

GENDER ACTION PLAN

(in CREFLAT)



Indo-German Development Cooperation

Climate Change Adaptation Programme in the Himalaya,
Component II: Tripura – Climate Resilience of Forest
Ecosystems, Biodiversity & Adaptive Capacities of Forest
Dependent Communities

BMZ No.: 2015 67 650 (Grant) & 2015 67 643 (Loan)

Tripura Forest Department
Government of Tripura

November 2024



in association with:



Supported by:

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Acronyms

BMC	Biodiversity Management Committee
BO	Beat Officer
CREFLAT	Climate Change Adaptation Programme in the Himalaya, Component II: Tripura Climate Resilience of Forest Ecosystems, Biodiversity & Adaptive Capacities of Forest Dependent Communities
DPMA	District Project Management Authority
EPA	Entry Point Activity
FFPC	Farm & Forest Product Centre
JFMC	Joint Forest Management Committee
GAP	Gender Action Plan
GAPC	Gender Action Plan Committee
KfW	Kreditanstalt für Wiederaufbau (German Development Bank)
NTFP	Non-Timber Forest product
M&E	Monitoring and Evaluation
PIO	Project Implementation Officer
PMA	Project Management Authority
PRA	Participatory Rural Appraisal
RFMC	Revolving Fund Management Committee
RF	Revolving Fund
RO	Range Officer
STO	State Technical Officer
SWC	Soil and Water Conservation
TA	Technical Assistant
TFD	Tripura Forest Department
TO	Technical Officer
VCWs	Village Community Workers
VDP	Village Development Plan
VDPIC	Village Development Planning and Implementation Committee

Glossary /Definitions / Explanation of Some Common Gender Terminologies¹

Terminologies	Definitions/Explanations
Decision-making	The skills, confidence and abilities of women and men to make productive decisions.
Economic Assets	Attitudes held by women and men around women's access to and control over economic assets.
Gender	<p>The economic, political, and cultural attributes and opportunities associated with being male or female.</p> <p>The social definitions of what it means to be male or female vary among cultures and change over time.</p> <p>Gender refers to the array of socially constructed roles and relationships, personality traits, attitudes, behaviours, values, and relative power and influence that society ascribes to the tow sexes on a differential basis. Gender is an acquired identity that is learned, changes over time, and varies widely within and across cultures. Gender is relational and refers not simply to women or men but to the relationships between them.</p>
Gender Action Plan	A gender action plan (GAP) is a roadmap for an institution or a development project to address gender inequalities and make its activities more effective and efficient.
Gender Equality	The concept that women and men, girls and boys have equal conditions, treatment and opportunities for realizing their full potential, human rights and dignity, and for contributing to (and benefiting from) economic, social, cultural, and political development. Gender equality is, therefore, the equal valuing by society of the similarities and the differences of men and women, and the roles they play. It is based on women and men being full partners in the home, community, and society. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities, and opportunities will not depend on whether they are born male or female.
Gender Indicators	Criteria used to assess gender-related change in a condition and to measure progress over time toward gender equality. Indicators used can be quantitative (data, facts, numbers) and qualitative (opinions, feelings, perceptions, experiences).
Gender Roles	Communities and societies create social norms of behaviour, values, and attitudes that are deemed appropriate for men and women and the relations between them. These roles are assigned by social criteria rather than biological. For example, childbearing is a female sex role because men cannot bear children. Although both men and women can rear children, these duties are socially assigned.
Gender Relations	A term that emphasizes the relationship between men and women as demonstrated by their respective roles in power sharing, decision making, the division of labour, returns to labour, both within the household and in the society at large.
Gender Mainstreaming / Gender Integrating	<p>A strategy to accelerate progress on women's and girls' rights and equality in relation to men and boys. This is the chosen approach of the development agencies, both bilateral and multi-lateral, or international community toward implementation of women's and girls' rights, as a sub-set of human rights to which the international community dedicates itself. Gender equality is the goal.</p> <p>Gender mainstreaming is the process of assessing the implications for girls and boys and men and women of any planned action, including legislations, policies, and programmes. It is a strategy for making girls and women's , as</p>

¹ Adopted from Gender Equality and Women's Voice Guidance Note, CARE, April 2018; USAID (2007) Women in Development; etc.

	well as boy's and men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes so that girls and boys and women and men benefit equality, and inequality is not perpetuated.
Leadership	The capacity of women to speak up and be heard, and to shape and share in discussions, discourse, and decisions.
Sex	Sex refers to the biological characteristics that define humans as female or male.
Women's Empowerment	The combined effect of changes in a women's own knowledge, skills and abilities (agency) as well as in relationships through which she negotiates her path (relations) and the society norms, customs, institutions and policies that shape her choices and life (structures).

1. INTRODUCTION

1.1 CREFLAT Project brief:

Climate Resilience of Forest Ecosystems, Biodiversity & Adaptive Capacities of Forest Dependent Communities (CREFLAT) is a joint project between Government of Tripura and Kreditanstalt fuer Wiederaufbau (German Development Bank) under Indo-German Development Cooperation Programme operating in two districts of Dhalai and North Tripura, covering 8 Blocks² under Dhalai district, and 3 Blocks³ in North Tripura district. The project covers a total of 129 villages (107 villages in Dhalai district and 22 villages in North Tripura district).

1.1.1 Indicators to measure project outcomes:

- 1) Forest cover is maintained while crown coverage is increased by 5%.
- 2) Forest biomass increased by 2-3%.
- 3) Total income as well as income diversity of target population increased (HH income increased by 10% and 25% of HHs show income diversity from the project interventions).
- 4) Biodiversity increased (Shannon index increased by 5%).
- 5) Reduced climate vulnerability of target groups (reduced by 10% the number of HHs falling in the vulnerable category).

1.1.2 Output indicators of the Project:

- 1) Participatory village-based landscape planning system developed and implemented (129 Village Development Plan or VDP would be prepared and implemented).
- 2) Climate resilient forest land management implemented.
- 3) Measures for mitigating adverse climate impacts on biodiversity applied.
- 4) Natural resources products processing and marketing supported.
- 5) Forest sector enabling environment supported.

The Separate Agreement of the project was signed in June 2020. The main objective of the project is to develop sustainable community forestry models to improve natural resources, minimize climate-related risks, and increase productivity, scheduled till 202

2027 as per the current agreement. One of the key activities is to reduce climate vulnerability of forest dependent population through livelihood restoration.

1.2 What does Gender mean?

Gender refers to the socio-culturally and political-economically constructed roles and responsibilities ascribed to women and men that change over time, are contextually and historically specific, and are inseparable from power relations as generally understood in development literature. While gender may focus on women since they often have a subordinate position in society, it is important to engage both men and women to change attitudes and practices for the benefit of all. In addition, both women and men can be adversely affected based on their gender roles. Gender is not synonymous with sex; sex refers to biological characteristics that define males and females primarily according to physical characteristics and reproductive capabilities, while gender refers to economic, social, political, and cultural attributes and opportunities associated with being either female or male.

1.3 What is a Gender Action Plan?

Gender equality means that girls and boys enjoy the same rights, resources, opportunities, and protections. In other words, men and women have equal representation when it comes to treatment, opportunities, and benefits. Gender Action Plan incorporates both programmatic and institutional priorities, integrating a chance strategy for gender equality across internal policies, practices, and

² Ambassa, Salema, Durgachowmuhani, Ganganagar, Dumburnagar, Raishyabari, Manu, & Chawmanu.

³ Jampui Hills, Kanchanpur, & Dasda.

accountability mechanisms. Gender Action Plan, among others, will have the following elements in the context of CREFLAT project planning, investment, activities, and implementation.

1.3.1 Access and Control:

Identify tasks and activities performed by women and men in the community. Who does what, where, how, and when in project areas? Are there time, mobility, social, cultural, and economic constraints that may interfere with women's participation in project activities?

1.3.2 Decision Making Power:

Need to with the women about cultural, social, legal, and other constraints limiting women's participation in decision making at the household and community levels, or the use of resources and distribution of project benefits.

1.3.3 Needs and Priorities:

Analyse the gender-differentiated needs and priorities in project areas. Need to ensure both men and women for decision making.

1.4 Gender dynamics in Tripura vis-a-vis the Project areas

Tripura's nearly half of the population lives in or near forested areas. With its nearly 62% forest cover, the population in Tripura is highly dependent on forest resources.

The forest provides foods (wild edibles, vegetables, fruits, roots & tubers, etc), fodder, building materials, fuel wood, medicinal and aromatic plants, and many other products needed in the daily domestic and religious-cultural life of the people.

During the baseline study and preparation of participatory Village Development Plan (VDP) in the Project area in Dhalai and North Tripura, it was seen that in general men and women, with different positions in the society, use forests differently and have divergent perspectives about why forests are important and how they should be protected. Men generally prefer to grow timber species and cash crops like rubber in the forest land, the women prefer to prioritize with fuel wood, NTFPs, etc. in forest land. During the VDP preparation in the Project villages, while the men talked more about reducing income from forest resources, the women talked more about reducing availability of wild edibles, fuel wood, and water from the forests. Based on these key differences in the use and outlooks of forest resources by both women and men, the Project will endeavour a gendered perspective on forest and biodiversity conservation in the Project areas.

1.5 Scope and Orientation of Gender Action Plan in CREFLAT

Incorporating gender and other social issues in the development projects helps to improve project performance by taking care of the key gender issues and bringing in parity in association and participation of women. The project will endeavour for effective gender mainstreaming.

The Gender Action Plan in the project will be to promote gender equality and social inclusion particularly during the preparation and implementation of Village Development Plan (VDP), as well as through the promotion of women Self-Help Groups (SHGs) with seed money and livelihoods restoration plans. Thus, GAP in CREFLAT will promote the needs and issues of women, vulnerable groups, people with disabilities (PwDs) and the Project Affected Persons (PAPs).

The employment opportunities provided during project implementation such as plantations, construction of check dams, etc. will generate positive impacts both for women and men. The Project will ensure that labour standards are followed in all its operations and implementation activities. Overall, the scope of the GAP will develop strategies and action plans to ensure equitable access to project resources, employment opportunities, skills training, basic needs of women.

- Increased participation by women and their leadership in project activities.
- More equitable access to project and program resources, including skills training, technology, and project interventions by women.
- Improved benefits of women such as increased income, greater financial stability, financial literacy, and more livelihood options.

- Progress toward gender equality, including changing household decision-making patterns, membership, or leadership in community-based organizations such as in VDPICs and JFMCs, and increased mobility and financial freedom of the women.
- Equitable access to financial resources such as the Revolving Fund (RF) of the project, besides the women SHGs seed money.
- Advocacy for gender equitable policies and programmes, as well as institutions and partnerships while mainstreaming gender in contractual and other project service-oriented activities.

2 GENDER EQUALITY & LEGAL PROVISIONS

2.1 Constitution of India and Women

The Constitution of India provides provisions to secure equality in general and gender equality in particular. Various articles in the Constitution safeguard women's rights by putting them at par with men socially, politically and economically. The Preamble, the Fundamental Rights, Directive Principles of State Policies (DPSPs) and other constitutional provisions provide several general and special safeguards to secure women's human rights. The Preamble to the Constitution of India assures justice, social, economic, and political; equality of status and opportunity and dignity to the individual. Thus, it treats both men and women equal.

The policy of women empowerment is well entrenched in the Fundamental Rights enshrined in our Constitution. Article 14 ensures to women the right to equality; Article 15(1) prohibits discrimination based on sex; Article 15(3) empowers the State to take affirmative actions in favour of women; and, Article 16 provides for equality of opportunity for all citizens in matters relating to employment or appointment to any office.

In addition to the Fundamental Rights, the Directive Principles of State Policy also contain certain provisions related to women empowerment. Amongst them, Article 39 (a) provides that the State to direct its policy towards securing for men and women equally the right to an adequate means of livelihood; Article 39 (d) mandates equal pay for equal work for both men and women.; and, Article 42 provides that the State to make provision for securing just and humane conditions of work and for maternity relief.

2.2 Some important Acts & Legislations concerning women in India

Some important Acts and Legislations have been enacted by the Parliament from time to time regarding women mainstreaming and empowerment, important among them are:

Equal Remuneration Act, 1973 provides for payment of equal remuneration to men and women workers for the same work of similar nature without any discrimination. To ensure social security to the workers including women in the unorganized sector, the Government has enacted the Unorganized Workers' Social Security Act 2008.

The Maternity Benefit Act, 1961 and The Maternity Benefit (Amendment) Act, 2017 are aimed at regulating employment of women in certain establishments for a certain period (26 weeks) before and after childbirth and provides for maternity and other benefits.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act (POSH), 2013 Sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as a) physical contact and advances; b) a demand or request for sexual favours; c) sexually coloured remarks; d) showing pornography; e) any other unwelcome physical verbal or non-verbal conduct of sexual nature. Where any of these acts is committed in circumstances where the victim has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary, or honorarium or voluntary, whether in government, public or private enterprise such conduct can be humiliating and may constitute a health and safety problem.

The Vishakha Guidelines were a set of procedural guidelines for use in India in cases of sexual harassment. The Vishakha Guidelines were promulgated by the Indian Supreme Court in 1997 and were superseded in 2013 by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, which covers all women, irrespective of their age or employment status and

protect them against sexual harassment at all workplaces both in public and private sector, whether organized or unorganized.

In addition to ensuring compliance with the other provisions stipulated, the Sexual Harassment Act casts certain obligations upon the employer to, inter-alia,

- Provide a safe working environment.
- Display conspicuously at the workplace, the penal consequences of indulging in acts that may constitute sexual harassment and the composition of the Internal Complaints Committee
- Organize workshops and awareness programs at regular intervals for sensitizing employees on the issues and implications of workplace sexual harassment and organizing orientation programs for members of the Internal Complaints Committee
- Treat sexual harassment as a misconduct under the service rules and initiate action for misconduct.
- The employer is also required to monitor the timely submission of reports by the Internal Complaints Committee.

2.3 KfW's Approach to Gender in Project

KfW has the general principles of adopting the World Bank's policies on gender. Therefore, KfW's approaches, in line with World Bank's policies, in promoting gender equality makes all staff responsible for ensuring that the Project is responsive to the differing needs, constraints, and interests of males and females in client countries. Gender equality is now a core element of the Bank's strategy to reduce poverty. There are clear understandings that until women and men have equal capacities, opportunities and voice, the ambitious poverty-reduction agenda set out in the Sustainable Development Goals will be difficult to achieve.

In line with World Bank's strategies, all KfW projects will aim in (i) ending gender-based violence, (ii) elevating the human capital, and (iii) expanding economic opportunities. For this purpose, all KfW-funded projects will proactively engage with women to support and enhance their leadership qualities, and aim to tackle all barriers to gender inequality including power imbalances.

2.4 Tripura Government's approach to Women Empowerment

The Tripura State Policy for Empowerment of Women, 2022, aims to empower women in the state of Tripura through several initiatives, including:

- Reservation in government jobs: The policy provides a 33% reservation for women in all government jobs, both reserved and unreserved categories.
- Reservation in PRI: Tripura has provisions of 50% reservation for women in Panchayati Raj Institution.
- Mukhyamantri Samajik Sahayata Prakalpa: This scheme provides a monthly pension of ₹2,000 to vulnerable women, including widows, deserted women, and unmarried women.
- Legal assistance: Women in difficult circumstances are provided legal assistance.
- Shelter, food, and education: Women are provided shelter, food, and educational facilities in government homes or homes run by NGOs.
- Police action: Police officers and district administration officers are sensitized to take immediate action in cases of crime against women.
- Awareness programs: Awareness programs are organized against child marriage.
- Print and electronic media: Print and electronic media are requested to cover programs related to women's development and social empowerment.

3 GENDER MAINSTREAMING, STRATEGIES & ACTION PLAN IN CREFLAT

3.1 Separate Agreement and Provision of Gender Action Plan in CREFLAT

The provision for preparation and mainstreaming Gender Action Plan in the Project is contained in Para 1.1.12, which states: "The Project is expected to strengthen the role of women in village committees and make provision for micro-credit for women's self-help groups (SHGs), which will enhance their economic empowerment. The Project will support the preparation of Gender Action Plans (GAPs) as

part of the Village Development Plan (VDP) preparation process. The aim is to ensure that rural women feel empowered to participate in consultations on VDP preparation and to ensure equitable benefit distribution. Recommendations from the GAP will be incorporated in the structure of the VDPIC subcommittee. At least one third of the elected members of VDPICs will be women.”

3.2 Objectives of Gender Mainstreaming and Gender Action Plan

The objective of gender mainstreaming through Gender Action Plan (GAP) in CREFLAT is to outline the specific actions that will be taken in the Project to enable both men and women to equally participate in all project planning, implementation, and monitoring, and equally benefit from Project activities. The GAP is part of the Project's approaches to ensure equitable participation of all stakeholders. The key points in GAP will be women's participation and inclusion in the project institutions such as VDPIC and JFMC, besides the women leaderships, and social and economic upliftment of the women. The adoption of existing women SHGs of TRLM/NRML with seed money will be another approach to economic empowerment of women.

3.3 Gender Mainstreaming Strategy and Action Plan in CREFLAT

3.3.1 Gender in the establishment of VDPICs, Sub-Committees & JFMCs

- 50% of the VDPIC Executive Committee members will be women.
- At least 1/3rd of the members in the VDPIC sub-committees such as Monitoring Sub-Committee, Livelihood Restoration Plan Sub-Committees, and Revolving Fund Management Committee (RFMC) will be women.
- At least 1/3rd of the JFMCs members will be women.
- 2/3rd of the members in Gender Action Committee will be women.

3.3.2 Gender role in VDP preparation

- Over 75% respondents in HH survey were women.
- In the PRA exercise, at least 50% of the participants should be women.
- In the identification and selection of EPA, there should be at least 50% women in the decision-making for EPA.
- In the selection of sites for forest land plantations and community biodiversity conservation, there should be at least 50% women in the decision-making.
- In the selection of sites for check dam construction, there should be at least 50% women in the decision-making.

3.3.3 Gender in plantations in forest land and private / patta land

- In the planning for forestry plantations including in the selection of species for plantations in forest land, private & patta land should have at least 50% women in decision-making.
- In forestry operations/plantations such as in advance works, pits digging, plantation activities, fire line preparation, and maintenance activities should have at least 50% women as wage-earners in all types of forestry operations.
- In planning and implementation of forest plantation protection activities and benefits sharing mechanism, there should be at least 50% women participation in the meeting and decision-making process.

3.3.4 Gender role in check dam construction and water bodies restoration

- Women should be involved in site selection for check dam construction; they should constitute at least 50% of the participants in the meeting to decide on check dam construction.
- Planning for check dam construction and water bodies restoration should involve women to the extent that they form at least 50% of the participants in decision-making processes.
- Wage labours engaged for check dam constructions and water bodies restoration should have at least 50% women as the work force.
- Meetings to discuss on management of check dams and benefits sharing mechanism from the water body of the check dam should involve at least 50% of the participants as women.

3.3.5 Gender in patta land holding and 4-tier plantations

- Patta lands are issued in the name of husband and wife as joint custodian or beneficiaries of the land.
- In the 4-tier agroforestry plantations over patta land and private land, both husband and wife should have equal say on the matter.

3.3.6 Gender and Community-Based Biodiversity Conservation

- Demarcation and planning for community biodiversity conservation area (CBCA) will be done with active participation of women and their priority needs; such meetings should be attended by women who may form at least 50% of the participants.
- Protection, regeneration, and management of CBCA will have at least 50% of women in the team or committee.
- Benefits sharing mechanism on NTFPs from CBCA will be prioritised with the needs and priority of the women.

3.3.7 Access to Revolving Fund by women

- Women should be encouraged to have access to Revolving Fund of the Project.
- At least 50% of loan taken under Revolving Fund should be by the women.

3.3.8 SHGs and Seed Money

- The Project will work only with women SHGs promoted by TRLM.
- Membership per group should be 10-20 with average age of 18-55 years.
- A total of 5 SHGs would be selected per village; therefore, 129 villages will have at least 645 SHGs.
- Each SHG will be provided seed money of INR 1.00 lakhs each to be operated on the principle of revolving fund for member's micro-credits and timely repayment.

3.3.9 Gender in the exposure visits programme of the Project

- In all the community-based exposure visits, such as for the VDPICs & JFMCs, the women participants will be at least 33% to 50% of the total group members.
- In all the exposure visits organised for the PMA & DPMA staff, the women staff participation will be at least 33% to 50% of the total group members.

3.3.10 Priority of women's requirements as expressed during PRA & VDP preparation

- Availability of safe drinking water throughout the year.
- Availability of adequate fuel wood for self-consumption from the forest throughout the year.
- Availability of NTFPs particularly wild edibles from the forests (vegetables, leaves, flowers, fruits, roots & tubers, etc) throughout the year.
- Availability of NTFPs such as broom grass for income generating activities.
- Availability of adequate construction materials near their homestead.
- Income support through diversified woman-centric livelihood.
- Capacity building of women in diversified fields of skill development.
- Support in marketing of NTFPs with remunerative prices.
- Linking entry point activities with focus on women's needs and priority.

3.3.11 Miscellaneous priority needs of women as expressed by the women during the VDP preparation

- Awareness on maternal and child health care.
- Awareness on household hygiene and cleanliness.
- Awareness on women health issues.
- Awareness on menstrual hygiene for adolescent / young women / school going girls.
- Preparation of healthy and nutritious foods.
- Skills in weaving, tailoring, petty business, etc.
- Financial literacy, banking, saving, etc.
- Women leadership development including public speaking.

3.3.12 Gender budgeting

Gender budgeting is an application of gender mainstreaming in the budgetary process. It involves conducting a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process, and restructuring fund allocation to promote gender equality. In short, gender budgeting is a strategy and a process with the long-term aim of achieving gender equality goals. CREFLAT will undertake gender budgeting. Seed money for SHGs is a good example of gender budgeting. The Project will endeavour to release the seed money for the SHGs on priority basis following the approval of the budget.

3.4 Priority tasks for Gender Mainstreaming and Action Plan in CREFLAT

Understanding and recognising the roles of women and men differently in the society (or project beneficiaries or community participants), as well as in relation natural resource management together with acknowledging their different contribution towards achieving project objectives and outputs are the basic premise of gender mainstreaming in CREFLAT. Gender mainstreaming is about being sensitive to the different needs of men and women; however, in real world conditions, the women are generally in disadvantageous situations almost in all cases. Reducing the gender gaps and gender discrimination is one of the key elements of GAP in CREFLAT. Towards this end, the Project will need to constantly address and changes documented. However, this will be possible only when the Project staff has good understanding on the meaning, scope, and actions on gender mainstreaming. Also, the staff capacity to recognise, document, and replicate good practices relating to gender mainstreaming in all Project implementation activities.

The Summary of tasks to be performed by the Project for gender mainstreaming is given in Table 1.

Table 1. Priority tasks for gender mainstreaming in CREFLAT.

Key issues / areas for gender mainstreaming	Key actions to be taken	Monitoring indicators	Responsibility
1. Developing women leaderships in community institutions (VDPIC, JFMC, RFMC, SHGs, etc.)	- Women as Chairpersons / Vice Chairpersons of VDPICs.	- No of women as Chairperson / Vice Chairperson of VDPICs.	PMA & DPMA (All TOs & TAs under the overall guidance of TO-Capacity Building & Institution Development Expert).
	- Women as President of JFMCs.	- No of women as President of JFMCs.	
	- Effective participation of women in VDP preparation and implementation; planning for plantation by JFMCs.	- No of issues raised by women concerning women during VDP preparation. - No of issues raised by women in JFMC planning and implementation.	
	- Promotion of numerical-alphabet literacy, financial literacy, etc.	- % increase in literacy, and financial literacy among women members of VDPICs, JFMCs, RFMCs & SHGs.	
2. Social empowerment & upliftment of women by reducing their work load through project interventions	- Alternative source of fuel to be encouraged & facilitated.	- No of HHs accessing PM Ujjwala Yojana (through convergence). - No of HHs accessing fuel-efficient cooking chulha through convergence.	Monitoring Sub-Committee & Gender Action Plan Committee will
	- Water availability to be ensured to reduce drudgery of women in water collection.	- No of HHs having access to Jal Jeevan Mission (implemented in the village through convergence or otherwise). - No of HHs having access to water storage tank constructed under EPA. - No of HHs having access to water storage reservoir following the construction of check dam.	
3. Economic empowerment & upliftment of women & their income through project interventions.	- Women have access to bank & have account number.	- No of women having bank account.	
	- Women have undergone training on financial literacy and book keeping.	- No of women trained in finance & accounts.	
	- Women participate in plantation activities.	- No of women participating in plantations as daily wage earner with equal wages.	

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	<ul style="list-style-type: none"> - Women participate in check dam construction. - Women have access to Revolving Fund - Women have access to improved forest products. - Women have access to markets through FFPC. - Women SHGs have access to seed money. 	<ul style="list-style-type: none"> - No of women participating in check dam construction as daily wage earner with equal wages. - No of women who have taken credit from RF and reported income increase. - No of women reporting higher income from improved forest NTFPs. - No of women reporting higher income from market access through FFPC. - No of women reporting access to seed money with higher income. 	monitor & report.
4. Documentation of visible success stories and recognition of successful women entrepreneurs & champions.	- Case studies of successful initiatives by women.	- No of success stories of women documented and disseminated by PMA/DPMA.	
	- Felicitation of successful women leaders / entrepreneurs.	- No of successful women leaders & women entrepreneurs felicitated / given recognition by the Project or TFD or Govt.	
5. Gender mainstreaming in PMA & DPMA	- Women appointed in various position in PMA & DPMA.	- No of women in leadership and other various position in PMA & DPMA.	
	- PMA & DPMA staff are trained in gender.	- No of gender training organised, and no of participants in gender training.	
	- Gender Focal Person designated in PMA & DPMA.	- Gender focal person / gender coordinator designated/appointed with clear ToR.	
	- Clear gender indicators in M&E.	- Component-wise gender indicator established in the M&E framework.	
	- Gender impact study undertaken by the Project.	- Gender impact study commissioned / undertaken with clear ToR.	

3.5 Project approaches to avoid gender inequality within the project

- The project will collect and record sex-disaggregated data on all project activities and the beneficiaries.
- The Project will ensure that women's participation in VDPICs and JFMCs are not limited to nominal positions; active women leaders within the communities will be identified and promoted to champion the cause of women.
- The Project will ensure that adequate information for both women and men are available and will enable gender sensitive communication in all the project activities.
- During the preparation of VDP & conduct of PRA in association of VDPICs, preparation of proposal for plantation and check dam construction in forest land by the JFMCs, gender issues will be considered important element for inclusion as per project processes and guidelines.
- PMA and DPMA staff will be made gender-sensitive through adequate capacity building processes.

4. M&E INDICATORS FOR GAP IN CREFLAT

The Project will develop performance indicators (Table 2), which may be revised from time to time or annually. Performance indicators are to ensure that Gender Action Plan is objectively integrated across the Project activities or interventions. For this purpose, the following performance indicators are to be considered for effective monitoring of GAP implementation. The Project will undertake Monthly/Quarterly Monitoring & Progress Reporting (Annexure 1) and Semi-Annual Progress Reporting on GAP (Annexure 2).

Table 2. Performance indicators for Gender mainstreaming with monitoring & reporting mechanism.

SI No	Performance Indicators	Monitoring & Reporting mechanism
1	No & Percentage of women and men attending VDPIC meetings.	(a) Each Range will submit its Monthly / Quarterly Progress Report (MPR/QPR) on GAP to DPMA via SDFOs. (b) Each DPMA will submit its consolidated MPR/QPR to PMA. (c) PMA will compile MPR/QPR of both DPMAs for joint review of PMA-PMC on quarterly basis. (d) PMA will compile the QPR on semi-annual or half-
2	No & Percentage of women and men attending JFMC meetings.	
3	No & Percentage of women and men attending training organised by the Project.	
4	No of women & men benefitting from the project	
	(a) No of women & men as daily wage earners in plantations in forest land through JFMCs.	
	(b) No of women & men as daily wage earners in check dam constructions in forest land by JFMCs.	
	(c) No of women & men taking loan from Revolving Fund.	
	(d) No of women & men participating in the exposure visits.	
	(e) Commodity-wise No/Number of women & men linked to FFPCs.	
	(f) No of women & men attending the skill development training through convergence mode.	
5.	No of women & men demonstrating leadership in the project implementation.	
	(a) No of men & women as Chairpersons of VDPICs.	
	(b) No of men & women as Vice Chairpersons of VDPICs.	
	(c) No of men & women as President of JFMCs.	
	(d) No of men & women as President of Revolving Fund Management Committee (RFMC).	
6.	No of documentation/case studies on GAP by PMA/DPMA staff and/or outsourced agency/ies.	

		yearly basis for reporting to KfW as part of the Semi-Annual Report in every six months.
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5 TRAINING ON GENDER

Training on gender will be conducted for the Project staff at PMA and DPMAs. The VCWs, members of VDPICs and JFMCs will also be trained on gender. Outline of training on gender is given in Table 3. PMA will design the training feedback for the participants.

Table 3. Outline of training on Gender.

Target group for training	Topics to be covered in the gender training.	Duration	Category of participants.
PMA & DPMA (ToT mode)	<ul style="list-style-type: none"> Gender awareness with basic concept of gender mainstreaming, social inclusion & social justice. Human rights and legal provisions in India. Gender in KfW projects. Gender situations in Tripura and project villages. Gender based violence and inequality. Gender and leadership and governance. Gender Action Plan in CREFLAT. Gender M&E. Gender budgeting. Gender case studies. Gender analysis & field exercises. 	One and half day.	PMA & DPMA staff including PIO, STO, TO, TA, RO, BO
VCWs, VDPICs, JFMCs, RFMCs, SHGs	<ul style="list-style-type: none"> Gender awareness. Gender based violence and inequality. Gender situations in project areas. Gender Action Plan in CREFLAT Gender monitoring 	1 day	VCWs, executive members of VDPICs, JFMCs, RFMCs, SHGs leaders.

Annexure 1. Format for Monthly/Quarterly Progress Monitoring & Reporting of GAP in CREFLAT⁴

(to be filled in by the VCWs / TAs/ TOs/STOs/PIO and

to be jointly anchored by the STO-CIM, STO/TO-Gender / Institution Building under the overall responsibility of the PIO)

Month _____ / Quarter Ending _____

Village _____ Block _____

District _____

	GENDER INDICATORS FOR MONITORING & REPORTING	Number & Percentage in parenthesis		Remarks
		Men	Women	
A.	PLANNING			
1	No.& % of men & women attending PRA exercise during VDP preparation of VDPIC during the month / quarter⁵ .			
2	No.& % of men & women attending the General Body Meeting of VDPIC for presentation of the VDP during the month / quarter .			
3	No.& % of men & women attending the planning for Entry Point Activities during the month / quarter .			
4	No.& % of men & women attending the JFMC meeting for planning of forestry plantations during the month / quarter .			
5	No.& % of men & women attending the JFMC meeting for planning of check dam construction during the month / quarter .			

⁴ The format to be updated / revised as per experiences gained for the Gender Indicators, both for quantitative (such as data, facts, numbers) and qualitative (opinions, feelings, perceptions, experiences).

⁵ Strike off whichever is not relevant

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	GENDER INDICATORS FOR MONITORING & REPORTING	Number & Percentage in parenthesis		Remarks
		Men	Women	
6	No.& % of men & women attending meeting on Gender Action Plan and Drudgery Reduction Plan for women during the month / quarter as part of VDP preparation.			
7	No & % of men & women attending the RFMC meeting for sanctioning of micro-credit during the month / quarter .			
8	No & % of men & women attending the planning for CBCA activities during the month / quarter.			
9	No & % of men & women attending the FFPC management committee meeting during the month/quarter.			
10	No & % of men & women attending the meeting on the management of Common Facility Centre (CFC) or Common Collection Centre (CCC) or Community Management Centre (CMC) during the month / quarter.			
B.	TRAININGS / CAPACITY BUILDING			
1	No & % of men & women from Project staff (PMA & DPMAs) attending training on Gender during the month / quarter .			
2	No. & % of men & women from VCWs / VDPICs / JFMCs / BMCs/ RFMCs / SHGs attending training on Gender during the month / quarter .			
3	No. & % of men & women from VDPICs / JFMCs / BMCs/ RFMCs / SHGs attending training on livelihoods / IGAs during the month / quarter .			
4	No.& % of men & women from VDPICs / JFMCs / BMCs/ RFMCs / SHGs attending training on skill development ⁶ during the month / quarter .			

⁶ Could be on any aspect of skill development such as business, value additions, entrepreneurships, etc.

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	GENDER INDICATORS FOR MONITORING & REPORTING	Number & Percentage in parenthesis		Remarks
		Men	Women	
5	No.& % of men & women from VDPICs / JFMCs / BMCs/ RFMCs / SHGs attending training on financial literacy/ book keeping , etc. during the month / quarter .			
6	No.& % of men & women from VDPICs / JFMCs / BMCs/ RFMCs / SHGs attending training on Value Chain & FFPC during the month / quarter .			
7	No.& % of men & women from VDPICs / JFMCs / BMCs/ RFMCs / SHGs attending training on SWC / check dam construction during the month / quarter .			
8	No.& % of men & women from VDPICs / JFMCs / BMCs/ RFMCs / SHGs attending training on plantations / 4-tier plantations during the month / quarter .			
9	No. & % of men & women from VDPICs / JFMCs / BMCs/ RFMCs / SHGs attending training on EPA during the month / quarter .			
10	No.& % of men & women from VDPICs / JFMCs / BMCs/ RFMCs / SHGs attending training on biodiversity conservation during the month / quarter .			
11	No.& % of men & women from VDPICs / JFMCs / BMCs/ RFMCs / SHGs participating in Exposure Visits during the month / quarter .			
12	No & % of men & women from VDPICs/JFMCs/SHGs participating / contributing / raising issues to or in the Panchayat / Village Council level Gram Sabha Development Plan during the month / quarter .			
C.	BENEFITS FROM THE PROJECT			
1	No. & % of men & women engaged as daily wage earners in the JFMC plantations during the month / quarter .			

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	GENDER INDICATORS FOR MONITORING & REPORTING	Number & Percentage in parenthesis		Remarks
		Men	Women	
2	No.& % of men & women engaged as daily wage earners in the maintenance works of JFMC plantations during the month / quarter .			
3	No.& % of men & women engaged as daily wage earners in the JFMC check dam construction during the month / quarter .			
4	No.& % of men & women engaged as daily wage earners in the EPA related construction activities during the month / quarter .			
5	No.& % of men & women benefiting from FFPC (such as supply of NTFPs to FFPCs) during the month / quarter .			
6	No.& % of men & women taking micro-credits/loans from Revolving Fund during the month / quarter .			
7	No.& % of women (SHGs members) taking micro-credit from SHGs seed money during the month / quarter .			
8	No & % of women (SHGs members) reporting at least 10% or more increase in their income from the micro-credit taken from the seed money during the month / quarter .			
9	No & % of women (SHGs members) reporting timely repayment of micro-credit taken from the seed money during the month / quarter .			
10	No & % of men & women residing in the <i>Para</i> or immediate vicinity of the CBCA areas reporting increased benefits/availability of NTFPs (wild edibles, fuel wood, broom grass, bamboo shoots, bamboo etc) from the CBCA during the month / quarter .			
11	No & % of men & women JFMC members reporting benefits from SWC (check dam construction) through fishery development / water usage during the month / quarter .			

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	GENDER INDICATORS FOR MONITORING & REPORTING	Number & Percentage in parenthesis		Remarks
		Men	Women	
D.	REPRESENTATION / LEADERSHIPS / PARTICIPATION IN DECISION-MAKING			
1	No.& % of men & women elected/selected as Chairperson of VDPICs during the month / quarter ⁷ .			
2	No.& % of men & women elected/selected as Vice Chairperson of VDPICs during the month / quarter.			
3	No.& % of men & women elected/selected as President of JFMCs during the month / quarter.			
4	No.& % of men & women elected/selected as President of RFMCs during the month / quarter.			
5	No.& % of men & women elected/selected as President of BMCs during the month / quarter.			
6	No.& % of men & women elected/selected as President of CBCA Committee during the month / quarter.			
7	No & % of men & women elected/selected as President of FFPC Management Committee during the month / quarter.			
8	No.& % of men & women elected/selected as President / leader of CMC during the month / quarter.			
9	No & % of men & women Chairperson of VDPICs who are Matriculation & above.			
10	No & % of men & women President of JFMCs who are Matriculation & above.			
11	No & % of men & women President of RFMC who are Matriculation & above.			
12	No & % of women SHGs President who are Matriculation & above.			

⁷ Report only newly elected or selected leadership during the month/quarter; already elected/selected leaderships may be mentioned in the remark column.

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	GENDER INDICATORS FOR MONITORING & REPORTING	Number & Percentage in parenthesis		Remarks
		Men	Women	
13	No & % of women SHGs Secretary who are Matriculation & above			
14	No & % of women Chairperson / Vice Chairperson of VDPICs who had been removed/replaced during the month / quarter.			
15	No & % of women President of JFMCs who had been removed/replaced during the month / quarter.			
16	No & % of women President of RFMCs who had been removed/replaced during the month / quarter.			
17	No & % of women Chairperson / Vice Chairperson of FFPC Management Committees who had been removed/replaced during the month / quarter.			
18	Based on the Meeting Minutes of the VDPICs, No & % of men & women Chairpersons reporting cross-sectoral linkages of the VDPIC with Line Departments/ Panchayat/ Village Council during the month / quarter.			
19	Based on the record of the Meeting Minutes of the VDPICs, the No & % of Meetings in which the men & women Chairpersons were present / regular in the VDPIC executive committee meeting during the month / quarter.			
20	Based on the record of the Meeting Minutes of the VDPICs, the No & % of Meetings in which the men & women Chairpersons took / facilitated in making key decisions concerning the VDPIC during the month / quarter.			
E.	GRIEVANCES & GRIEVANCE RESOLUTIONS			
	Of all the grievances received, No & % of grievances received from men & women during the month / quarter			

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	GENDER INDICATORS FOR MONITORING & REPORTING	Number & Percentage in parenthesis		Remarks
		Men	Women	
	Of all the grievances received, No & % of grievances received from men & women, have been resolved within 15 days during the month / quarter .			
	Of all the grievances received, No & % of grievances received from men & women, have been resolved beyond 15 days during the month / quarter .			
	No & % of grievances received from men & women are related to Revolving Fund / RFMC functioning during the month / quarter .			
	No & % of grievances received from men & women are related to SHGs seed money during the month / quarter .			
	No & % of grievances received from men & women are related to VDPIC functioning / leaders during the month / quarter .			
	No & % of grievances received from men & women are related to JFMC functioning / leaders during the month / quarter .			
	No & % of grievances received from men & women are related to plantations in forest land during the month / quarter .			
	No & % of grievances received from men & women are related to 4-tier agroforestry plantations during the month / quarter .			
	No & % of grievances received from men & women are related to SWC / check dam construction during the month / quarter .			
	No & % of grievances received from men & women are related to EPA implementation during the month / quarter .			
	No & % of grievances received from men & women are related to FFPC / CMC during the month / quarter .			

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		Men	Women	
	No & % of grievances received from men & women are related to CBCA implementation during the month / quarter .			
	No & % of grievances received from men & women are related to Livelihood Restoration Plan (LRP) implementation during the month / quarter .			
	No & % of grievances received from men & women are related to EPA implementation during the month / quarter .			
	No & % of grievances received from men & women are related to Training/Capacity building during the month / quarter .			
F.	PROJECT PUBLICATIONS / DOCUMENTATION			
1	No. of documentation / case studies undertaken on Gender / GAP by the Project staff, men & women, during the month / quarter .			
2	No. of workshops/seminars/conference attended by Project staff, men & women, wherein Gender / GAP has been presented or discussed during the month / quarter .			
3	No. of experience-sharing meetings organised and attended by Project staff or VDPIC/JFMC/SHG members, men & women, on Gender during the month / quarter .			
4	No of articles / newspaper writeup written/contributed by Project staff, men & women, about the Project on women empowerment etc. during the month / quarter .			
5	No of newspaper writeup / articles, written by others or reporters, appearing about the contribution of CREFLAT			

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	GENDER INDICATORS FOR MONITORING & REPORTING	Number & Percentage in parenthesis		Remarks
		Men	Women	
	project including about women development in the local media / newspaper during the month / quarter .			

Annexure 2. Format for Semi-Annual / Half-Yearly Progress Report on Gender

(Note: Result Framework & Monitoring Indicators to Measure Gender Integration in CREFLAT; to be filled in or compiled by PMA at the end of June and December each year and to be included as an Annexure to Semi-Annual Progress Report)

SI No	Performance indicators	Unit	Baseline ⁸ / Progress made till the end of previous reporting period	Progress made during the current reporting period of six months	Remarks
A. PROJECT BENEFICIARIES / PARTICIPATIONS					
1	Total Project beneficiaries (of completed VDPs)	No of HH & persons			Based on HH survey data
	<i>Of which women beneficiaries</i>	%			
2	Total no. of VDPICs formed & no. of executive committee members.	No			
	<i>Of which women percentage</i>	%			
3	Total no. of JFMCs formed & no. of executive committee members.	No			
	<i>Of which women percentage</i>	%			
4	Total no. of RFMC formed & no. of committee members.	No			
	<i>Of which women percentage</i>	%			
5	Total no. of Monitoring Sub-Committee (MSC) formed & no of committee members.	No			
	<i>Of which women percentage</i>	%			

⁸ Baseline (and including Progress made) would be based on the VDPs, all records (such as Meeting Minutes, Meeting/Training Attendance Sheets/Registers, etc) of VDPICs, JFMCs, RFMCs, LRPCs, Monitoring Committees, SHGs, Gender Action Plan Committees, FFPC Management Committees, and Reports/Records of Project Activities on monthly/quarterly basis including training/capacity building reports, Minutes of Meetings (MoM) of PMAs/DPMA, Field visit reports of Project staff, Monthly/Quarterly Progress Reports of DPMA/PMAs, etc. **All above records, to the extent possible, may be centrally stored electronically (soft copy) at the respective DPMA by a designated TO or as may be decided by the DPDs, and at the PMA by the STO (CIM) & the PIO. All electronically stored database at PMA & DPMA should be chronically organized, i.e. subject-wise on progressive monthly / quarterly / half-yearly / annual basis for ease of reference and retrieval as and when required.**

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SI No	Performance indicators	Unit	Baseline ⁸ / Progress made till the end of previous reporting period	Progress made during the current reporting period of six months	Remarks
5	Total no. of Livelihood Restoration Plan Committee (LRPC) formed & no of committee members.	No			
	<i>Of which women percentage</i>	%			
6	Total no. of Gender Action Plan Committee (GAPC) formed & no of committee members.	No			
	<i>Of which women percentage</i>	%			
7	Total no. of FFPC Committee formed & no of committee members.	No			
	<i>Of which women percentage</i>	%			
8	Total no. of wage labourers from the village engaged for JFMC plantations.	No			
	<i>Of which women percentage</i>	%			
9	Total no. of wage labourers from the village engaged for JFMC check dam constructions.	No			
	<i>Of which women percentage</i>	%			
10	Total no. of micro-credits sanctioned/approved from Revolving Fund.	No			
	<i>Of which women percentage</i>	%			
B. TRAININGS / CAPACITY BUILDING					
1	Total no. of PRA training conducted for Project staff (PMA & DPMA) & no of participants.				
	<i>Of which women percentage</i>	%			
2	Total no. of PRA training conducted for VCWs/ VDPICs/JFMCs & no of participants.				
	<i>Of which women percentage</i>	%			
3	Total no. of JFMC training conducted for Project staff & no of participants.				
	<i>Of which women percentage</i>	%			

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SI No	Performance indicators	Unit	Baseline ⁸ / Progress made till the end of previous reporting period	Progress made during the current reporting period of six months	Remarks
4	Total no. of gender training conducted for Project staff (PMA & DPMA) & No of participants.				
	<i>Of which women percentage</i>	%			
5	Total no. of gender training conducted for Project staff (PMA & DPMA) & no of participants.				
	<i>Of which women percentage</i>	%			
6	Total no. of gender training conducted for VCWs / VDPICs / JFMCs & no of participants.				
	<i>Of which women percentage</i>	%			
7	Total no. of livelihoods & IGA training conducted & no of participants.				
	<i>Of which women percentage</i>	%			
8	Total no. of skill development training conducted & no of participants.				
	<i>Of which women percentage</i>	%			
9	Total no. of biodiversity conservation training conducted & no of participants.				
	<i>Of which women percentage</i>	%			
10	Total no. of FFPC training conducted & no of participants.				
	<i>Of which women percentage</i>	%			
11	Total no. of financial literacy & book keeping training conducted & no of participants.				
	<i>Of which women percentage</i>	%			
12	Total no. of JFMC plantation training conducted & no of participants.				
	<i>Of which women percentage</i>	%			
13	Total no. of JFMC check dam construction training conducted & no of participants.				

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SI No	Performance indicators	Unit	Baseline ⁸ / Progress made till the end of previous reporting period	Progress made during the current reporting period of six months	Remarks
	<i>Of which women percentage</i>	%			
14	Total no. of BMC training conducted & no of participants.				
	<i>Of which women percentage</i>	%			
15	Total no of NTFP value addition training conducted & no of participants.				
	<i>Of which women percentage</i>	%			
16	Total no of exposure visits / exchange visits organised for the Project staff & No of participants.				
	<i>Of which women percentage</i>	%			
17	Total no of exposure visits / exchange visits organised for the members of VDPICs/ JFMCs / SHGs, etc. & no of participants.				
	<i>Of which women percentage</i>	%			
18	Total No of VDPIC resolutions made for convergence with line departments and/or Gram Panchayat / Village Council Development Plan.				
	<i>Of which the percentage of resolutions proposed by women VDPIC members</i>	%			
c. BENEFITS					
1	Total no. of daily wage earners engaged in JFMC plantations.				
	<i>Of which women percentage</i>	%			
2	Total no. of daily wage earners engaged in JFMC check dam constructions.				
	<i>Of which women percentage</i>	%			
3	Total no. of daily wage earners engaged in EPA constructions.				
	<i>Of which women percentage</i>	%			

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SI No	Performance indicators	Unit	Baseline ⁸ / Progress made till the end of previous reporting period	Progress made during the current reporting period of six months	Remarks
4	Total no. of people linked to FFPC (such as supply of NTFPs to FFPCs or managing FFPC)				
	<i>Of which women percentage</i>	%			
5	Total no. of people taking micro-credits/loans from Revolving Fund.				
	<i>Of which women percentage</i>	%			
6	Total no. of people reporting increased income by 10% and above from the micro-credits from the Revolving Fund.				
	<i>Of which women percentage</i>	%			
7	Total no of people reporting benefits from the forest plantations.				
	<i>Of which women percentage</i>	%			
8	Total no of people reporting benefits from SWC or check dams.				
	<i>Of which women percentage</i>	%			
9	Total no of people reporting benefits from FFPC.				
	<i>Of which women percentage</i>	%			
10	Total no of people reporting benefits from CBCA (increased NTFPs such as wild edibles including bamboo shoots, broom grass, etc.)				
	<i>Of which women percentage</i>	%			
11	Total no of people reporting benefits from trainings / capacity building training / skills development training, financial literacy, etc.				
	<i>Of which women percentage</i>	%			
12	Total no of people reporting improved overall wellbeing due to project interventions.				
	<i>Of which women percentage</i>	%			

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SI No	Performance indicators	Unit	Baseline ⁸ / Progress made till the end of previous reporting period	Progress made during the current reporting period of six months	Remarks
13	Total No of women SHGs members reporting increased income by 10% or more from Seed Money micro-credits during reporting period.				
	<i>Of which are women members from BPL, PAP, Antyodaya in percentage</i>	%			
14	Total No of women SHGs members reporting increased in diversification of income sources by 25% or more from Seed Money micro-credits during reporting period.				
	<i>Of which are women members from BPL, PAP, Antyodaya in percentage</i>	%			
D. REPRESENTATIVE / LEADERSHIP / DECISION MAKING					
1	Total no. of VDPICs Chairpersons.				
	<i>Of which women percentage</i>	%			
2	Total no. of VDPICs Vice Chairperson.				
	<i>Of which women percentage</i>	%			
3	Total no. of JFMCs President.				
	<i>Of which women percentage</i>	%			
4	Total no. of RFMCs Presidents.				
	<i>Of which women percentage</i>	%			
5	Total no. of VDPIC & JFMC executive committee members expressing increased knowledge, confidence, decision-making ability, empowerment, etc. following CREFLAT project interventions.				
	<i>Of which women percentage</i>	%			
6	Total no of VDPIC & JFMC executive committee members reporting successful convergence with				

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SI No	Performance indicators	Unit	Baseline ⁸ / Progress made till the end of previous reporting period	Progress made during the current reporting period of six months	Remarks
	other departments or panchayat programme following their enhanced empowerment and knowledge.				
	<i>Of which women percentage</i>	%			
7	Total No of men & women reporting increase income and control over their respective income following the Project interventions including RF & Seed Money.				
	<i>Of which women percentage</i>	%			
8	Total No of women SHGs members reporting having control over their increased income from Project interventions including RF & Seed Money.				
	<i>Of which are women from BPL, PAP, Antyodaya in percentage</i>	%			
E. DOCUMENTATION & PUBLICATIONS					
1	Total no. of documentation / case studies undertaken by the Project.				
	<i>Of which are about women/gender/GAP</i>	%			
2	Total no. of workshops/ seminars/ conference or training organised by the Project on Gender and total participants from Project staff or VCWs/ VDPICs/ JFMCs.				
	<i>Of which are women in percentage</i>	%			
3	No. of experience-sharing meetings on Gender organised by Project & attended by project staff, VCWs, VDPICs, JFMCs, etc.				
	<i>Of which are women in percentage</i>	%			