

Gender Equality and Social Inclusion Policy 2078 (2021)

Association of Family Forest Owners, Nepal (AFFON)



Prepared in support of:



DANISH FORESTRY EXTENSION



**Gender Equality and
Social Inclusion Policy
2078 (2021)**

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Foreword

Association of Family Forest Owners, Nepal (AFFON) was established on 8th March, 2015. AFFON has been continuously lobbying and institutionalizing the issues of family forest owners for their usufruct rights. AFFON has prepared the Gender and Social Inclusion Policy (GESI) for mainstreaming the issues of marginalized women, Dalits, indigenous people and other minor communities. This policy is expected to strongly contribute in ending overall discriminations existing in family forestry sector and establish just and equitable society.



AFFON has been effectively contributing in development of agriculture and animal husbandry , production of forest products for daily substantial and industrial usage , disaster risk reduction and climate change adaptation in household level to local to national economic development through Family Forestry. Taking these factors into account and realizing the need of Family forests from all over the country, communication and coordination, experience sharing, capacity enhancement and addressing of the issues of family forest owners , AFFON has been effectively functioning as the only umbrella organization of all the family forest ownersthroughout the country. AFFON has been working within the four tiers of Local (rural/municipal) , District, Province and National level. It has been highly emphasizing Inclusive Democratic Practice Promotion while formulating it's structures and decision making in all levels. AFFON has been working forward, provisioning an important issue of Gender and Social Inclusion (GESI) in it's constitution itself.



According to the census report 2011 , amidst Fiftyfour lakhs, twentythree thousand two hundred ninetyseven households in Nepal, thirteen lakh twentysix thousand four hundred eightythree households have Family forests in 0.1 to 10 ha area. That household have been managing Five crore thirtytwo lakhs nine hundred and ninetytwo trees in total. Women are the one who have the major responsibility in resource management of these forests. Women have the traditional knowledge of the species that are suitable in their farmland, pasture land and barren land and where to plant fodder species, timber\ wood species and when to cut the products. However, women donot enjoy the freedom in cutting, marketing and decision making about the products they have worked hard to produce. Realizing the needs to mainstream the various issues of Family Forestry, study about the possibilities, research and to secure rights of local community along with economic prosperity, AFFON has been continuously lobbying and coordinating with Forests and Environment Ministry, National and International agencies and all tiers of government. Also, AFFON has been institutionalizing the family forest owners from all over Nepal, reaching out to all seven provinces (formulating seven province committees) and 63 District Committees till date.

AFFON has set it's pathways to create just and equitable society in the perspective of family forest owners, local committees, District Chapters , Province Committees through empowerment of family forest owners for achieving economic prosperity along with the implementation of Gender and Social Inclusion Policy in all levels. AFFON has been minutely focusing on achieving family forest owners' right based economic prosperity and establishing green economy for which it has been continuously lobbying and advocating amidst all stakeholders. This policy is expected to ensure Gender and Social Inclusion in AFFON's Local, District, Province to Federalstructures.

Jograji Giri, Chairperson



Summary

Danish Forestry Extension (DFE) aims at contributing to poverty reduction through responsible forest and local environment management. The programme is being implemented in three countries, engaging with four partners through different programme components. This document outlines the gender equality and social inclusion (GESI) policy supported by DFE. The policy aims to support an organization and the programme for effective mainstreaming of GESI. The GESI policy will guide the national, provincial, and district chapters of Association of Family Forest Owners, Nepal (AFFON) to make the program more responsive to the needs of women and marginalized communities in their working area. Multiple barriers such as poverty, landlessness, illiteracy, geographical remoteness, domination of Dalits by other caste groups, women's workloads, gender biased attitudes, unfavorable conditions for participation and learning, lack of access among women to productive resources limit meaningful of women, Dalits, and marginalized Janajatis in development activities.

The development of this GESI policy followed a participatory and inclusive process. The methodology included: series of consultations at the national level staff and steering committee members of AFFON, interaction with the district chapters, documents review, draft review by AFFON and DFE staff. The documents review showed that a scope for improvement in the existing policy documents of the organization to make it GESI responsive. The constraints for GESI mainstreaming as a result of organizational policy was reflected in practice in the ground. One clear indicator showing gaps in GESI mainstreaming is the limited number of women in decision making positions at district chapters. While the increasing number of women in decision making position is a positive



trend, their ability to effectively use the position is the crux of transformative change.

The procedural aspect of GESI mainstreaming requires organizational preparedness, conceptual understanding, and operational skills for GESI mainstreaming. An absence of GESI-specific policy in the organization can mislead the GESI mainstreaming vision in the organization and programme. GESI mainstreaming in AFFON has been a challenge because of the lack of clear delineation of roles, and a capacity gap for effective gender mainstreaming.

The GESI policy is aligned with relevant national policies and plans and is guided by best practices of program interventions at national and international level. The policy emphasizes capacity building of the GESI target groups for their meaningful participation in decision making processes. Capacity building of AFFON programme staff including steering committee members and other partners on GESI approaches will be a priority of the Program moving forward. Actionable inputs are targeted towards the removal of the institutional and structural barriers to GESI, and increased participation and benefit sharing by Dalits, marginalized Janajatis and women in forest and local environment management.



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Introduction-

Why Gender and Social Inclusion Policy for AFFON?

Association of Family Forest Owners, Nepal (AFFON) is a common platform and umbrella organization for ensuring the tenure and usufruct rights of Family forest owners since 8th March 2015. AFFON takes initiatives in contributing to the national slogan “Prosperous Nepal, Happy Nepali”. AFFON is actively functioning in more than 60 districts of Nepal and aims to support sustainable management of Family Forest and economic development of Family Forest Owners. AFFONs intends to be establishing and securing the rights of Family Forest Farmers, economic transformation of the Family forest Farmers through sustainable management of Family Forest and advocacy for formulation and implementation of policy for ensuring rights of Family Forest farmers.

AFFON has been working with its partners to empower communities through democratic natural resource management. AFFON’s GESI Policy is prepared to outline the role of women and men play in managing the family forests and natural resources and guide addressing the gender inequalities to achieve greater gender equity for sustainably managing the family forests. AFFON recognizes the differential roles of women and men on managing forests and the existing gender based disparities in roles, responsibilities, decision making and benefit sharing in the family owned forests. Women are often ‘shadow workers’, whose unpaid contributions and knowledge to manage the forests is undermined. AFFON believes that gender equality is fundamental of social, economic and environmental dimensions of sustainable development. Effective mainstreaming of gender equality and social inclusion is essential



for natural resource management, and GESI is an important cross-cutting component of AFFON. The aim of this policy is to engage and empower women and marginalized people in advocacy and leadership through meaningful participation in the different forum with the objectives;

- i. Promote a favorable institutional and policy environment for mainstreaming gender equality and social inclusion in natural resource management.
- ii. Enhance capacity of partners and stakeholders to enable women and socially excluded groups to claim their rights in their own forests.
- iii. Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources.

This will emphasize the importance of empowering socio-politically deprived groups through GESI interventions that focus on:

- i. Increasing participation and leadership: To increase participation of women, Dalits, economically poor, indigenous people and marginalized groups in decision making processes, as well as management of natural resources.
- ii. Increasing accountability: To create awareness and capacity among concerned stakeholders on mainstreaming of GESI indicators in monitoring and evaluation systems.

The GESI policy thus, adopts dual lens of “intersectionality” and “leave no one behind (LNOB)” analyze how gender intersects with other factors of social differentiation based on sex, caste, ethnicity, age, and class. AFFON's GESI Policy aims is to develop innovations to increase women's voice and influence, foster gender equality and social inclusion, and enable both women and men to empower themselves within the family forest owners and other stakeholders. This strategy aligns with the Government of Nepal's



GESI policies and strategies, which promotes the mainstreaming of GESI across multiple sectors.

This Policy document provides a background of the AFFON Program and then outlines the current state of GESI mainstreaming in Nepal. It reviews the existing GESI work and approaches of the AFFON, the challenges for GESI mainstreaming at organizational and program level.

Brief review of GESI policies in Nepal

The Constitution of Nepal-2015 enshrines equal rights for women, the poor, the vulnerable and people from different social groups. It is guided by the principle of inclusion that aims “to eliminate discrimination based on caste, class, region, language, religion, gender and all forms of untouchability”. The article 38(4) of the constitution has ensured proportional representation of women at all levels of the state as a fundamental right. The clause of the Right to Social Justice, it lists the categories that will have the right to participate in the state bodies based on the principle of inclusion. The Local Governance Operation Act (2017) mentions that “while designing and implementing programs at the local level, the municipality should ensure participation of local intellectual, experts on the issue at hand, experienced professional, marginalized and people from endangered ethnic groups, women, children, Dalits, young people, people with disability, and senior citizens”.

The GESI mainstreaming in the forestry sector in Nepal is guided by the ‘Forest and Environment Sector Gender Equality and Social Inclusion Strategy and Action Plan (2020-30)’, which presents an overarching framework on how GESI can be integrated in forest sector programs. The strategy outlines three broad objectives:

- GESI integration at policy and organizational level in government, non-government organizations, private sectors, donor agencies, at all scales- from federal to local.



- Ensure access and control over resources and benefits, and meaningful participation on decision making spaces for women, indigenous janjatis, Madhesi, Dalit, poor and marginalized group at local, province, and federal level organizations
- From a social justice perspective, to ensure that all workplaces related to forest and environment sector are safe, dignified, and free of discrimination and violence.

It highlights the dual barriers in achieving gender, namely structural barriers and behavioral barriers. It also outlines measures for a dignified and violence free workplace environment with disability friendly infrastructures within the institutions working on the forest and environment sector. The Strategy envisions change that is beyond the forest and environment institutional setup that suggests 50 percent participation of women in community level natural resource management groups with representation in vital positions. The change will be achieved through capacity building and empowerment of women and the people from marginalized groups.

Furthermore, Nepal is a signatory to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Beijing Platform for Action (BPFA), the UN Declaration on the Rights of Indigenous Peoples (UNDRIP), ILO convention 169 on Indigenous people, Convention on the Elimination of All Forms of Racial Discrimination (CERD). It has also made commitments to international agreements such as the SDGs and has set targets for women's empowerment, environment protection, LNOB and sustainable development. And there are subsequent national and sectoral policies to promote gender equality and social inclusion.

Strategic Objectives

This Gender and Social Inclusion Policy-2078 reaffirms AFFON's commitment to the principal of equity and social justice. AFFON



pledges to ensure gender equality as a pre-condition for ensuring dignity and respect for all. The strategic objectives of AFFON's GESI Policy are:

- recognizing the differential experiences of women, men and third gender, socially excluded people, poorest of the poor and marginalized section of the communities in AFFON's core working area such as family forest management, natural resource management, advocacy, leadership development and other cross cutting areas of AFFON.
- Mainstreaming GESI agenda at both organizational and programmatic levels;
- Enabling congenial working environment within AFFON which enables all section of the peoples to work together in an equitable, effective and mutually respectful manner.

Goal

The GESI policy aims to ensure gender equality, social inclusion and women's empowerments are central to AFFON's:

- organisational culture and behaviors
- programmes at all levels

The following sections layout the specific GESI mainstreaming strategies in organizational and programmatic levels.

Organizational Measures

AFFON will take following specific measures to create a GESI responsive organizational structure and functions.

Organizational Membership and Staff Recruitment



- Involvement of women and marginalized groups in AFFON's priority programme areas and will be encouraged to be part of the organization, as members and advisors;
- AFFON's Steering Committee and staff composition will be gender balanced and socially inclusive;
- AFFON will ensure representation of a minimum of 50 percent women in its Steering Committee and promote women at the decision making level.
- A Gender Focal Person will be appointed from within the Steering Committee;
- Undertake GESI sensitive approach. AFFON will aim to reach a female/women recruitment ratio of 50 percent in next 5 years. To achieve the target AFFON shall offer flexible terms and conditions and other benefits to encourage women and people from marginalized community to join and build their careers with AFFON;
- The Human Resource Department and the programme Department will analyze the gender ratio of the staff prior to any recruitment and aim for gender balance;
- Inclusion and promotion of GESI criteria and requirements in job description in fulfilling the vacant positions and staff performance evaluation systems.
- Establish a GESI sensitive monitoring and evaluation systems by defining indicators for GESI monitoring
- Recruitment sub-committee/interview panel during staff hire/evaluation will be formed with equal representation of men and women;
- Allocate adequate and appropriate financial and human resources for GESI specific interventions and capacity building.



- AFFON adopts zero tolerance on discrimination of women based on their age, marital status and family situation during recruitment and in process of internal promotion.
- AFFON will identify and analyzes institutional arrangements that promote the meaningful participation of men and women from different generational groups in decision making related to family forest management.
- Women staff will be prioritized for trainings, exposures and other opportunities in order to enhance their competencies and improve their abilities to assume senior position within the organization. Repetition of the same staff in similar kinds of opportunity will be avoided.

Organizational Culture and Behaviors

- AFFON follows principal of non- discrimination and adopts zero tolerance on discrimination based on race, color, age, religion, sex, disability or ethnic origin that is against one's dignity are prohibited.
- AFFON will maintain GESI friendly working environment and execute anti-discrimination and anti-harassment policy, establishing and implementing GESI code of conduct with provisions of grievance handling mechanisms.
- AFFON exercises zero-tolerance policy on cases of workplace sexual harassment and sexual abuse. Steering Committee members or staffs proven guilty of such illegal activities will be suspended or fired based on the seriousness of the offense;
- In case of complains on workplace discrimination and harassment, it should be discussed with the Gender Focal Person in confidentiality.
- In an unbiased and non-judgmental manner, the Gender Focal Person will be responsible to take necessary steps



to address the grievances within 2 months of formal complaint;

- Gender friendly working environment will be created through open discussion on gender based discrimination within the work place.
- Advocate for evidence based gender-responsive innovations.
- Allocate adequate budget for GESI programs and projects.
- Use gender-sensitive language and perspectives in reports and relevant publications.
- Promote celebration of specific days e.g. International Women’s Day, Environment Day etc and ensure GESI related functions are in place in the organization.

Awareness and Capacity Development

- AFFON will review and update its policies and procedures according to the Gender Policy-2078 and other national and international commitments; the policies and procedure will be inclusive and adhere to “Leave no one behind” principle and adopt intersectionality approach.
- Capacity enhancement and Gender Awareness trainings will be organized annually for Steering committee members and staff in order to foster gender friendly workplace behavior and gender integration in their respective duties;
- Gender focal person and the monitoring and evaluation officer will be fully trained on GESI and GESI reporting system;
- AFFON will take adequate measures to ensure all staff members are aware of Gender Policy. Male/men staffs will be encouraged to participate in gender awareness trainings in order to encourage positive attitude towards women’s empowerment



- AFFON will conduct Periodic internal Gender Audit to identify gaps and take necessary actions for GESI mainstreaming.
- AFFON will promote documentation of GESI lessons to promote GESI knowledge management.

Staff Benefits and Services

- Staff will be entitled to festival holiday based on their ethnicity, religion and faith;
- Female staff will be entitled to an additional day off based on their ethnicity, religion and faith;
- All Female employees of AFFON shall be granted 14 weeks of maternity leave. The leave mandatorily starts two weeks prior to the pregnancy due date. The first 60 days of the maternity leave will be fully remunerated. The pay for the remaining period will be decided based on the AFFON's Human Resource Manual-2017.
- Maternity policy (stated above) will be adopted if female employees has miscarriage or stillbirth after seven months of pregnancy;
- AFFON will respect the pregnant staff. Employers will not assign jobs that could negatively affect the employee's physical and mental health;
- Paternity leave for 15 days will be provided to male staff to take care of their spouses after delivery;
- Depending upon capacity and resource, AFFON will try to provide breast-feeding time to new mothers to enable new mothers to continue their jobs after child birth;
- Gender exclusive toilets (separate male and female) with dustbins will be provided.

- There will be non-discriminatory wage policy. AFFON will ensure equal social and economic benefits i.e equal wage for equal value of work.;
- AFFON will create a safe and hazard free working space for all its employees.



Program Related Measures

AFFON will take following specific measures to ensure that all development programmes and projects will be GESI responsive and contribute towards gender equality

Program Designing, Planning and Implementation

- Incorporate GESI agenda, LNOB and intersectionality principles into all project design documents (not limited to conceptual notes, proposals, log frames) and tools and at all stages of project life-cycle, including planning and implementation;
- Design projects and programs that address both Practical gender needs and Strategic gender interest of women and excluded;
- Capacity enhancement staffs to use gender analysis, gender sensitive reporting
- Ensure gender policy implementation at intervention level;
 - Provide institutional arrangement to promote meaningful participation of women, girls and excluded in decision making.
 - Ensure 50 percent of the targeted beneficiaries in all project to be women (subject to change based on nature of project and availability of women);



- Gender equality principles are considered as pre-requisite for partnerships and collaborations in different projects and programs.
- Ensure GESI targeted budget allocation as an integral part of program budgeting.
- Promote leadership capacity of women and excluded.
- Identify gender-differentiated impacts of projects and programs and address them.
- Document positive and negative effects of program activities by using gender sensitive monitoring and collecting gender disaggregated data.

Information Education and Communication

- AFFON encourages use gender transformative visual materials (not limited to posters, photos, videos) as opposed to those promoting stereotypical gender roles to its staff and stakeholders;
- Ensure reports, videos and other information dissemination techniques are considerate of women's differential capacities and needs in the project intervention sites;
- To enhance GESI skills and capacities, gender training will be organized for all staff and stakeholders involved in a project;
- Ensure all steering committee members, project staff and stakeholders are familiar with Gender Equality and Social Inclusion Policy, 2078.
- Promote women representation and participation in the program and project delivery.
- Ensure GESI disaggregated data and indicators at all stages of program work, education and communication.
- Support knowledge generation and its integration in AFFNON's pathways.

Monitoring and Evaluation



- Ensure gender sensitivity in monitoring mechanisms and result-based reporting. GESI components and subsequent processes that measure participation, outcome and changes for both women, men and people of third gender(if applicable) are guaranteed;
- Collect sex-disaggregated data in all projects that has both women and men as targeted population;
- Emphasize gender responsive qualitative and quantitative analysis of the collected data;
- Include Gender assessment in the project evaluation framework;
- Incorporate Gender audit within Social Audit and present it annually to the General Assembly.

Accountability

- AFFON's Management Committee / Steering committee members is responsible for implementation of the AFFON's Gender Policy-2078.
- Gender Focal Person/ Chairperson will support the organization in implementing the GESI policy in collaboration with Department Heads, and Project Managers.
- GESI progress and achievements will be reported annually through a section in the Annual Report published by the organization.
- AFFON's Managing Committee reserves the right to make amendments or update this Gender Policy- 2078.



Action Plan for GESI Integration in Organization and Programme

Gender mainstreaming Action	Target	MoV	Responsible	Timeline/Year		Budget (NRs)
				Immediate	Long term	
Gender Mainstreaming at Programme Level						
Gender mainstreaming Goal 1: The organization develops a 'Gender Equality and Social Inclusion' position paper/code of conduct that guides overall GESI mainstreaming goal of the organization. The capacity building plan and initiative follow the affirmative action/positive discrimination principle enshrined in the organizational constitution ensuring the participation of women and marginalized communities' personnel in targeted organizational capacity building activities such as trainings, networking activities						
Identification of key gender issue in the advocacy, and natural resource management and Family Forest Owners.	Gender Analysis Report	Report	Consultants from relevant sectors			20,00,000
Develop organizational GESI position paper	GESI position paper	Position paper	GESI focal person with external support			500,000

Gender mainstreaming Action	Target	MoV	Responsible	Timeline/Year		Budget (NRs)
				Immediate	Long term	
Ensure women's participation in capacity building activities like national and international exposure visits, training and conferences.	50% provision of women representation	GESI participation in national and international forum records	AFFON Steering Committee			10,00,000
Promote women and girls in leadership roles	Women and girls in leadership roles in science and technology	Organizational Reports	AFFON			NA
Develop advocacy strategy with Gender equality messaging.	Gender mainstreamed advocacy strategy developed	Advocacy strategy	GESI focal person (with external support, if needed)			900,000
Develop GESI responsive funding proposals	GESI component integrated in proposal	Develop proposals	M&E officer with GESI focal person			NA





Gender mainstreaming Action	Target	MoV	Responsible	Timeline/Year		Budget (NRs)
				Immediate	Long term	
Gender Mainstreaming Goal 2: Program design, delivery and M&E process fully integrates gender sensitivity reflected through disaggregated data collection, compilation, analysis, dissemination, and the use of data thus generated for program planning and decision making.						
Appoint GESI focal person in the organization and train the internal staff on GESI mainstreaming	Gender Focal Person appointed	Organization's website	AFFON Steering Committee (external support)			NA
Develop GESI disaggregated data collection and reporting mechanism and conduct both qualitative and quantitative analysis for GESI responsive monitoring and evaluation	Performa/formats are integrated in the reporting template	Reports	M&E support from external agencies/donors			NA
Mainstream GESI core values throughout the project cycle	One gender mainstreaming document developed	Document	GESI focal person			500,000

Gender mainstreaming Action	Target	MoV	Responsible	Timeline/Year		Budget (NRs)
				Immediate	Long term	
Integrate GESI dimensions into thematic and cross cutting components in AFFON's projects and programs	Conducting periodic GESI assessments (at least once a year)	Annual reports/success case stories	Program staff			NA
Gender Mainstreaming Goal 3: AFFON's diversified funding sources recognize and support projects promoting gender and social transformations through sustainable and responsible forest management, as to integrate Gender and social inclusion perspective from project planning stage.						
Develop GESI responsive projects	Gender focal person involved in project design and lobby to access diversified funding sources	Gender transformative project proposals designed and submitted	Fund raising manager & Gender focal person			500,000
Organized campaigns, trainings and events focusing on GESI and contemporary agenda like women and climate change.	Organized campaign on effect of climate change on women and marginalized communities in which participation of 50% targeted communities	Post campaign activity report	Gender Officer and M&E officer			900,000





Gender mainstreaming Action	Target	MoV	Responsible	Timeline/Year		Budget (NRs)
				Immediate	Long term	
Capacitated and mobilized district chapters to tap local resources (at municipality) targeted on GESI issues.	Develop local GESI awareness project that concerns GESI and exclusion issues	Municipal Annual Budget Plan, Activity Report	District executive committee and Fund-raising manager			20,00,000
Gender Mainstreaming at Organizational Level						
Gender mainstreaming goals 1: AFFON to achieve an effectively functioning organizational structure that aims to reduce the discriminatory practices within its structure and its programmatic functions, and actively promotes gender equality within its structure and outside.						
Define role of steering committee members and staff in the organizational by-law and HR policy	At least 50% off women and people from marginalized community represented in vital posts at all level of institution.	Organizational by-laws and HR policies updated by integrating GESI				500,000
	Organizational by-laws and HR policies updated by integrating GESI					

Gender mainstreaming Action	Target	MoV	Responsible	Timeline/Year		Budget (NRs)
				Immediate	Long term	
Conduct GESI awareness session highlighting organizational code of conduct and gender friendly workplace etiquettes as a part of Team building workshop	Team building workshops by GESI sessions conducted annually and gender friendly working environment in office	Organizational annual report	AFFON Steering Committee			800,000
Capacity building training conducted for district executives and staff with women/ marginalized group trainers to break the gender and caste/ class-based stereotypes	Prioritize women and people from marginalized groups as trainers for program management trainings	Training participant List, Training report	Executive Director/HR manager			20,00,000
Women and marginalized group- staff and steering committee member empowered through exposure visits	Positive discrimination measures with 50% participation of women and marginalized group for representation in international exposure visit.	Participants list	Steering Committee, Executive director/HR manager			8,50,000





Gender mainstreaming Action	Target	MoV	Responsible	Timeline/Year		Budget (NRs)
				Immediate	Long term	
Gender mainstreaming goal 2: GESI mainstreaming at all levels of organizational functioning						
Analyze sectoral policies and institutional arrangements to harmonize the organizational policies (organizational bylaws, HR policy and advocacy strategy) with GESI mainstreaming policy and use in programme cycle	Organizational policies are GESI harmonized and functional	Policies documents	AFFON Steering Committee			9,00,000
Total						99,50,000

Definitions of key gender-based terminology



Gender is a social construct that refers to relations between and among the sexes, based on their relative roles. Gender and sex are not synonyms.

Gender equality entails the concept that all human beings, both women and men, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles or prejudices. Gender equality means that the different behaviors, aspirations and needs of women and men are considered, valued and favored equally.

Gender equity is the process of being fair to women and men. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Equity leads to equality.

Social Inclusion is the process of improving the terms on which individuals and groups take part in society—improving the ability, opportunity, and dignity of those disadvantaged on the basis of their identity.

Gender Mainstreaming is a way of integrating women's as well as men's concerns and experiences in the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.

Gender Analysis is a systematic way of looking at the different impacts of development, policies, programmes and legislation on women, men and third gender that entails, first and foremost, collecting sex disaggregated data and gender sensitive information about the population concerned.



Gender integration refers to the process of identifying and then addressing gender differences and inequalities during program and project design, implementation, monitoring, and evaluation.

Gender blind refers to a condition when one person does not recognize that gender is an essential determinant of the life choices to us in society.

Gender inclusion is the removal of institutional barriers and the enhancement of incentives to increase the access of diverse individuals and groups focusing on women to development opportunities. It refers to changes from above at the system level and in the external institutional environment or opportunity structure.





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