1.2.1 Persisting gaps in the Rural Energy Policy 2006**

However, this policy demonstrates a limited understanding of gender and inclusion issues. While the background discussion of the policy document mentions the impact of poor environment on the health of women and children, the rationale does not link the need for renewable energy policy and the benefits that would accrue to women, poor and the excluded with this policy framework. The definitions and explanations too do not have any explanation about gender or inclusion even though the Tenth Five Year Plan had already identified social inclusion as one of its four pillars.

There is an assumption in all the provisions of the policy that all people in any of the project<sup>2</sup> catchment area will benefit equally. It has not recognised and addressed any of the barriers of women, poor and the excluded e.g. the difficulties to get employment or access credit for productive end-use, inability of the poor households to pay, or constraints to provide labour for single women headed households, or the limited capacity of women, poor and the excluded to influence decisions made by users' committees and construction companies or other issues in accessing benefits generated from the RETs project.

While the policy has stated that community must be encouraged to manage these projects, there is no recognition of the inequities which exist within a "community" or about how to counterbalance the 'political-business-local elites' nexus which has access to networks and resources to enable a project to come into an area and which has the ability to form such rules that the majority of benefits too are enjoyed by them.

The policies and working policies refer to capacity of local bodies, increasing human resource capacity economic activities using higher energy consumption, concessional loan provisions and other such issues but nothing specific has been stated to ensure that these reach women, poor and the excluded or that special efforts are made to strengthen women's capacity and skills or ensure they receive loans e.g. trainings to enhance awareness in gender and social inclusion are not mentioned. There are no directives regarding the kind of skills development and awareness raising training that must be implemented to ensure women, poor and the excluded groups access project benefits or participate in project design and implementation process. No provisions to strengthen the voice and capacities of women, poor and the excluded are identified.

#### **4.1.3 Subsidy Policy for Renewal Energy 2013**

The Subsidy Policy for Renewal Energy 2013 has eight objectives (section 7) and 6 Operational Policy Statements, Subsidy Type and Level for all technologies (section 8) and section 9 describes the subsidy delivery procedure.

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<sup>2</sup> Catchment area here refers to project intervention area.



The subsidy policy of 2013 has recognised and addressed income related barriers. It aims to provide opportunity to low-income rural households to use rural energy technology and attract private sector entrepreneurs. The Regulation has provisioned for prioritisation of projects and programmes dedicated to remote districts of Nepal. Technology specific subsidy schemes are outlined in the policy document.

The strength of the policy lies in its strong recognition of the need to enhance access and affordability of women and the socially excluded groups. So far this is the first subsidy policy which has specific statements targeted to – “Single women, backward community, vulnerable, poor, conflict affected and those recognised by the government as endangered tribes” (unofficial translation). This policy grants additional subsidy to this group for additional subsidy to access as well as put to productive use targeted for this group benefits.

#### **4.1.4 Rural Energy Subsidy Delivery Mechanism 2013**

The Rural Energy Subsidy Delivery Mechanism 2013 specifies various provisions regarding the disbursement of subsidy amounts. It has outlined Subsidy Criteria and Delivery Mechanism for Rural Electrification and has specified tasks of different committees.

The strength of the Rural Energy Subsidy Delivery Mechanism, 2013 has recognised geographical exclusion issues and provisioned for a higher financial support for feasibility studies to remote districts. In addition it also recognises the governance structure for the disbursement: representation of GESI Unit in the internal technical review committee as well in the local bodies formed such as user committees, Economic Development Committee.

This policy also has specific categorisation criteria for identifying the poor, the ethnic groups as well as the aged.

##### **4.1.4.1 Persisting Gap in the subsidy policy and in the subsidy delivery mechanism**

The subsidy policy must be more specific in determining subsidised technologies instead of about using terms such as ... “other approved models of various capacities” (clause 8.3). Statements such as these are open to misinterpretation, misguidance, and risks chances of valuable fund flow into unintended technologies. This subsidy policy paper is a national guide to be used at different levels thus must list out the technologies in a more firm manner.

Subsidy postulation such as “Not exceeding 50% of the cost...” leverages over-flow of funds. A question here is have the costs of all these technologies been estimated? In the absence of the cost-breakdown whose responsibility is it to ascertain the costs and how is AEPC accounting for it? This presents space for foul-play.

In case of subsidy delivery, recommendation from the installation companies alone is not sufficient for granting the subsidy amount.

#### **4.1.5 Energy Sector Assistance Program (ESAP) (1997-2007)**

One of the forts RETs focused program in Nepal supported by Denmark and Norway in the later years. The overall goal of ESAP II is to improve the living conditions of the rural population by enhancing their access and affordability to rural energy solutions that are efficient, environment-friendly and that address social justice. ESAP program promoted various forms of clean energy to rural areas over the years and contributed to improved livelihood to women and girls by reducing their workload, reducing indoor smoke, indoor lightening, electricity for radios, TV, and in some areas income generating activities.

#### **4.1.5.1 Persisting gaps in ESAP (1997-2007)**

However, to a large extent this program remained “gender blind” in its approaches. Gender equality was not integrated in the ESAP program documents and there was no reference to gender specific data, analysis and statistics. An exception was the ICS program which was seen as “the project for women” as it had a specific focus on women as household cooking to a large extent is done by female family members.

#### **4.1.6 National Rural Renewable Energy Program**

Alternative Energy Promotion Centre (AEPC) is currently executing a joint framework programme - National Rural & Renewable Energy Programme (NRREP) with support from external development partners. This 5-year programme started in July 2012 is funded by the governments of Nepal, Denmark, Norway, Germany (KfW) and the United Kingdom (DFID), UNDP, SNV and GIZ. NRREP has an initially committed budget of around US \$ 164 million for different technology linked components (community electrification, biomass, biogas and solar energy) as well as other support components on business development and productive end-use, institutional development, subsidy and credit financing. The targets include 475,000 ICS, 130,000 domestic biogas plants, 7,500 solar cooker/dryer, 600,000 Solar Home Systems and community electrification for 150,000 households through generation of 25 MW from micro hydropower plants (SNV 2013).

The NRREP programme document mandates GESI (Gender Equality and Social Inclusion) mainstreaming, stating that *specific affirmative action will be planned, implemented and monitored across all Component activities, aiming to empower women and marginalized groups through enhancement of their technical capabilities and assisting them to take up ownership of technologies.* The principal objective NRREP has been framed to “*improve the living standard of rural women and men, increase employment of women and men as well as productivity, reduce dependency on traditional energy and attain sustainable development through integrating the alternative energy with the socioeconomic activities of women and men in rural communities.*”

In NRREP, GESI is integrated in all the elements of the program, starting with the development objective, the immediate objectives, in outputs and activities, in indicators and targets as well as in monitoring. The programme level measures for GESI include:

- A clear articulation of commitment to gender and social inclusion issues by including it in the development objective (see text in italics above)
- Inclusion of GESI in the immediate objectives two of the three Components (Technical Support and Business Development for Renewable Energy and Productive Energy Use Components). The Central renewable energy fund Component description is silent on GESI.
  - The immediate objective of the Technical Support Component; envisaged to accelerate renewable energy service delivery with better quality, comprising various technologies, to remote rural households, enterprises and communities, to benefit men and women from all social groups, leading to more equitable economic growth.<sup>3</sup>
  - The immediate objective of the Business Development for Renewable Energy and Productive Energy Use Component is to contribute to an increase in income and employment generation potential for micro, small and medium sized enterprises in rural areas, particularly for men and women belonging to socially and economically disadvantaged groups.

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<sup>3</sup> The Technical Support component description mandates that in community electrification projects, more women and socially disadvantaged groups must be included in decision-making and leadership. This is envisaged achieved by 55% quota requirements (30% women and 25% from deprived groups) on governing bodies such as user committees. In solar energy component, the development and promotion of solar pumps has been prioritised as a product with potential to ease the burden of women and girls.

## *Identification of Gender and Social Inclusion Gaps at Policy and Institutional Level*

- Enabling measures and institutional mechanisms for consideration of gender issues within implementing the programme

Existing institutional mechanisms to incorporate GESI in NRREP:

- Representative from an organisation of women and socially excluded to be included in NRREP Coordination Committee
- Agreed gender balance in the Coordination Committee and within the advisory group.
- Appointment of a programme manager dedicated to GESI (among 9 programme managers).
- Plans to include in the Functional Analysis
  - Development and implementation of GESI mainstreaming plan (e.g. developing policies, plans and strategies in support of women having access to, and control of, RE programmes),
  - Development and application of a GESI Toolbox, the content of which will be explained to staff of AEPC, DEESs, RSCs and CREF. This staff, having been familiarised with the GESI tool box, will be tasked with further implementing GESI activities;
  - Advocacy targeting key policy and decision makers for creation of conducive policy and legal environment for GESI;
  - Develop Public Disclosure System for transparency and accountability and assist in rolling it out together with the RSCs and DEESs;
  - Develop and implement AEPC monitoring system for result-based management (integrating a GESI agenda), and
  - Develop relevant internal organisational mechanism for AEPC including systems that are essential for AEPC to become more effective and efficient.

The gap in NRREP is discussed below with respect to the different elements in the upcoming sections.

## **4.2 Meso level: Organisation Level**

### **4.2.1 Ministry of Environment, Science and Technology (MoSTE):**

MoSTE is the highest entity driving the development and promotion of RETs in the country. It was established in 1996 as the Ministry of Science and Technology. The merger of Environment Division of the then Ministry of Population and Environment with the Ministry of Science and Technology created a new Ministry in 061/12/18 B.S. [31 March, 2005 A.D.] joining there pillars together. After a brief separation during 2009 – early 2013, with a separate existence of Ministry of Environment and Ministry of Science and Technology, the Ministry has taken its present shape. The As the highest level sectoral policy agency of renewable energy technology (RET).

The ministry lacks commitment towards GESI environment as key pillars for achieving sustainable and broad based economic growth contributing to employment generation and poverty reduction. It moves ahead with a mission to create policy environment and institutional strength for promoting scientific research, innovation and capacity building to achieve sustainable practices and technologies, to minimize risks on life support systems, thus contributing to sustainable development. Both the mission and vision remains silent on gender and social inclusion. MoSTE does not have gender mainstreaming policy and social inclusion agenda though government has been pushing for social inclusion. Nonetheless, the Ministry has taken a policy of women's empowerment through the development of science and technology considering women as important beneficiaries and considering women's participation in the development of science and technology. It has also given special emphasis in developing and expanding the technologies that minimise the drudgery and time of women in household chores, and enhance employment opportunities to create economic benefits.

### 4.2.2 Alternate Energy Promotion Centre (AEPC)

Alternative Energy Promotion Centre (AEPC) is a Government institution established in 1996 under the then Ministry of Science and Technology with the objective of developing and promoting renewable/alternative energy technologies in Nepal. Currently, it is under Ministry of Environment, Science and Technology. It functions independently, and has an eleven member board with representatives from government sector, industry sector and non-governmental organizations. Its vision is to see the institution recognized as a regional/international example of promoting large-scale use of renewable energy sustainable and a national focal point for resource mobilization". The focus is to make AEPC recognized as an active institution promoting Renewable Energy Technology (RET) in the region. The mission is to make renewable energy mainstream resource through increased access, knowledge and adaptability contributing for the improved living conditions of people in Nepal. Similarly, the objectives are to popularize and promote the use of alternative/renewable energy technology; to raise the living standard of the rural people; to protect the environment and to develop the commercially viable alternative energy industries in the country.

As in the case of MoSTE, the objectives, mission and vision remain silent on gender and social inclusion issues. In the light of available data on gender and caste/ethnicity disparities and inclusion issues, it is clear that concerted efforts are needed to target women and socially excluded groups to promote and address equitable development and poverty alleviation. Despite the government initiation and pressure from international and donors on integrating gender and social inclusion, there is a dearth of data and evidence on how to work effectively on gender mainstreaming and social inclusion issues at the program and project level in the energy sector. Interaction with different personals within AEPC, ESAP, other RET programs and stakeholders highlights the growing realisation that not all women and men enjoy benefit equally from projects mainly due to the deep-rooted socio-cultural traditions, social norms and values limit women and men, Dalits and other disadvantaged groups. Mainstreaming GESI within AEPC was assessed through interaction and the outcome is presented in Annex 3.

#### 4.2.2.1 Persisting gap within AEPC

The gaps observed are:

- Non articulation of GESI in the object, vision and mission of the organisation
- Absence of sex, caste and class disaggregated data and statistics
- Non-inclusion of gender and social inclusive programme designing, planning and budgeting visible in the different reports
- Non existence of gender and social inclusion reflective monitoring element and indicators
- No clear ToR of the staff and addendum one criteria of performance evaluation is gender and social inclusion sensitivity
- No commitment of organisational support and motivation to work on gender and social inclusion.

### 4.3 Micro level: Implementation

The line of command in the RETs sector has MoSTE at the policy level, AEPC as the National executing organisation, the District Energy and Environment Units as the local executing bodies (present in all 75 districts-established under REDP and AEPC) and the Service Centres (NGOs, private companies and co-operatives) implementing the projects on the ground, Figure 2.

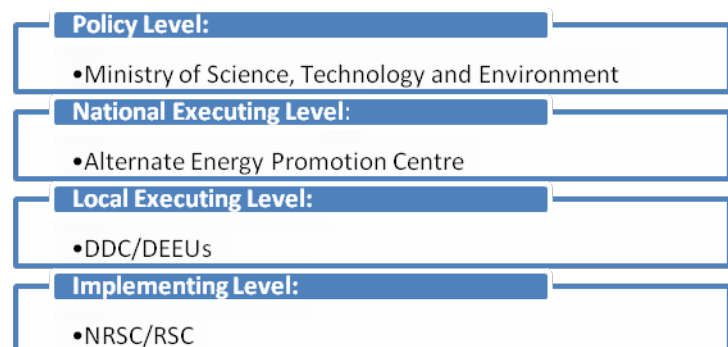


Figure 2: Line of Command in the RETs Sector

## 4.4 Compliance of products with needs

### 4.4.1 Service Delivery Mechanism

At present the services are delivered through selected services providers-service providing organisations, NGOs, private companies and co-operatives. Facilitation support for the program activities will be provided by the Regional Service Centres.

The role of RSCs is:

- Facilitate and support as a mediator between private sector and end user as well as between AEPC/NRREP and the end users
- Assess projects, supervise of projects and
- Enhancing productive uses rural and renewable energy resources

The role of DEEUS is:

- Support to DDC in GESI responsive renewable energy planning and budgeting process
- Aware and sensitize DDC in mainstreaming specific affirmative action to respond poor, marginalized and socially excluded groups
- Develop linkage and coordination with the organization working in field of GESI
- Conduct GESI sensitization and awareness program at district and community level
- Implement GESI responsive promotional activities through means of radio, TV, pamphlets
- Monitoring of activities with respect to RET and GESI
- Maintain disaggregated database on beneficiaries
- Support to NRREP to conduct capacity development activities for DDC and relevant stakeholder on GESI
- Act as a focal institution of DDC to implement GESI related activities at district and community level
- Support in identification of DAG communities as per the norms of DDC and implementation of specific activities
- Implementation of DCEP incorporating GESI and associated activities
- Support RSC in identification of MSME with emphasis on GESI
- Support in identification of target group to implement IGA

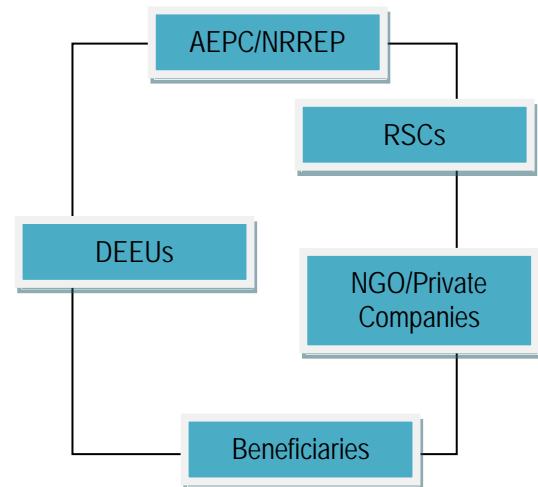


Figure 3: Program Implementation Modality

#### 4.4.1.1 Persisting Gap in the Implementation

These are the major support organisations in the implementation of NRREP. Both are accountable to AEPC in the process of enhancing access to RETs. However, the linkages/co-ordination between DEEUs and RSCs are not clear; as well as the operational modality ensuring reaching out to the users is not clear. This gorge needs to be addressed through existing local organisations coordinates/collaborates with Local Government & Community Development Programme (LGCPD) for reaching out to the poorer segment of the population.

## **4.5 Technology Compliance with needs**

The importance of renewable energy technologies for Nepal has been formally recognised and promoted since 1992 with the establishment of AEPC, however challenges remain mainly due to the gap between need and utility of the technology at large and the mismatch between the technology, low technological development and users' inability to access the necessary services.

To a great extent NRREP takes into account dimensions of exclusion and has proactively moved ahead by identifying the major target group based on these criteria. In view of these criteria, inhibitions arising from different income levels have been addressed with appropriate subsidy packages that are stratified by geographical location, remoteness, income level, gender and social inclusion. However, the question remains, do these technologies meet the needs primarily at the domestic end, thereby improving health and saving time to access information and participate in trainings, thereby enabling this population to tap on the opportunity for income generation and thereby enabling the use of improved technologies both at home and workplace (enterprise?)

The stove technologies for promotion have been prioritised based on immediate cooking needs and the space heating requirements too. Institutional stoves too have caught the eye. Cattle feed and brewing are two important tasks requiring stoves, areas that need to be looked into as these are important tasks too within different cultures.

In terms of institutional stoves, focus is on those to be used in the high hills. However, it is deemed necessary to also focus on institutional stoves used in the lower-lying areas where roadside stalls, home-based enterprises would benefit. These activities form important and also growing income-generating sources for women and the socially excluded groups.

### **4.5.1 Persisting gaps in addressing technological needs**

The technologies promoted under NRREP must be assessed for affordability and utility on the basis of the economical dimensions and exclusion prevalent in Nepal. Likewise, capacity needs for approaching implementation with a GESI perspective are not asserted.

One of the major causes of low RETs penetration lies in the low access to information. Information dissemination must also include traditional means such as word of mouth, which is effective in the remote areas. This comes into effect through places where the community visits most such as health centres, retail shops, schools etc. Thus, innovative means of using these centres for disseminating information is important. Thus, there is a need to identify the involvement of existing informal institutes and means of co-ordinating/collaborating, which will be more appropriate for the effectiveness of the program.

In terms of product delivery, limited institutional mechanisms have been observed. The present mechanism of this service flowing through selected service providers might limit the dissemination, especially from the context of gender and socially excluded target groups. Co-ordination with local organisations working with these groups would enable more effective targeting and implementation.

## **4.6 Preparedness of NRREP to Adopt GESI Approach**

NRREP has a clear emphasis on effectively reaching out to the more remote and poorest part of the country. NRREP is committed towards mainstreaming GESI at all levels: framing GESI-inclined objectives, applying demand-led approaches actively involving beneficiaries in decision making, and support use of energy for productive purposes leading to income and employment increase in rural areas including indicators and targets as well in monitoring.

The NRREP M&E system will be aligned to GoN (National Planning Commission and Ministry of Finance) monitoring requirements (the National Planning Commission is responsible for monitoring outcomes of Three Year Plan implementation, including of the renewable energy sector). The NRREP will use monitoring systems of National

## *Identification of Gender and Social Inclusion Gaps at Policy and Institutional Level*

Planning Commission and supplement these M&E data with additional and specific impact and outcome assessments where required. The result based monitoring of activities of both AEPC and CREF will also provide relevant monitoring on energy related climate change impacts as well as socio-economic impacts including GESI. It is expected that this will play an enabling role for mainstreaming GESI in NRREP: providing equal access to and control of renewable energy technologies (RET) for increasing contributions to rural women and men towards economic growth. This will also be in line with the GoN commitment to mainstream GESI and empowerment of women and the socially excluded as per the Three Year Plan (2013-2017).

Other strategies include:

- GESI issues will be taken up in the management and operation set up of the organization. This will take care of appropriate representation of GESI- gender balance in the Coordination Committee and within the adviser group.
- While contracting staff for the period of NRREP implementation gender balance within the core as well as contracted program Staff will be ensured
- Assurance of to improve the living standard of rural women and men, increase employment of women and men as well as productivity, reduce dependency on traditional energy and attain sustainable development through integrating the alternative energy with the socioeconomic activities of women and men in rural communities.

As can be seen there is strong demand from both, the nation (GoN directives on GESI responsive programs and monitoring, Approach Paper to TYP 2013/14-2016/17) and international level (donors of NRREP) to internalise the GESI issues and integrate GESI responsive activities in the implementation of this new energy program – NRREP.

### **4.7 Result of Assessment of AEPC, DEEUs and RSC**

The survey questions are designed to elicit three types of information concerning the status of GESU within the organization. The categories seek to find out: 1) to what extent, 2) to what intensity, and 3) with what frequency. Each question type is described below. For analysis, both composite and bivariate methods have been used here. The information regarding the different aspects of the AEPC, RSCs and DEEUs in the context of GESI was collected using a set of questionnaire See Annex 5. The questionnaire was shared with all nine component managers as well as the managers at the selected RSCs and DEEUs of which all responded.

Assessment of the principal organisation AEPC was carried out using a set of questionnaires based on the checklist (see Annex 4). It gathered information from each of the components managers of:

- Biomass
- Biogas
- Solar
- Community Electrification
- Climate Change
- Productive End Use
- Monitoring and Evaluation
- Institutional Strengthening
- Gender and Social Inclusion

This assessment is done at four levels:

- Policy: Administration and Financial Guideline, Staff Regulations
- Self assessment by the selected staff
- Self assessment of partners-RSC

### 4.7.1 Self Assessment of Alternate Energy Promotion Centre

The organizational preparedness has been assessed with respect to six dimensions: 1) strategy, 2) structure 3) system 4) skill 5) management style and 6) culture. Box 1 describes these six dimensions.

**Box 1: Six Dimensions of Organisational Assessment**

- **Strategy:** Strategy refers to the way the mission is translated into concrete objectives and approaches
- **Structure:** The structure of an organisation can be defined as the formal and informal division and co-ordination of activities and responsibilities
- **System:** The systems determine the functioning of the organisation. They comprise internal processes that can be divided into flows of main activities, procedures, approaches and methodologies, formal and informal systems.
- **Skill:** The staff or personnel component refers to performance and motivation of staff, utilization and development of staff capacity. Some major human resources policies are incentive systems, sanctions and bonuses, staff satisfaction and human resources development
- **Management Style:** The style of management can be described as the characteristic pattern of behaviour of the management. Where does a manager put their priorities? Which aspects do they feel are important and how does the manager spend his/her time? Internal or external relations people or means, relations or performance, inputs or outputs, quality or quantity? What is their attitude in making decisions: participative or directive/authoritarian,
- **Culture:** The culture of an organisation is defined as the shared values and norms of people in the organisation.

A. **Strategy:** Strategically AEPC is now driven by the underlining objectives of NRREP: .....“to improve the living standard of rural women and men, increase employment of women and men as well as productivity, reduce dependency on traditional energy and attain sustainable development through integrating the alternative energy with the socio economic activities of women and men in rural communities.” To align itself for achieving the objectives and in view of GESI and energy constraints, AEPC together with MoSTE has been working towards creating a conducive environment for the same; as an outcome it now has a revised subsidy policy and subsidy delivery mechanism with GESI affirmative actions are laid out for enabling access and affordability – an additional subsidy is granted to household with single woman, backward, disaster victim, poor, and endangered ethnic group as identified by the Government of Nepal.

B. **Structure:** To achieve the objectives of NRREP, AEPC has refurbished itself to enable the organisation take up the task as an effective, efficient and GESI proactive institution in the promotion and development of the Renewable Energy (RE) sector. It has moved ahead by establishing a separate division with a GESI Adviser, dedicated for ensuring GESI in all its activities and GESI focal persons in each of components.

C. **System:** For effective implementation, AEPC works in partnership with private and public organisations. It has a set of criteria for selecting its partners. ToRs do specifically demand for the inclusion of GESI experts in executing the allocated tasks. This is true in case of consultation however; there are no such criteria while procuring services from private companies involved as implementing partners.

D. **Staff/skill:** Staff drawn from diverse background and experiences brings in a broad range of skills. The revised staff recruitment policy has affirmative policies most staff are highly capable of the responsibilities delegated to them. Analysis from GESI lens indicates a dominance of the Brahmins with a very low presence of Dalits (Table 1 and 2). The administration guideline has affirmative agendas with respect to GESI. This indicates

**Table 1: Distribution of Staff by Ethnicity**

Group	Percent
Women	33%
Janajatis	27%
Madhesi	22%
Dalit	9%
Disabled	5%
Backward	4%



## Identification of Gender and Social Inclusion Gaps at Policy and Institutional Level

adoption of preferential recruitment regulations towards women, Janajatis, Madhesi, Dalits, backward as well as the differently-abled people allocating as high as 45 percent for this group. The share of the seats however, at present is as follows:

Designation	No.	Brahmin		Chhetri		Ethnic		Dalits	
		(M)	(F)	(M)	(F)	(M)	(F)	(M)	(F)
Executive Director	1	1							
Assistant Director	6	5				1			
Senior Program Officer	2					1	1		
Senior Environment Expert	1	1							
Senior Engineer	2	1				1			
Program Officer	30	12	2	3	0	10	3		
Advisors	5	2	1				2		
Asst. Program Officer	18	3	5	4	2	2	2		
Consultant	5	3	1			1			
Office Assistant	13	2	3			7		1	
<b>Total</b>	<b>83</b>	<b>30</b>	<b>12</b>	<b>7</b>	<b>2</b>	<b>23</b>	<b>8</b>	<b>1</b>	<b>0</b>

- E. **Management Style:** The organisation is in transition phase whereon the move is from a technology focused program to imbibing social aspects from 2012 onwards. Having emphasised on the quality of intervention without compromising on the quality, it is expected that the emphasis on quality on input and out will continue. Here on the organisation is also on to taking another leap by adopting performance based compensation while implementing the project. However, the legacy of authoritative decision making is still a practice and will take time to change as total autonomy is yet to be granted to the organisation. It adopts different characteristics from the traditional values of collegiality and autonomy.

The regulation also grants a total of sixty days maternity leave (prior to and after delivery). It specifically states that this leave will be given only two times during the total employment period. In addition a lump sum of NRs 5000 will be made available per child as child-care allowance. An up to date maternity leave will be document. In case of male staff they too are allotted maternity care leave for a maximum of 15 days (prior to and after the delivery). This will be granted for a total of two children but will be granted only after the birth of the child is registered. A period of 3 months is grated for fulfilling this requirement. As in the case of the female staff this record must be recorded and updated accordingly. In case of death in the family (parents, grandparents, in-laws, children, and husband/wife) and rituals calling upon him/her to maintain certain rights, the male staff will be granted 15 days leave. In case of female staff, she will granted equal number of days leave in case of death of her parents, selected in-laws and children and also 9 days in case her husband is fulfilling the death rites in concerning his family.

- F. **Culture:** Expressions of gender inequality, disrespectful jokes etc are discouraged, such as; there is attention to ensure respectful relations between men and women in workplace; however to date no activities have been taken to identify existing gender and social discrimination-related problems or constraints in workplace and actions. There is no working group on gender and social issues in the workplace to further explore these issues.

The gaps identified in each dimension are presented in Table 3. The comparison is made against a standard set for the analysis presented in Annex-3. The assessment was made with respect to gender mainstreaming and social inclusion within the following areas:

Table 3: Gaps identified in the Organisational Assessment

	Dimension	Gap
<b>Strategy</b>		
1	Institution has focus on a vision, mission, goal or objective that supports gender equality, gender equity or empowerment of women and social inclusion	The internalization of the goals and practicing it is limited to the RSCs. But is challenged when it comes to private sectors - construction, fabricators etc that are profit oriented
2	Organizational policies or rules or guidelines that take gender concerns into consideration: availability of an organizational/ institutional level GESI policy or rules or guidelines.	The necessary guideline are presently at different stages of formulation
3	Incorporation of GESI issues in planning, design, implementation to address the needs of men and women belonging to different castes	Implementing the GESI approach within all levels of project/program and its outcome measurement are not clear to the staff; the task is pushed on to the focal person while GESI should be adopted by all
4	Planning systems effective in addressing GESI mainstreaming in energy related planning or activities	Action Plan for the different components is at a nascent stage,
5	Existence of Information management systems on GESI statistics that provide guidance to energy related planning or activities	Disaggregated data not available; on the process of development
<b>Structure</b>		
1	Board governance	The renewable energy Board is in place, however, it is composed of an all male representation, technical background, fiduciary group, none from social origin; even representation from Ministry of Women, Children and Social Welfare is missing
2	Existence of support in achieving the GESI goals	A separate unit has been established to support the management and the staff to "walk the talk" on GESI aspects
3	<b>Governance of PO/Project Office</b>	Roles and responsibilities of the different entities involved in the program are well laid out. The working relations, communications are maintained, with the new elements introduced in the program and elimination of business, the need for communication may take a new turns as well.
<b>Skill</b>		
1	Human Resources Policy	Affirmative GESI agendas have been put to place for recruitment of staff; reproductive roles of female staff and the cultural needs (mourning rites) have revived necessary attention
<b>System</b>		
1	Planning systems taking into consideration the GESI aspects	the annual plan demands the need to redress GESI issues, with GESI focused activities, the task is more of an add-on rather than integrated
2	Knowledge management	In-house team learning with the Focal Persons is in practice, however, open forum with the other staff from different components is absent
3	Databases and management	disaggregated data not available; on the process of development
4	Monitoring and Evaluation including GESI indicators	Monitoring and evaluation so far has been based on output (no of systems in place, trainings, loan disbursement); very few monitoring based on GESI responsive indicators
5	Reporting based on findings related to GESI	Progress reports are GESI-blind
<b>Management Style</b>		
1	Importance is on the process of achieving the strategic goals; norms in place for all inputs and measurement of outputs	The organization demands efficiency, effectiveness, accountability as well as on the quality and quantity of the interventions at the egress roots. No audit/budgeting with respect to GESI has been carried out to date
3	Guideline lines are available and access too to guidelines, policies or rules to female and male staff or beneficiaries belonging to	Necessary Guideline for GESI responsive implementation, M&E are in different phases of formulation; exchange amongst them

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	different castes	
4	Exchange of information on the application of GESI and GESI analysis, mainstreaming in energy related planning or activities	Components have been working in isolation and very little information
5	Partnerships and alliances development and nurturing for developing, promoting and enhancing the adoption of GESI approach (RSC, DEEU/ Local bodies, community based organizations)	No GESI specific criteria in place for selection of implementing partners
6	Local community presence and involvement	A supply driven approach was in practice, thus very little community involvement except in micro hydro; community feedback collected in selected technologies
	<b>Culture</b>	
1	<b>Shared values and beliefs</b> - related to how the organization works, and what it is trying to achieve and why	There is hesitancy in the relevancy, effectiveness and benefits of integrating GESI in respective components; it is evident within small number of staff
2	Workplace ethics are GESI friendly	Female staff have expressed issues of safety and security; however, no untoward event have taken place

### 4.7.2 Self Assessment of Select Implementation Partners

#### a. District Energy and Environment Sections (DEES)

The District Development Committees (DDC) are important entities at the sub national level, which are responsible for planning, promoting, coordinating different projects/stakeholders, and monitoring activities within its jurisdiction (geographical boundary). The District Energy and Environment Sections (DEES) are an integral part of DDCs and work to establish linkages between the AEPC and the needs of the rural population whilst promoting the interests of women and marginalised groups is also part of the strategy. NRREP is presently providing support to DEESs only in the remaining 59 districts.

There exists a Memorandum of Understanding (MoU) between the Ministry of Local Development (MoFALD then MoLD) and AEPC/MoSTE specifying the relationship between District Development Committee (DDC) and AEPC. According to this MoU AEPC provides technical assistance to DEES, that projects identified by DEESs and DDCs and approved by the District Council will be funded for implementation. The DEESs will report to AEPC on all energy related activities in the district while they receive their salaries from MoFALD. MoFALD thus is also responsible for facilitation and institutionalisation of DEESs within DDCs.

Each DDC is staffed with a District Technical Office responsible for energy and environment related activities, one Social Mobiliser and one office assistant. The present mandates of the DEESs are to coordinate with district level stakeholders (line agencies, Regional Service Centres (RSC), private companies) on RE programmes, support integration of RE programmes in DDC plans, support and supervise RSCs in demand collection and GESI-based community mobilisation, monitoring and supervision of RE process and progress, act as focal unit in DDC for database, information dissemination and promotion of RE programmes as an Energy Information Centre, work as secretariat of District Energy Committee and assist DDCs in the management of District Energy Fund. The DEESs, although housed in the DDC building, lack recognition and ownership from their DDCs, and there is a need for these to be fully integrated into the institutional structure of DDCs, and staff of the units should be recruited by and be on the payroll of the DDCs should the DEESs become sustainable.

#### b. Dhaulagiri Community Resource Development Centre (DCRDC)

This non-government organisation was established in 1995 in Baglung to render basic social services to people focusing the poor, marginalized, and disadvantaged households living in rural areas of Baglung, Parbat, Myagdi, Kaski, Mustang, Gulmi and Arghakahchi districts of the Western Development Region of Nepal. Within a short span

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of fifteenth year period, DCRDC has been established as one of the pioneer local development institution in the Western Development Region and recognized nationally and internationally. Its mission is to contribute to improve the overall living standard of the poor, marginalized, and disadvantages community groups, and women through the creation of social capital and facilitating access to economic opportunities, especially those who had been excluded from the development mainstream for generations through conducting policy, advocacy, awareness raising programs, mobilizing local resources for community empowerment and promotion of suitable economic enterprises for the targeted communities in the working district.

The organisations has the objectives of ensuring

- Social inclusions and gender mainstreaming in community development processes.
- Increased access to basic services by poor marginalized and disadvantaged community groups in the society.
- Improved overall living conditions of the rural people, especially the poor, marginalized and disadvantaged community groups.

It is driven by the belief that

- Community development is possible only when community people are involved at every step of development programs;
- Gender, social, economical, political environmental equities together with institutional capacity building of grass root organizations are indispensable for sustainable development.
- Community can reap a greater degree of benefit even with limited resources if a holistic approach is taken in the mobilization of internal and external resources.

### **c. Resource Management and Rural Empowerment Centre (REMREC)**

This non-government organization was established in 1998 in Kavrepalanchok with the prime aim of contributing in national development. It is also affiliated to Social Welfare Council. The equity in social, political, economical and cultural aspects are the primary concerns of the organization and acts to promote easy access for disadvantaged and marginalized sections of the society over resources and services in line with inclusive democracy. REMREC, since its inception, has been working in close collaboration with different development partners in the country. Its objectives are to:

- Support in social and economic empowerment of marginalized, disadvantaged and pro-poor sections of the community;
- Promote renewable energy technologies and rural infrastructure development works by optimum utilization of and mobilization of local resources and services to enhance livelihood of rural population;
- Contribute in economic promotion of rural population through the conduction of skill, income, and employment oriented initiatives;
- Promote social transformation through formal and informal education;
- Commercialization of subsistence agriculture system to enhance sustainable production through bio-intensive farming and conservation of local genetic resources;
- Capacity building, research and study on development initiatives in partnership with governmental, non governmental and private sectors;

The organisation's Code of Conduct amongst other directives, directs staff to

- Work beyond the borders of politics, religion, culture, race and ethnicity with organizations and individuals that share common values and objectives.
- Not to change the policies or "non-partisan" nature in order to curry political favour or disrespect.
- Be sensitive to the moral values, religion, customs, traditions, culture, and gender of office bearers and the communities we serve.

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- Maintain transparency in terms of organizational financial matters, public accountability and people's right to information.

**d. Result of Self Assessment of DEES, REMREC and DCRDC**

The self assessment results based upon response to set questionnaire (See Annex 4) and analysed against ratings are as follows:

- Strategy: DEES in both Baglung and Kavre are above average while the RSCs, REMREC and DCRDC are just average. The DEES abide by the GESI strategy of the DDCs as per the Ministry of Local Development. The RSCs however, do not have a formal strategy.
- Structure: In this case except for DCRDC which ranks above average, the other three organizations are rated as average

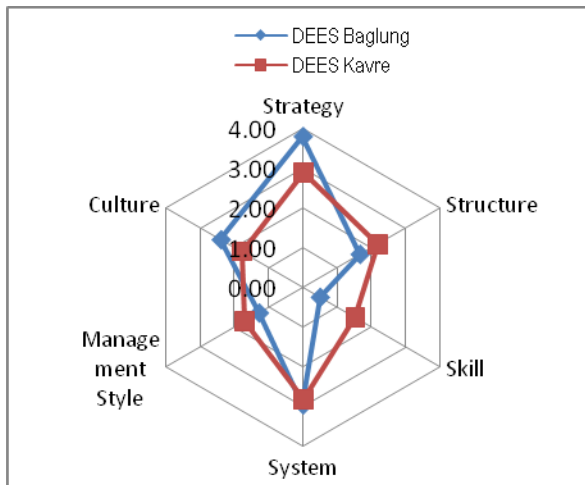


Figure 4: Response from DEES

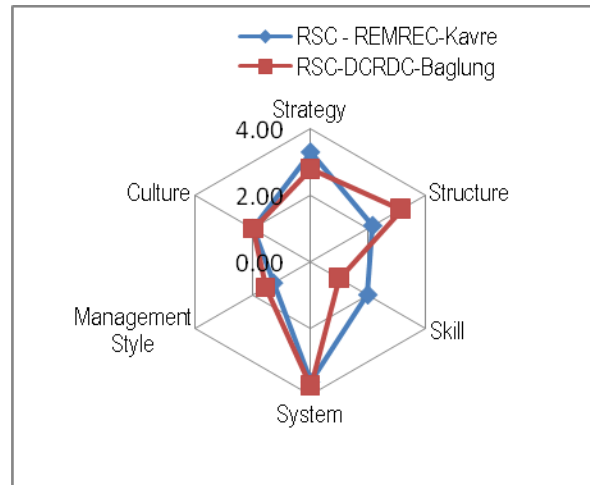


Figure 5: Response from RSCs

- Skill: This indicator places REMREC as average while the remaining three are weak. DCRDC does have skills in other social activities but have not put the skill into practice in the energy sector, thus did not wish to make claims of having this skill.
- System: This indicator sees all four organizations above average
- Management Style: This indicator sees all four organizations just average
- Culture: This too indicates all four organizations as weak.

**4.8 Program Level**

The Programming side includes five dimensions: 1) program planning and design, 2) program implementation, 3) monitoring and evaluation, 4) technical expertise, and 5) partner organization relations. Annex 7 provides an explanation of the kind of information each subsection seeks from questionnaire respondents.

Findings with respect to all five elements of programming have been carried out separately for the DEEU and RSC in a composite manner based on the entity. Regarding the selection of partners, the criterion includes expertise and work experiences regarding GESI. However, interaction with RSCs indicates the existence of sporadic expertise in the use of GESI approach. In the contrary, it has been observed that there is no gender focal person in the DEEU.

Table 4: Responses on selected Indicators of Program design and planning by Partners -1

	Local community involvement in the decision making process				Planning systems taking into consideration the GESI aspects				Decision making framework			
	in %				in %				in %			
	Not Recognized	somewhat recognized	Reasonably recognized	Widely known	Adhoc	Some systematic data collection	Regular planning complemented by ad hoc	Formal system	Adhoc	Fairly well established	Formal system established	Formal system involving local participation
Baglung DEES		√				√				√		
DDC/DEES		√				√				√		
RSC – REMREC			√			√	√				√	
DCRDC-Baglung		√				√	√					√

Similar assessment of the DEES and RSCs with respect to program design and planning indicate very low importance being given to – the involvement of community in program design while REMREC give reasonable recognition. Regarding information collection both DEES indicate the use of some systematic mechanism, while the RSCs regularly use some systematic mechanisms also complemented by adhoc information collection. While the DEEs have a rather a fairly established line of decision making, REMREC have a formal system, DRDC has a formal decision making practice involving local participation, Table 4. Both the organisations in Baglung have comprehensive data management system while the organisations in Kavre have maintained in some cases. While the DEES have minimal knowledge of relevant indicators for GESI the RSCs have some knowledge which have been put t use occasionally. All four organisations have basic knowledge and limited ability to report based on the finings related to GESI (Table 5).

Table 5: Responses on selected Indicators of Program design and planning by Partners -2

Organization	Databases and management in %				Monitoring and Evaluation (GESI indicators) in %					Reporting based on findings related to GESI in %				
	No system	Only in few cases	Exists in most cases	Comprehensive method exists	None	Minimal understanding of indicators	Limited knowledge	Some knowledge, occasionally put to use	Extensive knowledge put to use	Reporting does not include GESI	No Knowledge how to report	Basic knowledge and limited ability	Some knowledge and seldom report accordingly	Extensively practiced
Baglung DEES				√		√						√		
DDC/DEES			√			√						√		
RSC – REMREC			√				√					√		
DCRDC-Baglung				√			√					√		

## 5. CONCLUSION AND RECOMMENDATIONS

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### 5.1 Conclusion

#### 5.1.1 Plans and Policies

Over the years the national periodic plans have emphasised on the need to integrate gender equality and social inclusion across the development sectors by ensuring their participation and involvement in projects, representation at decision making levels. The need for inclusion development has been reflected since Tenth Plan (2002-2007) which clearly provides space for addressing targeting of GESI (see section 2.1). The recent Approach paper to Three Year Plan (2013-2017) is an ultimate example of the government's commitment to gender mainstreaming and social inclusion leading to their empowerment. The National Planning Commission mandates gender audit of all ministries however, the line ministry for renewable energy sector, Ministry of Science, Technology and Environment remains silent in terms of gender and social inclusion.

The only energy policy which likely addresses the renewable energy policy is the Rural Energy Policy 2006. This policy too remains silent where gender and social inclusion is concerned fails to align it with the national plans. However, the recent Subsidy Policy 2013 has affirmative agenda for women and the marginalised groups providing additional subsidy support for households with single woman, backward, disaster victim, poor, and endangered ethnic group as identified by the Government of Nepal. The support is extended to technologies, except clay built improved cooking stoves, used at household as well as enterprises.

The Subsidy Delivery Mechanism includes specific roles of the DDCs and RSCs in the identification of potential beneficiaries as well as recommendation to access the subsidy. However, the outreach modality to ensure access to the information and the fund and its monitoring are not clear.

#### 5.1.2 National Rural Renewable Energy Program

At a programme level, the NRREP has introduced a number of measures for GESI. These include a clear articulation of commitment to gender and social inclusion issues by including it in the development; Inclusion of GESI in the immediate objectives in two of the three Components (Technical Support and Business Development for Renewable Energy and Productive Energy Use Components). The Central renewable energy fund Component description is silent on GESI. It is also committed towards creating developing enabling measure and institutional mechanisms for consideration of gender issues within implementing the programme. Some of the GESI measures described in the programme documents focus on ensuring

- i. Representative from an organisation of women and socially excluded to be included in NRREP Coordination Committee
- ii. Gender balance in the Coordination Committee and within the advisory group.
- iii. Appointment of a programme manager dedicated to GESI (among 9 programme managers).
- iv. Plans to include in the Functional Analysis
  - Development and implementation of GESI mainstreaming plan (e.g. developing policies, plans and strategies in support of women having access to, and control of, RE programmes),
  - Development and application of a GESI Toolbox, the content of which will be explained to staff of AEPC, DEESs, RSCs and CREF. This staff, having been familiarised with the GESI tool box, will be tasked with further implementing GESI activities;
  - Advocacy targeting key policy and decision makers for creation of conducive policy and legal environment for GESI;
  - Develop Public Disclosure System for transparency and accountability and assist in rolling it out together with the RSCs and DEESs;

## *Identification of Gender and Social Inclusion Gaps at Policy and Institutional Level*

- Develop and implement AEPC monitoring system for result-based management, and
- Develop relevant internal organisational mechanism for AEPC including systems that are essential for AEPC to become more effective and efficient.

Similarly the program also highlights GESI targets at the implementation level:

- At least 33 % of all positions (including decision making) filled by women and those from the deprived groups
- Gender-sensitive baseline survey implemented
- Gender data and concepts incorporated in baseline surveys, ToRs for studies, monitoring and evaluation systems, procedural manuals and guidelines, and annual reports Project proposals include gender-focused impact indicators.
- At least 55% of all RE target group are women and socially disadvantaged groups (30% women and 25% from deprived groups)"
- Women represented at decision making positions of DEESs

With regard to business development for renewable energy and productive energy use; it articulates the contribution to an increase in income generation potential for micro, small and medium sized enterprises (MSME) in rural areas, particularly for men and women belonging to socially and economically disadvantaged groups.

This should be strengthened by taking actions to

Strategic measures

- Have a tracking system assessing the performance of the private sector, information flow system needs to be put into pace
- Make accountability for implementing and accounting GESI approach mandatory
- Review of GESI responsive wordplay to be made mandatory and to form a basis for staff assessment; to begin with stipulate on some activities that are to be carried out: accounting for disaggregated data related with ownership of systems, participation in trainings, loan bearers, identifying component specific indicators to be used for baseline and M&E
- maintain disaggregated data across the activities conducted under AEPC; also demand similar information from RSCs and DEEU of all activities

Create space for advocacy and lobbying at different levels

- Include representation from MoWCSW to ensure that the GESI norms of the government are also adhered to. The Board also needs to adhere to norms regarding representation of women and socially excluded groups.
- Develop evidence based documents to advocate and imbibe all to implement the approach thoroughly and with due commitment; formulate strategy and guidelines , support in the development of annual as well as long term work plan
- As not all the RSCs and DEEU are on the same footing in terms of capacity to implement GESI approach, the communication will be in terms of close supervision which must be built into the program; indicators and result based monitoring framework

Planning for effective GESI approach through

- GESI audit and budgeting to be made mandatory in line with the guideline of NPC
- Make the use of the guidelines mandatory for all staff and implementing partners
- the different components to come out of working in isolation and communicate on the challenges and learning's from respective working areas and technologies with respect to inputs and outcomes from GESI perspectives
- Develop and implement the use of GESI specific criteria in the selection of implementing partners
- Need based project development to be exercised



- Mechanisms in place to ensure suggestions from the community are fed back into the project management and implementation?

### **5.1.3 Capacity of AEPC and Partners with respect to effective adoption of GESI Approach**

The self assessment of AEPC, DEES and RSCs highlights existing weaknesses with respect to knowledge on GESI as well as implementation practices within the GESI paradigm.

For both AEPC and its partners to abide by the NRREP requirements capacity development focus must be on:

- Involvement of local community involvement in the decision making process
- Planning systems taking into consideration the GESI aspects
- Databases and management with respect to disaggregated information by
- Monitoring and Evaluation including GESI indicators
- Reporting based on findings related to GESI

The assessment also highlights the low capacity to design, implement and addressing technical needs of the users. With respect to monitoring and evaluation, it will require EPC to set the necessary indicators for each of the activities and make it mandatory. With this place much the gaps regarding reporting will be reduced.

Besides, having proposed the need to impose gender budgeting, it is pertinent that capacities to use it within all components and within the sector partners will be necessary.

Capacity building also to focus on developing GESI responsive plans in co-ordination with the implementing partners; GESI unit to develop the action plan framework to enable effective planning

- Organize more open forum discussion learning including staff from all levels and the erects and DEEU's
- maintain disaggregated data across the activities conducted under AEPC; also demand similar information from RSCs and DEEU's of all activities
- GESI responsive M&E must be build into the M&E package, implement RBM&E framework Capacitate all concerned-staff, DEEU's, RSCs on the Use of RBMB and provide sufficient time for reporting on selected GESI indicators
- Make it mandatory to include GESI specific activities, results in the reports; prioritizing the indicators to be reported on for each of the different reports (periodic/annual/ project completion)

### **5.1.4 Reaching out to the target groups (women and the marginalised)**

The existing implementation modality does not suffice in ability to reach out to the target group. Firstly the mechanism is far from being able to ensure the access to information, services and technologies despite the favourable subsidy policy. The limitations in these parameters will also affect the transition to use of RETs for productive use. The delivery mechanism does not reach out to the grass-roots.

## **5.2 Recommendations**

For effectively addressing and integrating GESI in the renewable energy program it is pertinent to start with advocacy and lobbying at the ministerial level for streamlined policy intervention instead of mince-meat approach to the issue or on an adhoc basis. This will call for

- Creating awareness
- Developing necessary strategy
- Integration Renewable Energy and GESI with other sectors under the ministry especially climate change, low carbon projects

### **5.2.1 Renewable Energy Policy**

The Rural Energy Policy though provides space for incorporating GESI issues, needs to be revised and aligned to support the NRREP objectives and its activities.

Necessary amendments in the policy are:

- *Clear articulation of gender issues*
  - Identify women and socially excluded as a separate target group in the objectives instead of an overall mention of social justice as is mentioned in the current policy,
  - Identify concrete measures for enhancing access to clean energy technologies for women and the marginalised groups. Presently, the issues are identified, but no concrete measures suggested.
- *Gender disaggregated energy needs*
  - Highlight GESI differences in energy needs, and address issues of physical accessibility to energy, problems of affordability, and need for information to understand and use of energy technologies within this context.
  - Recognise women's involvement and their right to appropriate remuneration as per government norms in energy projects and programmes. Presently, women are involved mainly for their labour input or as beneficiaries.

*Necessary enabling mechanisms*

- Enhance access to credit by women and the socially excluded and thereby, their capability to influence decisions and include women and marginalised groups effectively at all levels of the project cycle explicitly.
- Promote measures for increasing access and control over resources by women and the socially excluded through information availability, soft loans and other incentives; co-ordinate with organisations working on gender and the socially excluded women for involving them in these programs.

*Gender sensitive planning and monitoring*

- Develop and include indicators that explicitly recognize the gendered and social implications of energy technologies. At the same time, measure and track the quality of their participation,
- Enforce GESI audit as a key monitoring tool.

*Skill and capacity development*

- Build capacity of women and socially excluded especially those related to the user safety and reducing idle time of the technologies i.e. trainings pertaining to operation, minor repair and maintenance.
- Strategize skill and knowledge development of all project staff on GESI approach adoption

(See Annex 6 for further Clarification)

### **5.2.2 Operationalizing the GESI Framework within NRREP**

At the programme level, the framework for integrating gender and social inclusion considerations are well established. It is articulated well at the Objective level, gender actions are planned and gender sensitive indicators and targets are included in the three Components. In fact, in some cases, depending on how the programme progresses, the targets proposed (for example, At least 55% of all RE target group are women and socially disadvantaged groups) may need to be revisited. At the institutional level, the programme document has made good provision for consideration of GESI aspects. It is expected that the programme staff (at least the core staff of AEPC and organisations who have worked within the AEPC framework) do have an appreciation for these issues.

At a practical level, to operationalise these intents it would be necessary to consider:

- Building a common understanding on GESI issues to be addressed across all staff, partners and levels. This can be done Component-wise and through a group exercise.
- Develop a Gender Action Plan, including
- Identification of specific gender actions for each relevant Component within the three Programme Components;
- Prioritize gender actions for implementation as it is advisable to select few priority areas to begin with, set a definite time frame for achieving concrete results and focus all energies on them. An example of such as action could be to focus on productive use of energy for women. The prioritization of action must be in line with the existing staff strength and their capacities (and expected after capacity building), and resources needed and available.
- Deconstruct the actions into time bound activities
- Ensure that all staff and partners are fully versed in the application of these tools, and more importantly, in analysis including its translation into actionable items and monitoring their performance in them. This will call for systematic multi-level capacity building, including training on data collection methods. In particular, it is important to highlight the importance of the DEEUs
- Agree on realistic indicators and integrate them into the overall programme M&E (see Annex 8 for possible indicators)
- Develop necessary guidelines for GESI inclusion at all steps of the programme cycle (for the agreed upon gender actions) and for all levels of the implementation setup (the DEEUs including the community mobilisers, the engineers, the RSCs, the AEPC programme staff). These tools must be integrated within the existing/ planned programming documents.
- Need to the baseline survey instrument must include clear guidance on gender, including the rationale for collecting GESI data, GESI questions we want the baseline survey to answer, data collection methods, analysis technique, and translating analysis (often quantitative findings) into actionable items.

### **5.2.3 On the Product**

The inclusion of RETs technologies is indeed wide in terms of type and the possible end uses and to suit the geographical situations. However, consideration of commercial stoves is called upon, especially to suit the roadside food stalls in areas where LPG is either not available or too expensive. These are prime income generating activities of women and the poor in upcoming tourist destinations.

Besides, there is very little emphasis on meeting the energy needs for cattle feed preparation and space heating in the mid hills and Terai. The use of fuelwood and its implications for these tasks remain ignored.

The program still has an essence of being supply driven rather than demand fostered. A step to move from doing business as usual, the interlink to put users' perspectives into action in terms of designing/modifying technologies to suit the purpose of use as well suit the user (customisation of technologies) remains absent.

Guidelines for implementation, GESI strategy, GESI Responsive Monitoring and Evaluation Tools need to be in place.

### **5.2.4 On Delivery Mechanism**

To ensure effective delivery mechanism from a GESI perspective it is necessary to

- Integrate gender considerations in all programming documents, including monitoring frameworks, reporting templates and TORs. Specifically, there needs to be a mention of these aspects in the TORs for the two International positions.
- Criteria for Selection of partners must be based on GESI indicators Based on their experience in incorporating GESI approach
- Existing expertise – GESI expert dedicated to wards this task

The implementation modality ends with the Regional Service Centres to co-ordinate between AEPC and the grass roots. The extent of coverage is at question, given pertinent limitations with the target group, it calls for more concerted efforts of concerned organisations to work closely at every step from promotion to implementation and effective monitoring. With the DEEUs placed closer to the target group it might call for revisiting the roles and responsibilities co-ordinating with the RSCs for selected tasks. An alternative modality for enabling to work closely with grassroots will have to be set up.

Often not the task of promotion of RETs has been halted due to difficulties in accessing firstly the necessary technological information, the technology itself and then the post services. Irrespective of any technology, it is suggested that RET-MART be set up to provide technical support from closer to the users and even after the project tenure. This will foster employment opportunities too. Besides, this will also help in addressing the high cost of RETs.

Besides, this gorge needs to be addressed through existing local organisations coordinates/collaborates with Local Government & Community Development Programme (LGCPD) for reaching out to the poorer segment of the population.

A strategy for overall operationalisation of the program in the context of GESI integration is urgently called upon (see Annex 9 for guideline for the strategy).

### **5.2.5 Enhancing access to RETs for productive use**

In view of the inherent challenges; socio-economic status, remoteness and lack of access to technology information as well as absence of institutional setup for providing necessary service to the settlement of rural women and socially disadvantaged groups, the following suggestions have been made

- a. Energy service delivery
  - Involve communities in project processes by:
    - Aligning the project within the prevailing local governance framework;
    - Ensuring that project goals and objectives emphasize women; and
    - Ensuring that the reporting of project results and monitoring data are disaggregated by gender.
  - Create commercially viable markets for energy products and services by:
    - Building on existing supply chains and distribution channels;
    - Establishing strict quality control measures;
    - Building awareness of consumers including women and the socially disadvantaged groups; and
    - Strengthening the capacity of entrepreneurs and supporting their growth.
- b. Government policies and projects on expanding energy access and promoting renewable energy must be supported by allocating sufficient budget.
  - A combination of appropriate financing options (for example, subsidies, end-user financing and micro-credit) should be made available to consumers.
  - Micro-financing options should be made accessible since they are instrumental in scaling up energy access for the poor.
  - Income-generating activities (such as development of local entrepreneurship, access to business finance and establishment of market linkages) should be built into programme/project design in order to maximize poverty reduction.

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**ANNEX- 1: Dimensions and Basis of Exclusion in Nepal**

Excluded Groups	Economic Status	Services	Social Status
Caste, ethnicity (Dalits, Janjatis, other minorities)	Lower incomes and fewer opportunities-shaping human and physical assets (education, nutrition, land, livestock)	Language-based exclusion in education system, isolation due to remote locations (for Janjatis), less ability to pay for private services when public services fail	Lower self-perceived status (due to lack of respectful treatment or cooperation with other groups); restricted access to public places; very low representation in legislature, executive, judiciary, and civil service; lack of local political influence
Gender (Women and girls)	Lower initial human capital, unequal asset ownership and property rights. Restriction on the rights to migrate for employment	Households favour boys' education; female specific services (maternal & reproductive health) often under-funded.	Limited rights in household decision making (control over fertility, self-earned income); domestic violence; restricted mobility (need for permission to travel alone).
Location (Remote Areas)	Few economics of scale, few markets, high costs due to poor connectivity	Higher unit cost of provision because of remoteness and low accessibility	Poor representation (power is centralized in Kathmandu), effects of population density civil conflict
Income Poverty (the vicious circle)	Low assets, less ability to manage income volatility, less access to credit, fewer opportunities	Poor publicly provided services, little purchasing power to buy services in the private market.	High cost of political and judicial institutions.

Source: DFID/ADB, September 2006.

**ANNEX- 2: GESI Agendas of the Approach Paper to TYP, 2013/2014-2015/2016**

	Gender Mainstreaming	Social Inclusion
Objectives	To put an end to gender-based violence, discrimination and exclusion	Uplift economic, social and cultural status of excluded communities such as Dalits, ethnic, Muslims, Madhesi communities, backward class and people with disability by protecting and promoting their economic, social, humanitarian and cultural rights.
Strategy	<ul style="list-style-type: none"> <li>Women's active and meaningful participation will be ensured through gender mainstreaming in all area of development</li> <li>Programs will be organised to end all forms of violence, discrimination against and exclusion of women</li> <li>Rights of single women and widows will be protected and promoted</li> </ul>	<ul style="list-style-type: none"> <li>Implement targeted programs for women, Dalits, ethnic and indigenous communities, Muslims, Madhesi, backward class, people with disability, minorities and communities on the verge of extinction, Karnali region, residents of remote hills and mountainous region, poor class and communities, excluded communities and people.</li> <li>Ensure access to and meaningful participation of targeted groups in all state mechanism through positive discrimination and reservation.</li> <li>Empower these communities by implementing the social awareness and capacity building programs as a campaign.</li> <li>Give emphasis for protection, promotion and development of traditional/indigenous skills, language and culture.</li> </ul>
Working Policy	<ul style="list-style-type: none"> <li>Political, economic and social rights of women shall be protected and promoted</li> <li>At least 33 percent of women's representation shall be ensured in the state mechanism</li> <li>In order to make the programs more and more employment-oriented and make them gender responsive, gender approaches shall be developed in the course of program planning</li> <li>Gender budgeting system shall be institutionalized and it shall be extended to the local level</li> <li>Priorities shall be given to those programs that help increase access to, ownership and control of women over resources and means.</li> <li>Legal support system shall be made easy and accessible to all for the prevention and control of all forms of violence, exploitation, discrimination against and exclusion of women.</li> </ul>	<ul style="list-style-type: none"> <li>Socially-excluded communities shall be brought into mainstream by ensuring employment opportunities through justifiable access to all state mechanism.</li> <li>Representation of excluded communities shall be ensured in all level and process of governance.</li> <li>In order to increase access of targeted communities to basic services and, available resources and means such as food security, health and education, necessary policy and structural-level improvement shall be made.</li> <li>For the social and economic upliftment of targeted communities various program shall be implemented by the governmental private and non-governmental sectors.</li> <li>Capacity building, employment and awareness programs shall be implemented as campaign for empowerment and social security of the targeted communities.</li> <li>Special programs shall be implemented by the initiatives of the concerned communities themselves for protection,</li> </ul>

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	<ul style="list-style-type: none"> <li>• The act of forcible mediation in society relating to gender violence shall be discouraged.</li> <li>• Targeted programs shall be implemented for women from excluded ethnic groups, regions and communities, particularly badis, kamlaris, women from Kamaiya community and adolescent girl.</li> <li>• Programs for income generation, capacity building and empowerment of single women shall be identified and implemented</li> </ul>	<p>promotion and development of traditional skill, language and culture of the targeted communities.</p> <ul style="list-style-type: none"> <li>• The institutions established for the development of targeted communities shall be re-strengthened.</li> <li>• Area specific language policy shall be implemented at school-level education.</li> <li>• Necessary programs shall be implemented to raise awareness among the local communities, particularly the ethnic communities, about negative effect that may cause in people's life due to climate change.</li> </ul>
Expected Outcome	<p>At least 33 percent women representation in the state mechanism  Ratio of gender responsive budge will reach 25 percent  Women development program will be extended in all VDCs</p>	<p>To have ensured economic, social and cultural inclusion through the protection and promotion of political, economic, social, humanitarian and cultural rights of the excluded and targeted communities.</p>

*Source: Approach Paper to Three Year Plan (2013/2014-2016/2017)*

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**ANNEX- 3: Organisation Assessment Criteria and Result-AEPC**

	Element	Standard	Gap	Action
	<b>Strategy</b>			
1	Institution has focus on a vision, mission, goal or objective that supports gender equality, gender equity or empowerment of women and social inclusion	Clear shared vision and purpose consistent with AEPC's mission which can be explained by all levels of the organization and recognized by outsiders.	The internalization of the goals and practicing it is limited to the RSCs. But is challenged when it comes to private sectors - construction, fabricators etc that are profit oriented	A tracking system assessing the performance of the private sector, information flow system needs to be put into pace
2	Organizational policies or rules or guidelines that take gender concerns into consideration: availability of an organizational/ institutional level GESI policy or rules or guidelines.	Policy work is accepted as important GESI integration tool, and is an integral part of the GESI integration programme. All staff that needs them has policy skills and experience. Policy activities are contributing to the achievement of the organization's GESI integration objectives.	The necessary guideline are presently at different stages of formulation	
3	Incorporation of GESI issues in planning, design, implementation to address the needs of men and women belonging to different castes	A comprehensive, realistic and workable GESI integration plan which takes into account the global priorities and the local situation. GESI integration Plan is used to guide decision making and reflected in annual operational plan and individual work plans.	Implementing the GESI approach within all levels of project/program and its outcome measurement are not clear to the staff; the task is pushed on to the focal person while GESI should be adopted by all	Make accountability for implementing and accounting GESI approach mandatory
4	Planning systems effective in addressing GESI mainstreaming in energy related planning or activities	A high standard of project planning and management is required. Majority of staff understand the basic concepts. Relevant staff has the ability to design and manage projects and/or support others in doing so. The majority of projects are well planned and managed.	Action Plan for the different components is at a nascent stage,	Review of GESI responsive wordplay to be made mandatory and to form a basis for staff assessment; to begin with stipulate on some activities that are to be carried out: accounting for disaggregated data related with ownership of systems, participation in trainings, loan bearers, identifying component specific indicators to be used for baseline and M&E
5	Existence of Information management systems on GESI statistics that provide guidance to energy related planning or activities	GESI integration and communications staff works closely together. GESI integration and communications staff has good understanding and experience for GESI integration objectives. Communications are planned and budgeted as an integral part of the GESI integration work and are contributing to the GESI integration objectives.	disaggregated data not available; on the process of development	maintain disaggregated data across the activities conducted under AEPC; also demand similar information from RSCs and DEEU of all activities
	<b>Structure</b>			
1	Board governance	Representative of the Board as well as Steering committee of recognized leaders in place actively working together as a team to promote GESI interests of the organization	The renewable energy Board is in place, however, it is composed of an all male representation, technical background, fiduciary group, none from social origin; even representation from Ministry of Women, Children and Social Welfare is missing	Include representation from MoWCSW to ensure that the GESI norms of the government are also adhered to. The Board also needs to adhere to norms regarding representation of women and socially excluded groups.
2	Existence of support in achieving the GESI goals	Existence of in-house experts available to support in achieving the goals	A separate unit has been established to support the management and the staff to "walk the talk" on GESI aspects	Develop evidence based documents to advocate and imbibe all to implement the approach thoroughly and with due commitment; formulate



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				strategy and guidelines , support in the development of annual as well as long term work plan
3	<b>Governance of PO/Project Office</b>	Clearly defined and mutually agreed roles of governing office and programme/project office management (DEEUs, RSCs). Mutually supportive relationship and good communication between the governing office and program/project office (DEEUs, RSCs).	Roles and responsibilities of the different entities involved in the program are well laid out. The working relations, communications are maintained, with the new elements introduced in the program and elimination of business, the need for communication may take a new turns as well.	As not all the RSCs and DEEUs are on the same footing in terms of capacity to implement GESI approach, the communication will be in terms of close supervision which must be built into the program; indicators and result based monitoring framework
	<b>Skill</b>			
1	Human Resources Policy	Documented HR policy, clearly understood, and implemented - reflected in good practices. HR standards for Public Service Commission fully complied with.	Affirmative GESI agendas have been put to place for recruitment of staff; reproductive roles of female staff and the cultural needs (mourning rites) have revived necessary attention	As the GESI balance in the staff is low; the cause may be due to low level of literacy, academics must be taken into account; collaborate with academic institutions and Ministry of Education for building conducive environment
	<b>System</b>			
1	Planning systems taking into consideration the GESI aspects	Organization takes a strategic approach to GESI integration. Some staff has strategic thinking and planning capabilities and these are valued and used.	the annual plan demands the need to redress GESI issues, with GESI focused activities, the task is more of an add-on rather than integrated	Capacity building to focus on developing GESI responsive plans in co-ordination with the implementing partners; GESI unit to develop the action plan framework to enable effective planning
2	Knowledge management	Open culture in which reflection, constructive debate and dialogue, experimentation and change take place. Team and organizational learning takes place.	In-house team learning with the Focal Persons is in practice, however, open forum with the other staff from different components is absent	Organize more open forum discussion learning including staff from all levels and the erects and DEEUs
3	Databases and management	Use of disaggregated data based on gender, ethnicity mandatory for all activities, input, output and outcome measurement	disaggregated data not available; on the process of development	maintain disaggregated data across the activities conducted under AEPC; also demand similar information from RSCs and DEEUs of all activities
4	Monitoring and Evaluation including GESI indicators	M&E plans and systems at program and project level in place and used by all staff. Monitoring and evaluation information feeds back into decision making. Result Based monitoring Communications Strategy objectives and targets are monitored and evaluated. All staff has the appropriate communications skills. Communications considerations are taken into account into strategic management decisions.	Monitoring and evaluation so far has been based on output (no of systems in place, trainings, loan disbursement); very few monitoring based on GESI responsive indicators	GESI responsive &E must be build into the M&E package, implement RBM&E framework Capacitate all concerned-staff, DEEUs, RSCs on the Use of RBMB and provide sufficient time for reporting on selected GESI indicators
5	Reporting based on findings related to GESI	Timely production of quality reports in accordance with recipients requirements. Organization provides regular information on its GESI integration and successes to donors, members and other key stakeholders.	Progress reports are GESI-blind	Make it mandatory to include GESI specific activities, results in the reports; prioritizing the indicators to be reported on for each of the different reports (periodic/annual/ project completion)
	<b>Management Style</b>			
1	Importance is on the process of achieving the strategic goals; norms in place for all inputs and	emphasizes on efficiency, effectiveness, accountability, the adoption of formal and explicit measurable standards, and greater emphasis on output controls: It	The organization demands efficiency, effectiveness, accountability as well as on the quality and quantity of the interventions at the grass	GESI audit and budgeting to be made mandatory in line with the guideline of NPC

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	measurement of outputs	lays importance also on achieving strategic goals centered on promoting common values related to GESI	roots. No audit/budgeting with respect to GESI has been carried out to date	
3	Guideline lines are available and access too to guidelines, policies or rules to female and male staff or beneficiaries belonging to different castes	Communications activities contributing successfully to achieving GESI integration and fundraising goals. Communications Strategy objectives and targets are monitored and evaluated. All staff has the appropriate communications skills. Communications considerations are taken into account into strategic management decisions.	Necessary Guideline for GESI responsive implementation, M&E are in different phases of formulation; exchange amongst them	Make the use of the guidelines mandatory for all staff and implementing partners
4	Exchange of information on the application of GESI and GESI analysis, mainstreaming in energy related planning or activities	Organization has up to date, evidence based knowledge of GESI integration, its importance, and status which is used in planning its program and activities. It regularly accesses external information and knowledge.	Components have been working in isolation and very little information	the different components to come out of working in isolation and communicate on the challenges and learning's from respective working areas and technologies with respect to inputs and outcomes from GESI perspectives
5	Partnerships and alliances development and nurturing for developing, promoting and enhancing the adoption of GESI approach (RSC, DEEU's/ Local bodies, community based organizations)	Formal analysis of stakeholders and their needs and interests incorporated in project planning and implementation. Projects address the main stakeholder needs and objectives.	No GESI specific criteria in place for selection of implementing partners	Develop and implement the use of GESI specific criteria in the selection of implementing partners
6	Local community presence and involvement	Active community involvement and influence in project planning and decision making. Mechanisms in place to ensure suggestions from the community are fed back into the project management and implementation.	A supply driven approach was in practice, thus very little community involvement except in micro hydro; community feedback collected in selected technologies	Need based project development to be exercise Mechanisms in place to ensure suggestions from the community are fed back into the project management and implementation?
<b>Culture</b>				
1	<b>Shared values and beliefs</b> - related to how the organization works, and what it is trying to achieve and why	Common set of beliefs and values reflected in individual and organizational behavior. Beliefs support AEPC's GESI integration mission and motivate and enhances impact. Beliefs are embodied by leader and are consistent across leadership changes.	There is hesitancy in the relevancy, effectiveness and benefits of integrating GESI in respective components; it is evident within small number of staff	Evidence based research, exchange of international lessons learned and case studies to be documented and shared to induce belief in the approach at all level
2	Workplace ethics are GESI friendly	Discouraging expressions of gender inequality, such as disrespectful jokes etc.? Attention paid to ensuring respectful relations between men and women Existence of activities to identify existing gender and social discrimination-related problems or constraints	Female staff have expressed issues of safety and security; however, no untoward event have taken place	Established working group on gender and social issues in the workplace to explore and address gender and social discriminatory issues

## ANNEX- 4: Organisational Analysis Questionnaire

Name of Respondent .....

Position/Title

Organisation AEPC/NRREP

### Strategy

1). Does your institution (or the work you do) focus on a vision, mission, goal or objective that supports gender equality, gender equity or empowerment of women and social inclusion?	YES		NO	
	Not applicable or information not available to assess the element			0
	Needs urgent and immediate attention			1
	Needs major improvement			2
	Needs improvement in limited aspects			3
	Statement true, room for some improvement			4
	Statement true, needs maintaining			5
	Not applicable or information not available to assess the element			0
2). Do you have organizational policies or rules or guidelines that take gender concerns into consideration? Availability of an organizational/ institutional level GESI policy or rules or guidelines.	YES		NO	
	Not applicable or information not available to assess the element			0
	Needs urgent and immediate attention			1
	Needs major improvement			2
	Needs improvement in limited aspects			3
	Statement true, room for some improvement			4
	Statement true, needs maintaining			5
	Not applicable or information not available to assess the element			0
3). How accessible and available are these guidelines, policies or rules to female and male staff or beneficiaries belonging to different castes?	YES		NO	
	Not applicable or information not available to assess the element			0
	Needs urgent and immediate attention			1
	Needs major improvement			2
	Needs improvement in limited aspects			3
	Statement true, room for some improvement			4
	Statement true, needs maintaining			5
	Not applicable or information not available to assess the element			0
4). Does the institution/ organization provide information on how to use the GESI related policies, guidelines or rules?	Yes		NO	
	Not applicable or information not available to assess the element			0
	Needs urgent and immediate attention			1
	Needs major improvement			2
	Needs improvement in limited aspects			3
	Statement true, room for some improvement			4
	Statement true, needs maintaining			5
	Not applicable or information not available to assess the element			0
5). Is there exchange of information on the application of GESI and GESI analysis, mainstreaming in energy related planning or activities	Yes		NO	
	Not applicable or information not available to assess the element			0
	Needs urgent and immediate attention			1
	Needs major improvement			2
	Needs improvement in limited aspects			3
	Statement true, room for some improvement			4
	Statement true, needs maintaining			5
	Not applicable or information not available to assess the element			0
6). Is there a policy and procedure manual? If yes, how have GESI issues been incorporated to address the needs of men and women belonging to different castes?	YES		NO	
	Not applicable or information not available to assess the element			0
	Needs urgent and immediate attention			1
	Needs major improvement			2
	Needs improvement in limited aspects			3
	Statement true, room for some improvement			4
	Statement true, needs maintaining			5
	Not applicable or information not available to assess the element			0
7). To what extent are planning systems in your institution/organization effective in addressing GESI mainstreaming in energy related planning or activities?	YES		NO	
	Not applicable or information not available to assess the element			0
	Needs urgent and immediate attention			1
	Needs major improvement			2
	Needs improvement in limited aspects			3
	Statement true, room for some improvement			4
	Statement true, needs maintaining			5
	Not applicable or information not available to assess the element			0
8). To what extent are information management systems in your institution/organization able to capture/deal with GESI statistics that provide guidance to energy related planning or activities	YES		NO	
	Not applicable or information not available to assess the element			0
	Needs urgent and immediate attention			1
	Needs major improvement			2
	Needs improvement in limited aspects			3
	Statement true, room for some improvement			4
	Statement true, needs maintaining			5
	Not applicable or information not available to assess the element			0
9). How does your mandate enable you to	YES		NO	
	Not applicable or information not available to assess the element			0

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address GESI issues?	Not applicable or information not available to assess the element		0
	Needs urgent and immediate attention		1
	Needs major improvement		2
	Needs improvement in limited aspects		3
	Statement true, room for some improvement		4
	Statement true, needs maintaining		5
10). To what extent do the programmes/projects you undertake, promote gender equality and Social inclusion?	YES	NO	
	Not applicable or information not available to assess the element		0
	Needs urgent and immediate attention		1
	Needs major improvement		2
	Needs improvement in limited aspects		3
	Statement true, room for some improvement		4
	Statement true, needs maintaining		5

### Structure

11. Board governance	Yes	No	
Extent of women and men Representation belonging to different castes	No representation		0
	Representation as general member		1
	Representation in the executive board		2
	Position in the remaining Top 3 position		3
	Chairperson		4
12. Organizational design	Yes	No	
13. Inter-functional coordination: status of roles and responsibilities of all organizational entities with respect to GESI	Is not clear		0
	Basic and needs to be adjusted		1
	Moderate requires further adjustment		2
	Well in place		3
14. Is there a GESI Focal Person/desk in your organisation?	Yes	No	
	Just appointed		0
	Been appointed since last one year		1
	Been appointed since two one year		2
	Been appointed since couple years		3
15. What is the person's level of knowledge and experience of GESI focal person in mainstreaming gender, i.e. courses / training attended?	Bachelor without experience		0
	Bachelor with couple of years of experience		1
	Masters without experience		2
	Masters with experience		3
	PhD		4
16. Which are the main gender and social exclusion issues expected to be mainstreamed in the organisation?	Policy		0
	Policy + Staffing		1
	Policy + Staffing + Capacity Development		2
	Policy + Staffing + Capacity Development + Respect		3
	Reinforce and perpetuate gender discrimination and inequality		4
17. Which are the main gender and social exclusion related activities expected to be integrated into the energy sector in general?	Representation		0
	Addressing Needs		1
	Active Participation in Planning		2
	Active Participation and Decision making		3
	Disaggregated Information management/monitoring and reporting		4

### Skill

18 Performance tracking/measurement	Yes	No	
	Very limited measurement and tracking of performance; all or most evaluation based on anecdotal evidence; organization collects some data on program activities and outputs but has no GESI impact measurement		1
	Performance partially measured and progress partially tracked; organization regularly collects solid data on program activities and outputs but lacks data-driven, externally validated GESI impact measurement		2
	Performance measured and progress tracked in multiple ways, several times a year, considering social, financial, and organizational impact of program and activities; multiplicity of performance indicators; GESI impact measured, but control group, longitudinal (i.e., long-term) or third-party nature of evaluation is missing		3
	Well-developed comprehensive, integrated system used for measuring organization's performance and progress on continual basis, including GESI, financial, and organizational impact of program and activities; small number of clear, measurable, and meaningful key performance indicators; GESI impact measured based on longitudinal studies with control groups, and performed or supervised by third-party experts		4

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19. GESI responsive Planning and budgeting	Yes	No	
	Very limited financial planning; general budget developed; only one budget for entire central organization; performance against budget loosely or not monitored		1
	Some attempt to isolate divisional budgets within central budget; gender budget monitored periodically		2
	Solid financial plans, regularly updated; efforts made to isolate GRB within central budget; performance-to budget monitored regularly		3
	Well understood GRB closely and regularly monitored		4

### Stakeholders

20. Partnerships and alliances development and nurturing for developing, promoting and enhancing the adoption of GESI approach (RSC, DEEU/ Local bodies, right holders organisations)	Yes	No	
	Limited use of partnerships and alliances with public sector, non-profit, academics for adoption of GESI approach		1
	Early stages of building relationships and collaborating with other for-profit, non-profit, or public sector entities for adoption of GESI approach		2
	Effectively built and leveraged some key relationships with few types of relevant parties (for-profit, public, and non-profit sector entities); some relations may be precarious or not fully "win-win" in adoption of GESI approach		3
	Built, leveraged, and maintained strong, high-impact, relationships with variety of relevant parties (local, state, and federal government entities as well as for-profit, other non-profit, and community agencies); relationships deeply anchored in stable, long-term, mutually beneficial collaboration for adoption of GESI approach		4
21. Local community presence and involvement	Yes	No	
	Organization's presence either not recognized or generally not regarded as positive; few members of local community (e.g., academics, other non-profit leaders) constructively involved in the organization/project		1
	Organization's presence somewhat recognized, and generally regarded as positive within the community; some members of larger community constructively engaged with organization/project		2
	Organization reasonably well known within community, and perceived as open and responsive to community needs; members of larger community (including a few prominent ones) constructively involved in organization		3
	Organization widely known within larger community, and perceived as actively engaged with and extremely responsive to it; many members of the larger community (including many prominent members) actively and constructively involved in organization (e.g., board, fund-raising)		4
22. Influencing of policymaking related to address GESI issues	Organization does not have ability or is unaware of possibilities for influencing policy-making; never called in on substantive policy discussions		
	Organization is aware of its possibilities in influencing policy-making; some readiness and skill to participate in policy discussion, but rarely invited to substantive policy discussions		
	Organization is fully aware of its possibilities in influencing policy-making and is one of several organizations active in policy-discussions on national level		
	Organization pro-actively and reactively influences policymaking, in a highly effective manner, on state and national levels; always ready for and often called on to participate in substantive policy discussion and at times initiates discussions		
23. Partner selection criteria	None		0
	No knowledge		1
	Working on the criteria with expert help		2
	Have been practicing since one year		3
	Been practicing since last couple of years		4

### System

24. Planning systems taking into consideration the GESI aspects	Yes	No	
	Planning happens on an ad hoc bases only and is not supported by systematically collected data		1
	Planning done regularly and uses some systematically collected data		2
	Regular planning complemented by ad hoc planning when needed; some data collected and used systematically to support planning effort and improve it		3
	Regular planning complemented by ad hoc planning when needed; clear, formal systems for data collection in all relevant areas; data used systematically to support planning effort and improve it		4
25. Decision making framework	Decisions made largely on an ad hoc basis by one person and/or whomever is accessible; highly informal		1
	Appropriate decision makers known; decision making process fairly well established and process is generally followed, but often breaks down and becomes informal		2
	Clear, largely formal lines/ systems for decision making but decisions are not always appropriately implemented or followed; dissemination of decisions generally good but could be improved		3
	Clear, formal lines/systems for decision making that involve as broad participation as practical and appropriate along with dissemination/ interpretation of decision Financial operations management		4

## *Identification of Gender and Social Inclusion Gaps at Policy and Institutional Level*

26. Knowledge management	No formal systems to capture and document internal knowledge		0
	Systems exist in a few areas but either not user friendly or not comprehensive enough to have an impact; systems known by only a few people, or only occasionally used		1
	Well-designed, user-friendly systems in some areas; not fully comprehensive; systems are known by many people within the organization and often used		2
	Well-designed, user-friendly, comprehensive systems to capture, document, and disseminate knowledge internally in all relevant areas; all staff is aware of systems, knowledgeable in their use, and make frequent use of them		3
27. Databases and management	No systems for tracking clients, staff volunteers, program outcomes and financial information		0
	Disaggregated databases and management reporting systems exist only in few areas; systems perform only basic features, are awkward to use or are used only occasionally by staff		3
	Disaggregated database and management reporting systems exist in most areas for tracking clients, staff, volunteers, program outcomes and financial information; commonly used and help increase information sharing and efficiency		2
	Comprehensive disaggregated database and management reporting systems exist for tracking activities and output and outcome of and financial information; widely used and essential in increasing information sharing and efficiency		1
28. Monitoring and Evaluation including GESI indicators	Yes	No	
	Minimal knowledge and understanding of the relevant indicators		1
	Basic knowledge, limited ability to adapt		2
	Some knowledge; good ability to adapt, but only occasionally carried out		3
	Extensive knowledge; refined ability and systematic tendency to adapt regularly		4
29. Monitoring result framework	Minimal knowledge and understanding of the relevant indicators		1
	Basic knowledge, limited ability to adapt		2
	Some knowledge; good ability to adapt, but only occasionally carried out		3
	Extensive knowledge; refined ability and systematic tendency to adapt regularly		4
30. GESI indicators in monitoring framework	Minimal knowledge and understanding of the relevant indicators		1
	Basic knowledge, limited ability to adapt		2
	Some knowledge; good ability to adapt, but only occasionally carried out		3
	Extensive knowledge; refined ability and systematic tendency to adapt regularly		4
31. Reporting based on findings related to GESI	Reporting does include GESI aspects		0
	No Knowledge how to report		1
	Basic knowledge and limited ability		2
	Some knowledge and seldom report accordingly		3
	Extensively practiced		4

### *Services*

32. Do programmes/projects identify women, DAG and poor as (part of) the target group of active participants and beneficiaries for the main project / programme components?	YES	NO	
	Not at all		0
	Not enough		1
	Enough		2
	More than enough		3
33. Have women of the target population been consulted during the project / programme design?	YES	NO	
	Not at all		0
	Not enough		1
	Enough		2
	More than enough		3
34. Are women of targeted population involved as active participants during the implementation of the project / programme?	YES	NO	
	Not at all		0
	Not enough		1
	Enough		2
	More than enough		3
35. Have barriers to female and male of targeted groups participation in the project activities been identified?	YES	NO	
	Not at all		0
	Not enough		1
	Enough		2
	More than enough		3
36. Have measures been designed to overcome these barriers?	YES	NO	
	Not at all		0
	Not enough		1
	Enough		2
	More than enough		3

## Identification of Gender and Social Inclusion Gaps at Policy and Institutional Level

37. Will gender expertise be made available throughout the project to ensure female of different caste participation in the project activities?	YES		NO	
	Not at all			0
	Not enough			1
	Enough			2
	More than enough			3
38. Are women the primary and main target group of the project?	YES		NO	
	Not at all			0
	Not enough			1
	Enough			2
	More than enough			3

### Culture

39. Does the organisation do enough to discourage expressions of gender inequality, such as disrespectful jokes etc.?	YES		NO	
	Not at all			0
	Not enough			1
	Enough			2
	More than enough			3
40. How much attention do you pay to ensuring respectful relations between men and women in your workplace?	YES		NO	
	Not at all			0
	Not enough			1
	Enough			2
	More than enough			3
41. Have you undertaken activities to identify existing gender and social discrimination-related problems or constraints in your workplace?	YES		NO	
	Not at all			0
	Not enough			1
	Enough			2
	More than enough			3
42. Have you ever taken any actions in relation to a gender and social discrimination-related problem in the organisation?	YES		NO	
	Not at all			0
	Not enough			1
	Enough			2
	More than enough			3
43. Do you think it would be useful to establish a working group on gender and social issues in the workplace to further explore these issues?	YES		NO	
	Not at all			0
	Not enough			1
	Enough			2
	More than enough			3

### SENIOR WOMEN AND FEMALE STAFF ASSOCIATIONS IN THE ENERGY SECTOR

- Q.1. Are there any GESI issues in the energy sector and how do you think that they could be addressed?
- Q.2. How did you make it to where you are today?
- Q.3. What motivates you to stay at your job?
- Q.4. Looking back from the beginning of your working

### ANNEX- 5: Program Dimensions

Programming Dimensions	Types of Information Sought
Program Planning & Design	The extent to which gender sensitive organizational procedures and methods are used to conceptualize and design development and humanitarian assistance projects in the field.
Program Implementation	The extent and intensity of gender responsive implementation of field projects.
Monitoring & Evaluation	The extent and intensity with which gender disaggregated data and information is incorporated in the monitoring and evaluation of organizational projects and program outcomes.
Technical Expertise	The extent and frequency of technical gender expertise in the organization.
Partner Organizations	The extent to which gender equity is integrated in an agency's partner or local NGO affiliate relations.

## *Identification of Gender and Social Inclusion Gaps at Policy and Institutional Level*

### **ANNEX- 6: Recommendation: Rural Energy Policy 2006**

The proposed revisions are primarily focused on addressing the barriers that are experienced by women, poor and the excluded in accessing resources and benefits of RETs and in revising terminology in order to ensure access of benefits to the excluded.

*Background and rationale:* issues about women, poor and the excluded and discussions on why gender and inclusion issues need to be addressed in the renewable energy sector from the perspectives of rights, equity and equality to be included here.

*Definitions and explanations:* Concepts of gender equality and social inclusion to be included in the definition.

*Goal Statements:* The goal statements should include gender and inclusion aspects pertaining to welfare, productivity and empowerment e.g.

Enabling increased access of all, including women, poor and the excluded, to clean and cost effective energy in the rural areas to reduce dependency on traditional energy and conserve environment by

Expedite increased employment and productivity based on RETs for all, including women, poor and the excluded through the development of rural energy resources;

Enhance livelihood through integrating rural energy with social and economic activities of the rural population, including women, poor and the excluded by.

Policies: The policy statements must articulate the aspects of addressing barriers and challenges of both gender as well as that of the poor and the excluded groups and further ensure that all stakeholders re directed to address them.

Emphasising on the development of the environmental friendly, gender and inclusion responsive RETs;

Capacitating local bodies enabling them to playing a leadership role in inclusive rural energy project planning, implementation, monitoring and evaluation at the local level and involvement of women's cooperatives, user groups, NGOs, private sector will be increased, including of women's cooperatives and organisations representing the poor and the excluded;

Establishing Rural Energy Fund t the central level to mobilise financial resources to be availed from various sources and the funds expanded to the local level as per need, ensuring that they are also accessible to women, poor and the excluded;

Emphasising on increasing private sector participation by motivating the involvement of private sector in manufacturing of equipments related to rural energy; encouraging women-led private sector manufacturing businesses/enterprises;

Mobilising economic instruments, the capital from banks and financial institutions, internal capital market, community capital for rural energy development, including funds from women's cooperatives; emphasizing on development and management of new technology to increase efficiency of use of traditional energy.

Emphasising on Research and Development of rural energy technology, and efforts will be made to develop technologies that will be useful for women and will ease their work burden.

*Working Policies:* Working policies also require mainstreaming gender and inclusion issues. Explicit and specific directives required to address access, affordability, and adoption of RETs by women, poor and the excluded, blanket approach will only do lip-service.

Arrangements shall be made to encourage local groups, including women's groups and private sector to increase access to RETs in rural areas.

Arrangements will be made to provide technical assistances also from District Development Committee for implementation of RETs projects initiated locally in rural areas in a gender and inclusion responsive manner.

Guidelines and manuals related to RETs will be made available to the stakeholders, including those working on gender and inclusion issues and to community women, poor and excluded by revising as per needs.

Guidelines and manuals will be revised to ensure gender and inclusion issues are integrated.

Subsidy arrangement: Various revisions in subsidy arrangements are suggested in order to support the extreme poor and very remote areas after identifying them by using appropriate tools. Subsidies for remote districts and very remote areas within those districts need to be different in order to address geographical exclusion issues. Other subsidy provisions which need to be revised to ensure support for women, poor and the excluded, include for example:



### *Identification of Gender and Social Inclusion Gaps at Policy and Institutional Level*

Necessary financial support will be made available for research and development of new technology, including research and development of new technology which will help in enhancing the livelihoods of women, poor, and excluded and reducing the work burden of women; these will be developed with inputs from women to ensure the development and design of technology what will be most useful for them.

Resources arrangements: Resources to be mobilised using different financial instruments must include women's cooperatives funds. Women led businesses/enterprises will be encouraged to develop industries for manufacturing and producing equipments and materials to be used in the rural energy sector. Support for registration and renewal of users; groups will be GESI sensitive.

Human resource management: The capacity and skills of AEPC staff and rural energy users will be strengthened to integrate GESI in their work.

*Coordination arrangement:* Coordination by AEPC will be with Women Development and Child Office, representative organisations of the excluded such as district level Dalits and Janajati Coordination Committees and women's groups/cooperatives; Other local level social empowerment related programmes for reducing gender/caste/ethnicity/regional identity and other discrimination will be integrated with rural energy programmes.

*Monitoring and evaluation arrangement:* Monitoring and evaluation to include gender and inclusion sensitive processes and indicators. Management Information system to include disaggregated data and gender and inclusion related information; rural energy programmes will be monitored and evaluated based on output oriented GESI sensitive indicators.

*Institutional arrangement:* At the central level all activities carried out by AEPC will be gender and inclusion responsive; Rural Energy Coordination Committee will be inclusive with representation of National Commission of Women and Commission of Dalits and Nepal Federation of Indigenous Nationalities. Its functions will include ensuring gender and inclusion aspects are being addressed in all rural energy programmes/activities; Central Rural Energy Fund will also be inclusive and it will have responsibilities to address GESI in all aspects of its functioning. At the district level, the District and Village Energy Fund will be utilised to mainstream gender and inclusion in all its work.

On the text of the policy, it must be edited with the words gender and socially disadvantaged groups, poor, women to be inserted appropriately.

### **ANNEX- 7: Suggested Strategy for Implementing GESI Approach at different Levels:**

<b>Strategy Component</b>	<b>Recommended measures at the Program Level</b>
Revisit the existing internal policies/ programme and Targeting groups	<ul style="list-style-type: none"> <li>• Manage disaggregate data by sex, caste and ethnicity categories and economic status</li> <li>• Identify target groups through social assessments, particularly female-headed households, widows and households in remote clusters, excluded social groups</li> <li>• Ensure that participatory wealth ranking and social mapping is carried out and all involved stakeholders understand the importance of such exercise to identify poorer segment of the community</li> </ul>
Institution Building: promoting diversified staffing within AEPC/ESAP	<ul style="list-style-type: none"> <li>• Ensure the practice of GMSI in extended agencies (e. g. regional centres, associations and networks)</li> <li>• Ensure GMSI issues are reflected in partner agreements and evaluations</li> </ul>
Capacity Building: Build capacity of staff, partner organizations and other stakeholders to work with women and socially excluded	<ul style="list-style-type: none"> <li>• Ensure proportional representation of women and socially excluded at every phase of the project cycle</li> <li>• Enhance capacity of the staff and partners to implement the GMSI sensitive programme</li> </ul>
Access, Voices, Influence: Ensure representation and active participation	<ul style="list-style-type: none"> <li>• Ensure that women and socially excluded are proportionately represented in the programme</li> <li>• Ensure GMSI friendly environment that women and socially excluded group can raise their voice and influence in decision</li> </ul> <p>Ensure that needs identification and joint planning are carried out and that plans reflect the specific needs and priorities of women and socially excluded groups</p>
Advocacy: promote a more equitable society through advocacy and networking	<ul style="list-style-type: none"> <li>• Ensure linkages between user groups and other local CBOs and NGO, district level networks that address women's, social inclusion issues in and community development activities</li> </ul> <p>Ensure advocacy programme to increase access of women and socially excluded group</p>
Monitoring and Evaluation: Enhance governance and monitoring systems that are accountable to all stakeholders	<ul style="list-style-type: none"> <li>• Ensure that GMSI issues are reflected in M&amp;E formats and reports</li> <li>• Ensure that women and excluded groups are represented in the monitoring team</li> <li>• Ensure the mechanism of monitoring and evaluation based on Gender and socially inclusion issues</li> <li>• Ensure the use of gender audit and budgeting measures</li> </ul>

*Identification of Gender and Social Inclusion Gaps at Policy and Institutional Level*

**ANNEX- 8: Recommended Key Areas of Change and Proposed Indicators**

Key Area of Change	Indicators
<b>Benefit: Equitable Access and benefit sharing from RETs</b>	<ul style="list-style-type: none"> <li>• % groups/ beneficiaries received benefits from the programme</li> <li>• % women and socially excluded people of the groups/ beneficiaries received the benefits</li> <li>• % of HH with and without access to the different RETs</li> <li>• % of women headed households, and excluded HH with and without access to RETS</li> <li>• % increased access to/control of resources by women and socially excluded groups</li> <li>• % of women and socially excluded groups participated in the capacity development programme</li> <li>• % of women and socially excluded members received paid job</li> </ul>
<b>Governance: Representation in the organizations and programme</b>	<ul style="list-style-type: none"> <li>• % of women and % socially excluded groups in the group</li> <li>• 50% women in the user committee</li> <li>• proportional representation of Dalits and other Janjatis and minority groups in the user committee and management committee</li> <li>• % of women and % socially excluded groups in the decision making position</li> <li>• % of women and excluded groups expressed that committee decision has address their needs well, good, very good.</li> </ul>
<b>Organizational:</b>	<ul style="list-style-type: none"> <li>• % of women and % of socially excluded staff in the organization at the field, projects/ programme and decision making at all level</li> <li>• % of budget allocated for Gender and social inclusion</li> <li>• % of budget spent for women and excluded groups with</li> </ul>
<b>Policy</b>	<ul style="list-style-type: none"> <li>• % of amended policy documents (e.g. policy, rules and regulation, Constitutions, Strategies and plan including initiatives or benefit sharing mechanisms showing affirmative action towards women and socially excluded groups)</li> <li>• % of programme/ project that have addressed GMSI in policy,</li> <li>• % of programme that have addressed GMSI in strategy,</li> <li>• % of programme that have addressed GMSI in budgeting,</li> <li>• % of programme that have addressed GMSI in benefit sharing</li> </ul>
<b>Access to information (regarding project, orientation/sensitization trainings, service centres etc)</b>	<ul style="list-style-type: none"> <li>• % of women and socially excluded groups attending the orientation</li> <li>• % of women and excluded groups attending the meetings and trainings</li> <li>• % of women and socially excluded groups in the community group</li> <li>• % of women and socially excluded groups in the decision making position</li> <li>• increased use of modern technologies</li> </ul>
<b>Organisational Development</b>	<ul style="list-style-type: none"> <li>• % of staff at managerial and field level from women and socially excluded</li> </ul>
<b>Advocacy</b>	<ul style="list-style-type: none"> <li>• Number of orientation/trainings that include GMSI issues</li> <li>• Number of campaigns/rallies/awareness raising activities to promote GMSI issues</li> <li>• Number of publications produced and disseminated on GMSI issues</li> </ul>