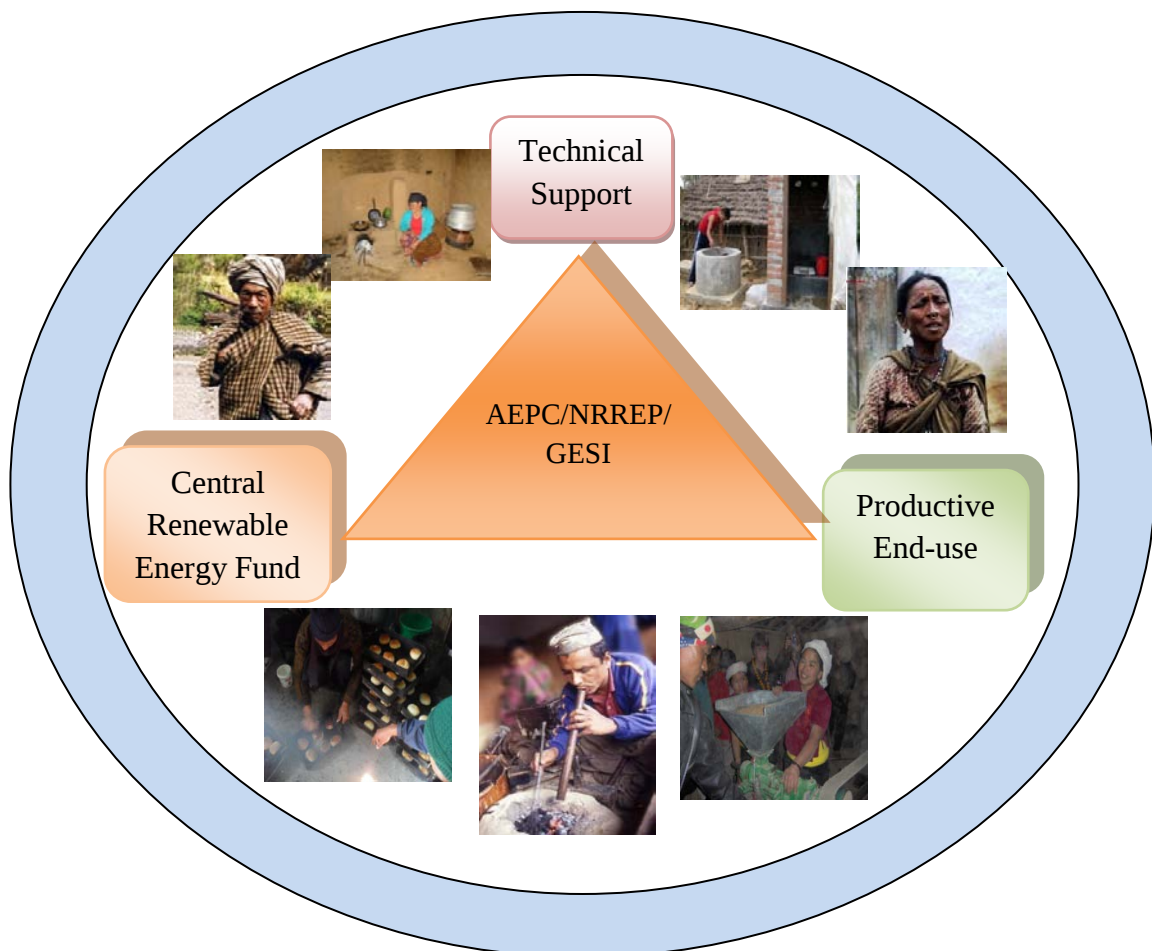


ALTERNATIVE ENERGY PROMOTION CENTRE
NATIONAL RURAL & RENEWABLE ENERGY PROGRAM

Gender Equality and Social Inclusion
Mainstreaming Plan



Gender Equality and Social Inclusion Mainstreaming Plan

Acknowledgement

Alternative Energy Promotion Centre (AEPC) is established in 1996 AD with the objective of developing and promoting alternative/renewable energy technologies focusing in rural area of Nepal. Since then, AEPC has been actively promoting the use of these energy technologies through number of programs and projects implementation.

AEPC is executing a single modality program as “National Rural and Renewable Energy Program (NRREP)” for five years since 16 July 2012. The program has been launched with development objective in line with the objective of alternative energy development in the Three Year Plan (2010/11 – 2012/13).

The objective of the NRREP is to improve the living standards of rural women and men by increasing employment as well as productivity, reduce dependency on traditional energy and attain sustainable development through integrating the renewable energy focusing socioeconomic activities of women and men in rural communities.

There are three major components of NRREP; i) centre renewable energy fund (CREF), ii) technical support and iii) productive end use, inbuilt with all the required activities in order to bring the desired output as per the project document. The program has identified and adopted four cross cutting issues such as institutional, monitoring and quality assurance, climate and carbon and gender equality and social inclusion (GESI). GESI mainstreaming approach is adopted in aiming to address poverty reduction livelihood enhancement and enabling gender equality and empowerment of women through equal participation in RET activities and equitable access to renewable energy resources. This necessitates that GESI is inbuilt in the overall process of RET policy, planning, program implementation and monitoring and evaluation; so as to ensure vivid result in achieving the goal and objectives of NRREP to reach and cater RET to target groups beneficiaries as right holders.

The GESI capacity of the professionals working for the program, implementing stakeholders and targeted beneficiaries are equally important and should be at par with the objective of NRREP. Therefore, I insist for systematic planning, intervention and timely monitoring. The “GESI mainstreaming plan” prepared by the GESI sub component would be a pathway for all the components, related stakeholders and right holders to implement GESI responsive NRREP activities. The mainstreaming plan would be a guideline to capacitate, knowledge and awareness of and responsibility for gender equality and social inclusion among all professionals.

I am thankful to GESI sub component (Mr. Rudra Prasad Khanal/Manager, Ms. Nigma Tamrakar/Advisor, Ms. Tara Shrestha/PO and Ms. Sangita Upreti/APO) for designing the GESI mainstreaming plan for NRREP. I am sure that this will help to deliver the RET activities to rural poor specially women and socially excluded groups. I like to appreciate all the professionals specially the component managers and national advisors for their thoughtful and valuable contribution in the preparation of the GESI mainstreaming plan. Last but not the least, I express my gratefulness to Prof/Dr. Chandra Bhadra for kindly consenting to review this document and provide her expert inputs.
Thank you

Prof. Dr. Govind Raj Pokharel
Executive Director
AEPC

Gender Equality and Social Inclusion Mainstreaming Plan

Abbreviation

ADB	Asian Development Bank
AEPC	Alternative Energy Promotion Centre
CDP	Capacity Development Plan
CEDAW	Convention on Elimination of all forms of Discrimination against women
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CNA	Capacity Need Assessment
COC	Code of Conduct
CREF	Central Renewable Energy Fund
DAG	Disadvantaged Group *
DANIDA	Danish International Development Assistance
DDC	District Development Committee
DEEU	District Environment and Energy Unit
DFiD	Department of Financial Cooperation
DICC	District Information and Communication Centre
EU	European Union
GBV	Gender Based Violence
GESI	Gender Equity and Social Inclusion
GFP	Gender Focal Point
GON	Government of Nepal
HR	Human Resource
IGA	Income Generation Activity
KfW	Kreditanstalt für Wiederaufbau Development Bank
LFA	Logical Framework
LGCDP	Local Governance and Community Development Programme
LSP	Local Service Provider
M&E	Monitoring and Evaluation
M&QA	Monitoring and Quality Assurance
MDGs	Millennium Development Goals
MOFALD	Ministry of Federal Affairs and Local Development
MoSTE	Ministry of Science, Technology and Environment
MSME	Micro, Small and Medium Enterprise
NGO	Non Government Organisation
NRREP	National Rural and Renewable Energy Programme
PD	Paris Declaration
PEU	Productive End Use
PRSP	Poverty Reduction Strategy Paper
R&D	Research and Development
RE	Renewable Energy
RETs	Renewable Energy Technology/ies
RSC	Regional Renewable Energy Service Centre
SOD	Strategy and Organizational Development

Gender Equality and Social Inclusion Mainstreaming Plan

SOP	Standard Operating Procedure
TYP	Three Year Periodic Plan
TG	Target Group*
UNDP	United Nations Development Program
UNSCR	United Nations Security Council Resolution
VDC	Village Development Committee

*Target Groups for Additional Subsidy

A. Disadvantaged Group (DAG)*

1. Indigenous Nationalities

Kisan	Kumal	Kushwadia	Kusunda	Gangai
Gurung	Chepang	Chhantyal	Chhairotan	Jirel
Jhaagad	Dolpo	Tangwe	Tajpuria	Tin gaule
Taplegola	Thakali	Thami	Tharu	Thudam
Danuwar	Darai	Dura	Dhanuk	Dhimai
Newar	Pahari	Fri	wankaria	Barama
Barhagaule	Bote	Bhujel	Bhote	Magar
Majhi	Marphali/Thakali	Mugali	Meche (Bodo)	Yakkha
Rai	Raute	Rajbanshi (Koch)	Rajhi	Larke
Limbu	Lepcha	Lhopa	Lhomi (Shingsawa)	Walung
Byasi	Sherpa	Satar and (Santhal)	Siyar	Sunuwar
Surel	Haayu	Hyalmo	Tamang	

2. Dalit

2.1 Hill Dalit

Gandharwa (Gaine), Pariyar (Damai, Darji, Suchikar, Nagarji, Dholi, Hudke), Badi, Bishwokarma (Kami, Lohar, Sunar, Oad, Chunaara, Parki, Tamata), Sarki (Mijar, Charmakar, Bhul)

Gender Equality and Social Inclusion Mainstreaming Plan

2.2 Terai Dalit

Kalar, Kakaihiya, Kori, Khatika, Khatwe (Mandal, Khanga), Chamar (Ram, Mochi, Harijan, Rabidas), Chidimar, Dom (Marik), Tatma (Tanti, Das), Dusadh (Paswan, Hajara), Dhobi (Rajak, Hindu), Paththarkatta, Pasi, Bantar, Musahar, Mestar (Halkhor), Sarbhang (Sarwariya)

3. Differently able people

Differently able people certified by GoN

4. Other Backward Caste (OBC)

Kushwaha, Kurmi, Kumhar, Kahar, Kewat, Kanu, Kamar, kalwar, Teli, Nuniya, Baniya, Bhediha, Mali, Mallaha, Musalman, Barai, Yadab, Rajbhar, Rajdhob, Rauniyar, Saini, Haluwai, Lodh, Sudi, Hajam, Amat, Kewarat etc.

B. Poor (Definition of Ministry of Cooperative and Poverty Alleviation)

Very Poor – food sufficiency for 3 month

Poor – Food sufficiency for 6 month

C. Single Women –Widow, left/deserted by husband, unmarried above 35 years certified by GoN rule

D. Natural Calamities victim - certified by Chief District Office

E. Conflict victim – Certified by Chief District Office

F. Endangered group – Kusunda, Bankaria, Raute, Surel, Hayu, Raji, Kisan, Lepcha, Meche, Kushwadiya

Gender Equality and Social Inclusion Mainstreaming Plan

<u>Table of contents</u>	Page
1. Introduction of the program	1
2. Rationale/justification	2
3. GESI Approach	3-12
3.1. Conceptual understanding on GESI	3
3.2. Importance of GESI	6
3.3. GESI Goal of the program	8
3.4. Targeted areas	8-12
3.4.1. Policy level	9
3.4.2. Service Provider/Duty Bearer	10
3.4.3. Beneficiaries-Targeted population	11
4. GESI mainstreaming	12-14
4.1. GESI mainstreaming approach	14
5. Expected results/ outcome of the program	15
6. GESI operational framework	16
7. GESI mainstreaming strategy	16
8. GESI mainstreaming action plan, proposed activities and indicators	19
9. Risk and challenges	25
10. Imperative of commitments	25

Gender Equality and Social Inclusion Mainstreaming Plan

1. Introduction of the Program

Alternative Energy Promotion Centre (AEPC) was established in 1996 AD with the objective of developing and promoting Renewable Energy Technologies in Nepal. Since then, it is instituted as national focal point for rural renewable energy and has been executing renewable energy related activities by promoting and implementing multiple programs and projects to address energy needs of rural communities. As AEPC has been able to collaborate with bilateral and multilateral development partners; active partners are ADB, DANIDA, DFID, the EU, KfW, the Norwegian Ministry for Foreign Affairs, UNDP and the World Bank. To formalize the agreement made in Paris Declaration (PD) 2005, Government of Nepal (GoN) and AEPC agreed to formulate and implement a joint program modality to create government ownership, alignment, harmonization, managing for results and joint accountability in the renewable energy sectoral program for synergetic impact in rural areas. The joint program as the National Rural and Renewable Energy Program (NRREP) has been designed whereby the GoN has committed to reform the subsidy system and finance a higher portion of the subsidies for renewable energy technologies.

The objective of the NRREP is to improve the living standards of rural women and men by increasing employment as well as productivity, reduce dependency on traditional energy and attain sustainable development through integrating the renewable energy focusing on socioeconomic activities of women and men in rural communities.

The program is strongly focused on poverty reduction contributing to national Millennium Development Goals (MDGs). It has clear emphasis on effectively reaching out to the more remote and poorest part of the country. Adopting demand led approaches by actively involving beneficiaries in the decision making process, support is extended for the use of energy for productive purposes leading to increasing income and employment in the rural areas. It is expected that ensuring equal access to and control over the renewable energy technologies for rural women and men, NRREP will be contributing towards economic growth reflecting to three year periodic plan (TYP) (2010/11-2012/13). In line with TYP, GESI is mainstreamed into the NRREP at all levels by including in the development objective, immediate objectives, in relevant outputs and activities, in indicators and targets as well as in monitoring.

Expected results of the program is to reach RET services to unreached people in the rural areas, those are Disadvantaged Group (DAG), Poor, Women and conflict victims. For this purpose AEPC is recognized as an effective, efficient and pro GESI institution for development and dissemination of renewable energy sector.

Major strategies of NRREP are:

- Give priority to integrated program for improving the socio-economic standards of rural women and men as well environmental sustainability through renewable energy promotion,

Gender Equality and Social Inclusion Mainstreaming Plan

- Promote partnership and coordination with related stakeholders; local bodies, private sectors and right holders organizations, etc for the research and development (R&D), expansion, upgrading and diversification of renewable energy technology options.

2. Rationale/justification

The three year plan (2010/11-2012/13) of GoN has committed to mainstream GESI in the energy sector by providing equal access to and control over RETs to rural women and men towards economic growth. As AEPC is the nodal institution of GoN for promotion of RE technologies, rolling plan for NRREP has been prepared in line with the GoN commitment to mainstream GESI and the empowerment of women.

Various study reports reiterated that energy demand is unmet; there is unequal distribution; service outreach in remote and rural areas are limited; poor, women and DAG have less access to energy technology options; and their affordability for energy technology is low. In this crux, NRREP is designed and implemented with a strong focus on poverty reduction, ensuring equal energy access to remote and rural population, facilitating energy end use to enhance employment and income generation for uplifting the socio-economic condition of the rural women and men.

An access to technology is power both in terms of material power and psycho-social power. In this context, it is important that power relationships in access to, control over and ownership of RET be balanced between women and men belonging to different castes, ethnicity and other excluded groups. However, Nepalese society is characterized with gender discrimination and hierarchy by way of intersectionalities existing in Nepalese society such as caste, ethnicity, religion class, and other placement of individuals or groups cultivating differentiating access and control. This influences on the RET services' access, benefits and ownership of women and men in different individuals and social groups. To ensure GESI, NRREP has given space to overcome gender and socio-cultural constraints by extending outreach and increasing accessibility to the rural women and men.

As stated above, the program has initiated GESI mainstreaming process by overtly including in the development objective. Therefore, the three major components of NRREP as Technical Support, Productive end-use and Central Renewable Energy Fund have inbuilt gender equality and social inclusion activities for effective outputs of the targeted groups. A separate GESI sub component has been instituted in NRREP to provide technical guidance, undertake all GESI related activities and timely delivery of intended outputs.

The majority of people in Nepal live in rural areas having extremely scarce energy technology options, which has resulted in poor socio-economic situation of majority of Nepalese population. It has been realized that there is a need to increase their economic activities by upgrading and up-scaling productivity in agriculture and livestock, and promoting off-farm income generating activities. In this context, RET is recognized as the vivid and only viable means to address the

Gender Equality and Social Inclusion Mainstreaming Plan

development bottleneck in rural areas in general and the remote rural areas in particular. While mustering to address this development bottleneck, GESI mainstreaming is an indispensable strategy to reduce poverty through RET intervention. In this endeavor, the properly designed mainstreaming plan will be a pathway to guide all the program activities responsive to GESI to ensure equitable access and control over the RET by rural women and men, poor and socially excluded people.

Hence, GESI mainstreaming plan is prepared to address problems of existing inequality, inequity and exclusion. GESI mainstreaming plan is charted out so as to provide an impetus to NRREP for effective, efficient and GESI responsive RET delivery by enabling duty bearers at the policy level and those at the implementation level. It also creates knowledge and skill among all professionals to respond to the needs and demand of the rural women and men for GESI responsive service and product delivery.

As the terminology GESI itself is new for NRREP, this mainstreaming plan is expected to provide clarity in the concept, approach, strategy, activities and results to be achieved from GESI perspective from the program.

3. GESI Approach

3.1. Conceptual understanding on GESI

Gender Equality and Social Inclusion (GESI) approach challenges on existing chaos in power relationships, structures and institutions by seeking social, political and economic transformation from the household, community, market up to the state level. This approach aims to create space for new realities and relationships, so that girls, boys, women and men of any age, class, caste, ethnicity, religious identity or different ability are enabled to live with dignity, justice and respect, asserting their rights and responsibilities.

Conceptual clarity on some GESI related terminologies are presented below:

Sex and Gender	"Sex" refers to the biological and physiological characteristics that define women, men or third/inter-sex. "Gender" refers to the socially constructed roles, behaviors, activities, and attributes that a given society appropriates for women and men. "Male" and "female" are sex categories, while "masculine" and "feminine" are gender categories. "Sex" cannot be changed or exchanged; but "gender" can be changed over time and space, and exchanged between women and men.
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Gender Equality and Social Inclusion Mainstreaming Plan

Equality	Focuses on ensuring that all members of society have equal opportunities, equal satisfaction of basic needs, legal equality, socio-cultural equality, economic equality and political equality. It is the result/outcome expected from the nation, organization and the development program.
Equity	Focuses on the fairness of opportunities to the women and men reflecting their needs. This may include affirmative action, positive discrimination, quota, special provision or treatment, which will help to step up to equality. This is a strategy normally development program, organization, nation will adopt to attain equality goal.
Empowerment	Empowerment is the process of increasing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes. Process whereby organizational environment or program will facilitate enhancing capacity of both women and men for taking control over their lives, setting their own agendas, gaining skills, building self-confidence, solving problems, developing self-reliance and having freedom and choice to do so. It is not only a collective social and political process, but an individual one as well.
Women's Empowerment	Women's empowerment is defined as “power to”; “power with”; “power within”; but not “Power over”; pointing towards the essence of capability aspect of human faculty rather than a domination aspect of power relationship. The term is derived from an underlying assumption that women lack capabilities to act and/or lack control over situations relating to self, family, community and the State; and this situation needs to be changed towards enhancing their capabilities to take actions and command control over situations, which is judged to be essential for realization of women's human rights and for the development of the nation. The theoretical foundation of women's empowerment is that as individuals women are powerless. This necessitates that women get organized, where “women's group” engenders empowerment collectively in solidarity and that generated group-empowerment reflects back to the empowerment of individual woman with a strong fallback position in the women's group. It is the strengthening of women's voices and promotion of their collective efforts to assess their own situations, express priorities, redefine development agendas and act to realize those agenda items.
Gender Equality	The absence of discrimination on the basis of gender in exercising rights, undertaking responsibilities and seizing opportunities, in the allocation of

Gender Equality and Social Inclusion Mainstreaming Plan

	resources or benefits. It is the full and equal exercise by women and men of their human rights.
Gender Equity	Gender equity is a set of actions, attitudes, and assumptions that provide opportunities to and create spaces for individuals or groups of hitherto disadvantaged women and men. In Nepal's case women as a whole are in disadvantageous position due to patriarchal super-structure overarching socio-cultural, economic, political and legal structures.
Intersectionality	Various biological, socio-cultural, geo-ecological categories such as gender, class, caste/ethnicity, religion, ability, sexual orientation, geographical remoteness and other axes of identity interact on multiple and often simultaneous levels, contributing to systematic social exclusion and discrimination. Because of the interplay of gender and other intersectionalities women fall into the trap of double-jeopardy or Multi-jeopardy.
Discrimination	Denial of opportunities, differential treatment and the granting of advantages to one group at the expense of another.
Gender Discrimination	Discrimination against a person based on her/his gender. Gender discrimination against women occurs just because they have a female body. Gender is non-permanent; hence gender discriminatory attitude and behavior against women can be changed.
Caste Discrimination	A system of advantage or disadvantage based on caste, which will treat some caste groups with subordination leading to social exclusion and violation of human rights.
Social Exclusion	The practice of excluding a group of people and/or individuals from social relations and institutions and preventing them from full participation in the normal, normatively prescribed activities of the society in whereby they live.
Social Inclusion	The removal of institutional and social barriers and the enhancement of incentives to increase the access of diverse individuals and groups to development opportunities
Mainstreaming	The process of assessing the implications for women and men belong to different class, castes, ethnicity, religion, and geo-ecology of any planned action, including legislation, policies or programs, in any area and at all levels. It is a strategy for making women's and men's concerns and experience an integral dimension in the design, implementation, monitoring and evaluation of policies and programs in all political, economic and social spheres, such that inequality between women and men within any section of the society is not perpetuated.

Gender Equality and Social Inclusion Mainstreaming Plan

GESI Analysis	Analysis of differential roles, responsibilities, needs and interests of women and men belonging to different social intersections and to examine the relations between women and men pertaining to power, access to and control over resources, and decision making in an exercise of human rights.
Gender Blind	Person, policy, or an institution that does not recognize that gender is an essential determinant of the life choices available to women and men in society.
Gender Sensitivity	Gender sensitivity means to be aware that there are both biological and social differences between women and men. Also that women and men in different parts of the world have been gendered in different ways.
GESI Responsiveness	Become familiar with the intersectional barriers, be responsive to overcome these barriers by developing strategies to ensure that the barriers are eliminated and fair treatment, equal rights, and equal access to and control over the resources/ benefits/opportunities are ascertained

3.2. Importance of GESI

Gender Equality and Social Inclusion is necessitated by the fact that an overwhelming number of citizens are systematically deprived of their fundamental human rights and their rights to development deliveries due to existing intersectionalities in Nepalese society. GESI approach undertaken as development intervention challenges the old ways of working approach and endorses innovative measure to overcome the hurdles of gender inequality and social exclusion. This approach assesses the key issues hindering the agency, access and articulation of women, poor and socially excluded group in the participation and benefit sharing, and then devises strategy to address these issues. It plays a vital role to narrow down the existing gaps between women and men belonging to various social groups (vertically in social hierarchy and horizontally in gender hierarchy). Therefore GESI is an indispensable intervention approach widely applied for equal access and control on development inputs and its benefits provided by the nation or development projects.

Energy is a vital source of people's life and livelihood for cooking, heating, lighting, food production, health, education, transportation, industrialization, information and communication, leisure and entertainment, etc. Nonetheless, Nepal has a huge deficit of conventional energy resources resulting in an unequal distribution and a mass scale energy insecurity/energy deprivation of Nepalese population. In this context RET is judged to be a viable alternative energy option to cater the needy mass. Therefore, as a lead institution of GoN, AEPC is promoting renewable energy technology; and to ensure the reach of the deprived mass AEPC is adopting a GESI approach. This is to ascertain equality in rights and justice; and enable equal participation, access to and control over RET by women and men from poor, DAG, conflict affected and marginalized groups in rural areas. It brings about redistributive change in energy

Gender Equality and Social Inclusion Mainstreaming Plan

sector and ensures that control of energy is not concentrated in the hands of a few privileged and elite groups.

Through the adoption of GESI approach, AEPC is contributing to national Millennium Development Goals (such as Goal no. 1 eradicate extreme poverty, Goal no. 3 gender equality and empowerment of women, Goal no. 5 improve maternal health, Goal no. 7 ensure environment sustainability and Goal no. 8 global partnership for development) as well as to Beijing Platform For Action (BPFA), critical areas of concern (such as critical areas 1) women and poverty, 2) women and the economy, 3) women in power and decision making and 4) women and environment) and Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) (such as articles 11) equality of right to employment, 12) equality in right to health, 13) equal rights in economic and social life ensuring same rights to family benefits, to bank loans, mortgages and other forms of credit, and 14) right of rural women). The favorable subsidy policy and delivery mechanism and the GESI approach for implementation is playing a key role in achieving the set targets in MDGs and National Action Plans of CEDAW, BPFA, and United Nations Security Council Resolutions (UNSCRs) 1325 and 1820.

Nepal Interim Constitution, 2007 has adopted fundamental equal rights to all citizens. Women's rights are considered as human right and right to social justice. State made commitments to carry out an inclusive democratic and progressive restructuring of the state by eliminating its existing form of centralized and unitary structure in order to address the issues related to women, dalits, indigenous tribes, madhesis, oppressed and minority communities and other disadvantaged groups, by eliminating discrimination and social exclusion arising out of intersectionalities like gender, class, caste/ethnicity, geo-ecology, language, socio-cultural and religious marginalization.

National PRSP adopts "right to equality" with regard to laws and practices as well as public employment, salaries and social security. It also covers inter alia non- discrimination, protection from gender-based violence, reproductive health/right, and equal inheritance right. In line with PRSP, AEPC also aims to reduce poverty by provisioning RET to create employment and income generation opportunities to rural women, poor women and men and women and men from marginalized groups by adopting GESI approach.

Above discourses provide ample evidence and conformity towards the imperative of GESI mainstreaming in AEPC/NRREP; both in terms of contributing GoN to meet international/regional/national commitments on GESI and for socio-economic development of rural women and men through RET intervention.

Gender Equality and Social Inclusion Mainstreaming Plan

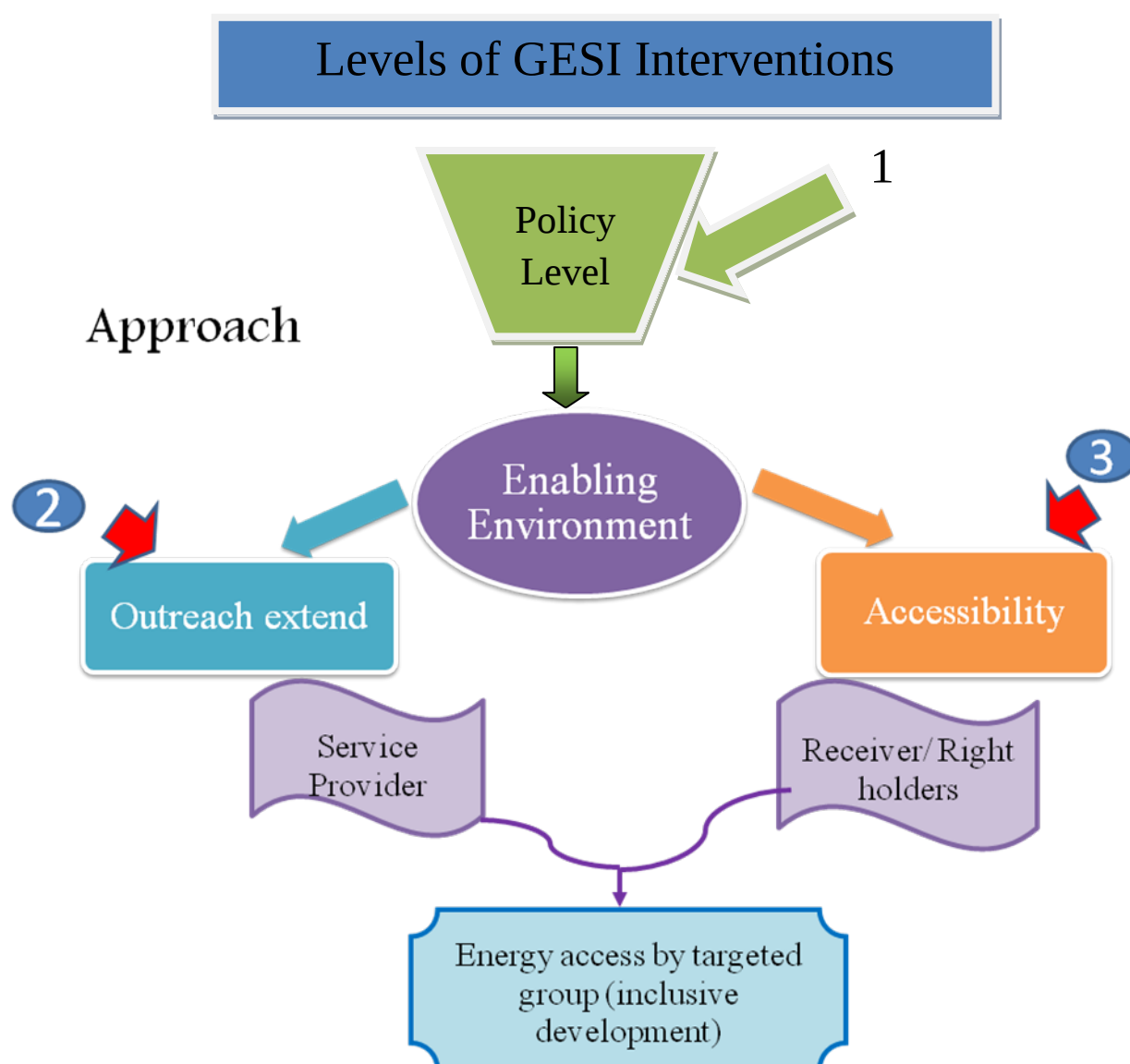
3.3. GESI Goal of the program

The GESI goal of NRREP is double-pronged. On the one hand, the goal is to improve the living standard of rural women and men by creating RET based employment opportunities and generate income through MSME support. On the other hand the goal is also to improve the quality of life of rural women and men by provisioning labor saving (in terms of time and drudgery) and clean energy options. AEPC is recognized as efficient, effective and GESI responsive institution in promotion of RET is well equipped to achieve the GESI goal of NRREP.

3.4. Targeted areas

The most distinctive feature of NRREP is its holistic package combination of financial support as subsidy and credit, technical assistance as technical inputs (hardware and software) and capacity building of service providers / duty bearer as well as educates and empower targeted population as right holders on technology use and application for betterment of their livelihood.

The target areas for GESI interventions are policy level, program level and beneficiary's level. The strategic intervention areas and target for each level will be different but all will contribute from their own level to achieve goal/ objectives of the program. The below picture shows the target groups, their roles and influencing areas:



3.4.1. Policy level

The overall management of NRREP is carried out by the NRREP Program Steering Committee (PSC). It approves annual work plan, budget, approval of reports, overall monitoring of NRREP implementation including progress towards reaching development and immediate objective based on defined indicators and set targets, making decision on deviations from plans and budgets including changes in outputs and budget relocation between components, approval of terms of reference for audit and of audit reports, endorsement of terms of reference for joint review and approval of Process Action Plan for any new program support phase.

To ensure high degree of efficiency in decision making mechanism and create enabling environment, there are six members in PSC. Those are representatives from Ministry of Finance, Ministry of Federal Affairs and Local Development, Ministry of Energy, representative from

Gender Equality and Social Inclusion Mainstreaming Plan

development partners; chaired by secretary of MoSTE and member secretary as Executive Director from AEPC.

To achieve NRREP's GESI goal and objectives GESI sensitivity and GESI responsiveness of PSC (organizational level and individual member's level) and that of all development partners are of utmost importance; as key decisions especially a favorable budgetary allocation are made at this level. For this matter GESI discourse will be incorporated and regularized in PSC meetings and by organizing NRREP's occasional seminars/workshops.

3.4.2. Service Provider/ Duty Bearers

AEPC is executing NRREP activities in all 75 districts of Nepal. There are three major components; CREF, PEU and Technical Support unit operating at central level under the guidance of PSC. District environment and energy unit (DEEUs) under the umbrella of DDC are implementing renewable energy program implementation.

RSCs are the local NGOs responsible for 8-9 districts in a region to facilitate the delivery of RE services. RSCs also promote linkages at a local level as a resource of the AEPC to extend higher and more effective outreach. In this respect, RSCs play a crucial role in integrating GESI into the RE sector. They prepare work plan to implement NRREP activities at grassroots level, implement the activities, conduct regular monitoring and supervision and produce report. RSCs operate on result based contract basis.

To provide effective services at the grass root level, private sectors also mobilized to address demand led RET services as well as to reach targeted people. Additionally, right holders organizations will be mobilized to enhance the ownership and extend outreach up to the unreached targeted population.

At the implementation level, duty bearers as; RSC, private sectors and right holders organization are essential to be GESI sensitivity and GESI responsiveness. For this NRREP will train RSC, private sectors and right holder's organizational personnel on NRREP's GESI approach and intervention modalities. Additionally GESI tool box, social mobilization guideline and checklists will be devised for beneficiary identification and beneficiary mobilization, implementation of RET activities, and monitoring and evaluation. Both quantitative and qualitative indicators will be made mandatory in their reporting.

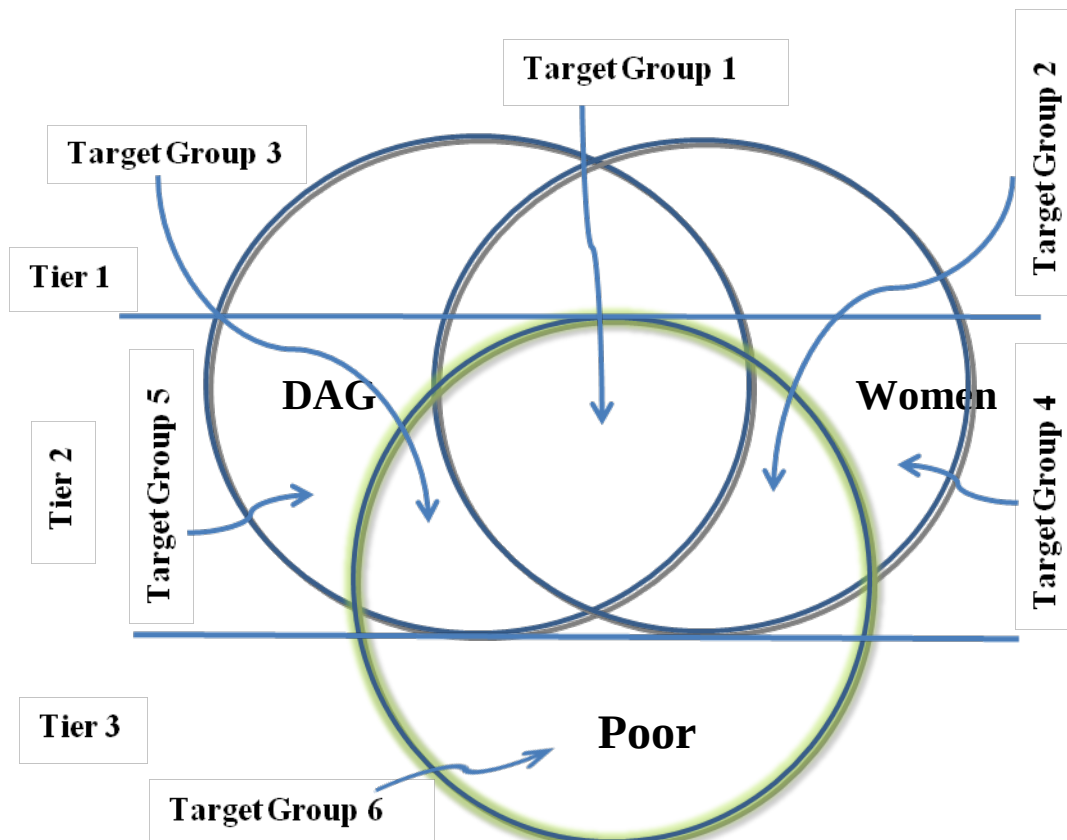
Furthermore, GESI mandates will be applied in RSCs' organizational structures and organizational culture, e.g., GESI balance in staffing at all levels, GESI enabling environment and/or affirmative action, GESI friendly work place and/or work culture, GESI friendly infrastructures, GESI friendly attitude and behavior. To facilitate this process GESI sub-component/NRREP will provide tailor made standard operating procedures (SOP) and code of conduct (COC) to RSCs heeding to Nepalese socio-cultural and geo-ecological diversity.

Gender Equality and Social Inclusion Mainstreaming Plan

3.4.3. Beneficiaries - Targeted population

Past experiences showed that normally RET services reached most of rural elite, so, NRREP has come up with GESI approach to reach the unreached people identified as targeted groups. Those are single women, poor women and men, disadvantaged group (DAG) (women and men from dalit, janajati, indigenous tribes and endangered groups, and marginalized groups) for whom the program has provided additional subsidy to increase their access. All targeted groups are equally important for RET intervention, which will directly contribute - to reduce social and economic poverty. But RET needs some resources (money to invest in technology, skill for operation and maintenance (O&M) and some land for technology installation); hence the program has categorized 3 tiers. As given in the below picture, 2nd tier is most crucial for intervention, then 1st tier and lastly 3 tier. To address 3 tiers, the program need to back up with the income generation activities (IGA) linking with RE technology. The normal blanket approach of RET promotion can't reach these targeted population. In this case, GESI mainstreaming plan is prepared to address these target groups carefully, systematically and strategically. At the same way, the program will be focused on the target group 1 with highest priority, then 2, 3, 4, 5 and 6 respectively.

Empowerment of beneficiaries as the right holders will be conducted through user group organization/mobilization, sensitization/awareness and capacity development trainings especially enabling the access to and control over RET and the RET end use for income generation.



Gender Equality and Social Inclusion Mainstreaming Plan

4. GESI mainstreaming

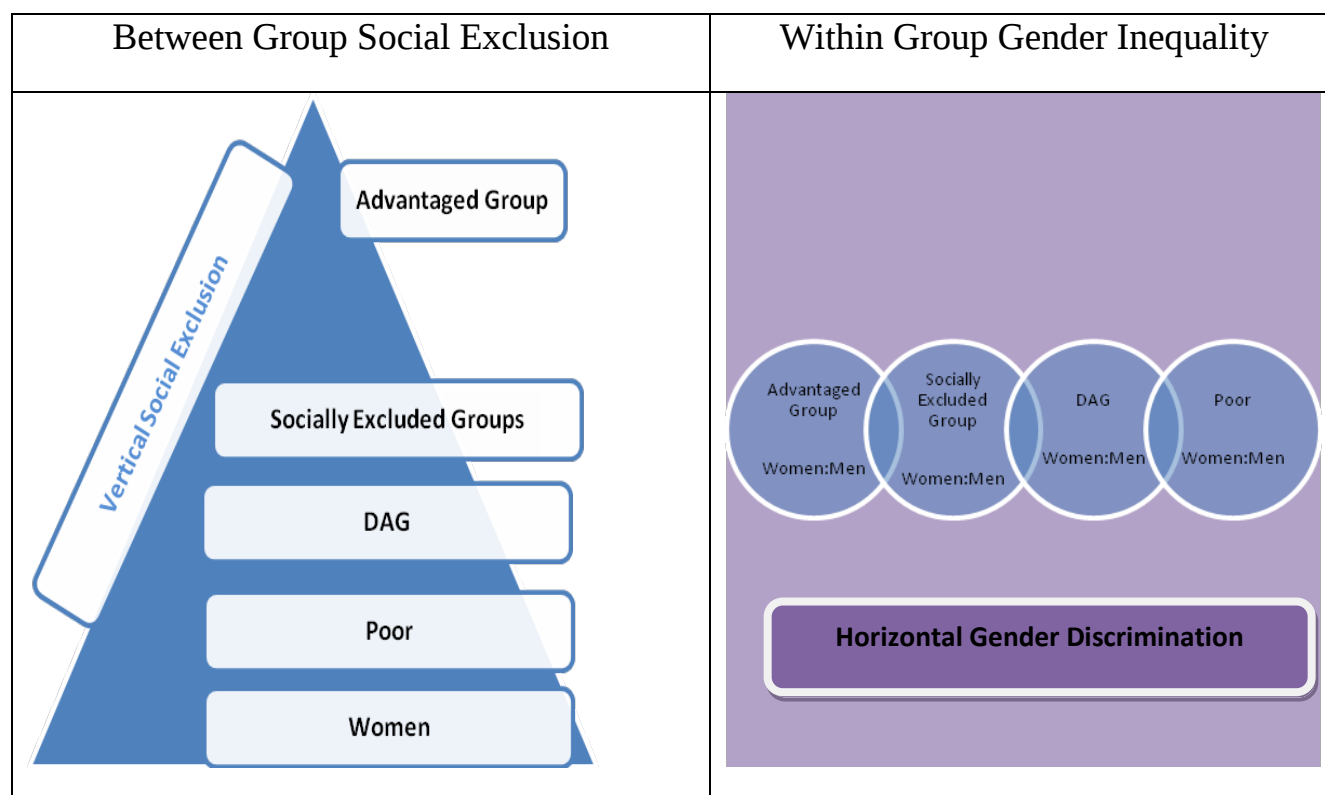
'**Gender mainstreaming**' is defined by the United Nations Economic and Social Council in 1997 as 'a strategy for making women's as well as men's concerns and experiences an integral dimension of the policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.'

Accordingly GESI mainstreaming refers to the full integration of policies, procedures and system that promote gender equality and social inclusion in the policy, planning, implementation, practices, monitoring and evaluation of all initiatives undertaken by and within an organization. The program must constantly reflect on the activities to analyze how it affects various sectors, actors and segments/sections of the society; recognizing the differential needs and interests of women and men belonging to diverse inter-sectionality. Women, poor and DAG must have opportunities to define their development agendas, identify their needs, express their concerns, and articulate the changes they desire, as well as design and strategize possible solutions to overcome injustice in their communities.

Since disparities exist between women and men within different social identities (Poor, Dalit, Ethnic, Muslim, Medhesi, differently-able, etc.), mainstreaming a GESI strategy requires going beyond achieving the equality between groups to achieving gender equality within groups also by devising affirmative action initiatives that aim to correct the systemic nature of gender inequality, rather than perpetuate it by default.

Below picture demonstrated the discrimination and disparity among the women and men and within the different groups. (The picture is taken from the Dr. Chandra Bhadra's Conceptual GESI Model).

Gender Equality and Social Inclusion Mainstreaming Plan



Lessons to be learned from the above figure are:

- i) Because of gender discrimination in rural women as a group remains in the state of collective discrimination, characterized by “feminization of agriculture”, “feminization of poverty”, denial of inheritance right resulting in lack of land ownership, victimization in gender based violence (including conflict induced GBV), heavy workload due to existing gender roles and the resultant state of poor health. Prolapsed uterus remains pervasive in rural areas even in women of economically better-off families and respiratory health problems persist due to the use of unclean biomass fuel/energy for cooking.
- ii) The interplay of gender and intersectionalities put women into the trap of “double-jeopardy” or “multiple-jeopardy”, e.g. Dalit women from *Karnali Anchal* are in worse off situation than elite women from Kathmandu City.
- iii) Because of existing intersectionalities women are not homogenous; hence different categories of women needing differential treatment/interventions, e.g. rural women in general need RET intervention to ease their workload, increase agricultural productivity and opportunities for income generation; but women from poor and DAG groups need subsidies/credit to afford RET.

The above lessons on the part of GESI responsive RET are:

- NRREP needs to address rural women’s collective woe by provisioning women friendly RETs in a large scale to ease rural women’s workload, increase agricultural productivity, provision collective and/or individual MSMEs, and collective social and economic empowerment of (diverse/non-homogeneous) rural women to have control over their

Gender Equality and Social Inclusion Mainstreaming Plan

enterprise and income and by provisioning subsidy/credit based on women's ability to pay/affordability,

- NRREP has to adhere to the fact that RET interventions (R&D, product and service delivery) need to incorporate the social and human costs and benefits in its cost-benefit analyses rather than strictly limiting it to the conventional form of economic cost and benefit.

Mainstreaming does not only mean “formal representation” of women and other socially excluded groups in projects or programs implementation. It means “substantive representation” whereby women and men actively participate in defining their needs, identification of the solutions, implement the program and share benefits equitably.

4.1 GESI Mainstreaming approach

GESI sub component adopts different approaches to ensure full GESI mainstreaming at all levels of the program from the policy making to program planning, and service delivery to the beneficiaries. Those are:

- Affirmative action and positive discrimination to the targeted groups
- Subsidy and credit facilities for the targeted groups
- Social mobilization with reflect methodology to assess needs of targeted groups and enabling their demand dynamics
- Frequent critical analysis on demand and supply of the target groups
- Work with likeminded and right holders organizations
- Coordinate and collaborate with local bodies, line agencies, social leaders and media
- GESI capacity building of the stakeholders and partners at all levels
- Create platform for GESI responsive RET knowledge building, sharing and learning
- Piloting action research adopting right based approach to reach poor women and men, and women belonging to janjati, dalit, madhesi, muslim and other backward communities (OBCs).
- Revising and devising from the lessons learned and up-scaling of the good practices.

GESI sub component will analyze approaches in a yearly basis and modify as the reflection feedback from the implementation. GESI sub component operates as ever open and moves for creativity and think outside of the box for mainstreaming process, approaches and strategy.

Gender Equality and Social Inclusion Mainstreaming Plan

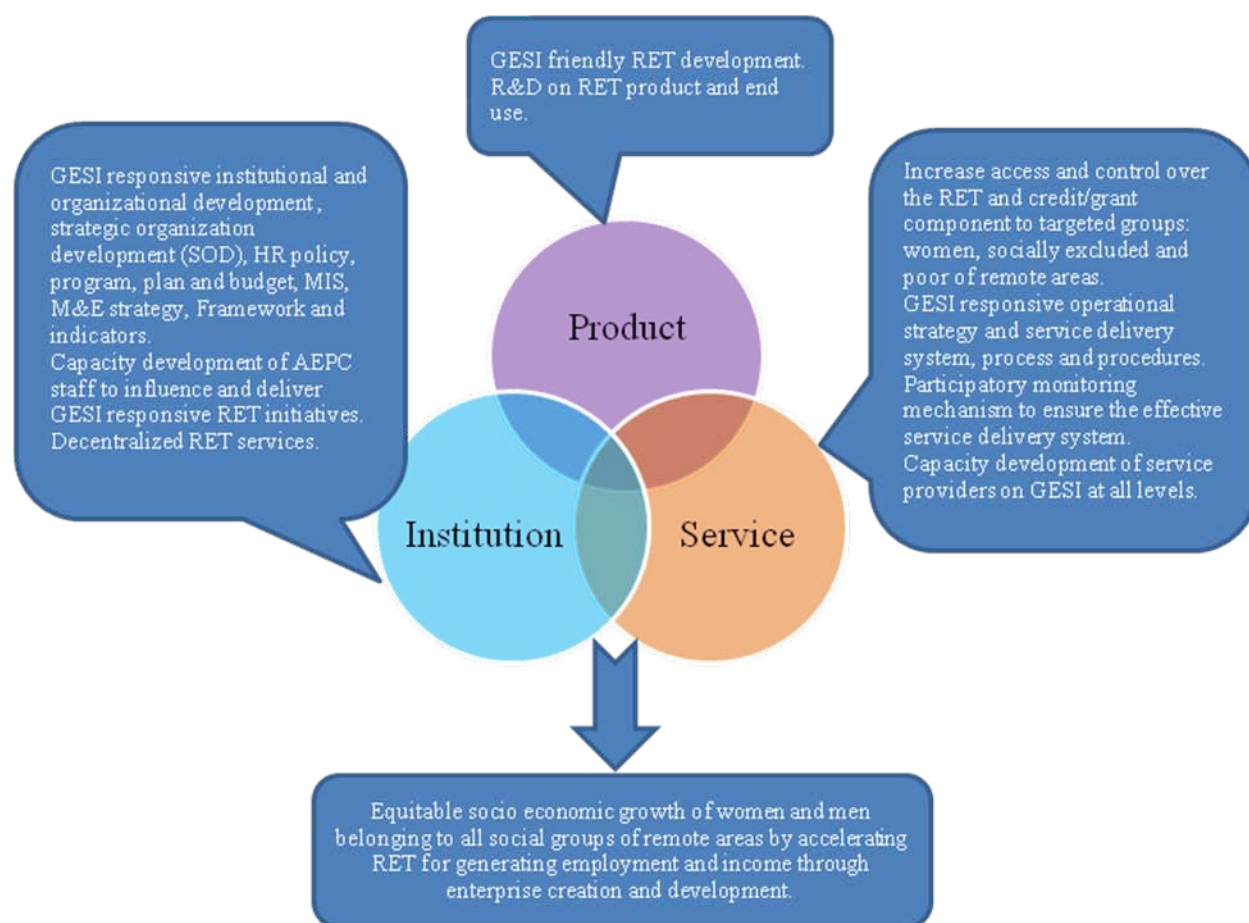
5. Expected result/ outcome of GESI mainstreaming

S.N	Results/ outcomes	MOV (means of verification)
1	GESI responsive policy, strategy, program, rules and regulation, plan and budget in operation	Policy, strategy, program, rules and regulations, plan and budget documents
2	GESI responsive HR policy/institutional framework/organizational structure in operation	HR policy and institutional framework/organizational structure
3	GESI sensitive organizational culture	: GESI sensitization workshops : Standard operating procedure (SOP) and code of conduct (COC) : Complain and Redress mechanism : Mentoring and networking mechanism
4	Knowledge and skill of duty bearers to deliver GESI responsive RET services effectively.	Progress report on service delivery and random spot checking
5	Affirmative action on credit and subsidy for the targeted population	Credit and subsidy delivery mechanism and report
6	Gender friendly technology designed and promoted	Research report, Report of participatory monitoring and evaluation (PME) report, random spot checking
7	Target group received RET services promptly (Without hassle) as per their needs/choice in affordable way.	Progress report with disaggregated quantitative and qualitative data on RET services in DDC, VDC, Municipality & RSC, PME Random spot checking Independent impact assessment studies
8	RET services accessed and controlled by the targeted population	Reports with disaggregated quantitative and qualitative data base on RET service receivers; PME and random spot checking.
9	Generated RET based employment & income by the targeted group	Reports, PME and random spot checking
10	GESI -disaggregated (quantitative and qualitative) database system, monitoring framework, reporting, review/ evaluation in practice at all level (central to districts)	Baseline data, monitoring framework, reporting formats and reports
11	People's awareness increased on RET application and end use for employment and income generation	Reports random spot checking independent evaluation/impact assessment studies
12	Knowledge management, sharing and learning process initiated	Website/s, audio-visuals, Documents, reports and meeting minutes

Gender Equality and Social Inclusion Mainstreaming Plan

6. GESI Operational Framework

The GESI mainstreaming plan will be intended to work in 3 broader areas such as product, service and institution, in a way that all the RET services delivered to the targeted people as their needs and demand in a responsive way. The operational framework for GESI mainstreaming is as follows:



7. GESI Mainstreaming Strategy

The strategies have been framed to achieve expected result within the program period. GESI is not a total product of the program, it is a strategy to reach the targeted people in delivering RET services to the rural women and men specifically belonging to women and men from poor and DAG groups. Hence the GESI component will collaborate with other components of NRREP to ensure the expected outputs, outcome and milestone of the strategy. The below table explains about the strategy, collaboration and milestones.

Gender Equality and Social Inclusion Mainstreaming Plan

S.N	Strategy	Collaboration with	Milestone
1	Decentralized RET services through DDC, VDC, municipality and local service providers	Institutional component	Include GESI responsive RET service activities in the planning with budget ceiling directives send by MOFALD. Activities and budget related to GESI responsive RET products and services included in DDC, VDC and Municipality annual plan Simplicity in process, system, mechanism and structure to deliver RET to targeted group explicitly mentioning time frame for delivery.
2	Capacity building of local bodies, regional and local stakeholders and right holder's organizations to make them accountable	Institutional components	Training provided to RSC, DEEU/S, key staff of DDC, VDC, Municipality (involve in planning process) NGOs/ CBOs/ right holders organizations on GESI responsive RET products and services
3	Positive discrimination in selecting Banks/MFIs/ cooperatives to flow credit facilities ensuring credit access/facility to the target groups	Central Renewable Energy Fund (CREF) component	Agreements with Banks/ MFI/ Cooperatives Report on credit disbursement detailing with sex and caste/ethnicity/religion disaggregated receivers.
4	Adoption of social mobilization process which will address targeted groups' needs and demands as well as support for the meaningful participation	All components, local bodies, RSC	Publication of social mobilization guideline/manual focusing on the mobilization of poor, women and DAG in priority basis for RET intervention. Training of social mobilisers in application of guidelines/manual Demand driven RET promotion to target groups Strengthened technical units to deliver GESI responsive RET products and services
5	Promotion of technology end use for employment and income generation of targeted groups.	PEU	Design GESI responsive RET strategy on IGA/MSME promotion Partnership agreed with right holder's organizations Coordinate with different organizations (local and national) working for MSME linking with GESI.
6	Promote GESI responsive	Institutional	Pro GESI RET policy, strategy, periodic

Gender Equality and Social Inclusion Mainstreaming Plan

	RET policy, strategy, periodic plan, rules and regulations and program and budget	unit	plan, rules and regulations Adoption of GESI responsive program and budget
7	Institutionalize GESI disaggregated (quantitative and qualitative) database system, regular monitoring mechanism/reporting, review/evaluation Establish monitoring framework to manage disaggregated database at all level	Monitoring & Quality assurance unit, RSC & DEEE/S	GESI disaggregated (quantitative and qualitative) database system, GESI reflected in regular monitoring mechanism/reporting, review/evaluation, GESI sensitive monitoring framework at all level
8	Strengthening of AEPC as GESI responsive institution	Institutional unit	Prepare GESI responsive HR policy/TOR/ Performance Evaluation Prepare Strategy and Organizational Development (SOD) as GESI sensitive and GESI responsive in organizational structure and organizational culture including SOP and COC
9	Promotion of RET through different modes and means to extend access to rural women and men, and women and men from poor and DAG groups	All components	Design hive moving model to sensitize / aware lowest strata of the society among GESI category Mobilize the key person of DAG group to motivate the group Mobilize the right holders organizations Information dissemination through mass communication modes (Fm radio, TV, publication) and interactions (in country visits/ exposure tours)
10	Collaborate for Research and development (R&D) to design and promote gender friendly RET	All components	Correspond and collaborate with the universities to conduct research on gender friendly RET to enhance livelihood and to improve the quality of life of women and men in rural areas.
11	Establishment of knowledge management system for GESI responsive RET knowledge	Monitoring & Quality assurance unit	Establishment of website Audio-visuals Publications Periodic inter-partner workshops Periodic regional and national seminars Sharing in international conferences

Gender Equality and Social Inclusion Mainstreaming Plan

8. GESI Mainstreaming Action Plan with proposed activities and indicators

S.N	Strategy	Activities	Indicators	Coordination	Time	Risk/Assumption
1	Decentralized RET services through DDC, VDC, municipality and local service providers	• MOU with LGCDP/ MOFALD, then with DDC, VDC, municipalities. • Lobby/advocacy to influence in planning directives of DDC, VDC & municipality for GESI responsive RET. • Support to develop GESI responsive activities & budget in AWP of service providers DDC,VDC, municipality as well as AEPC including all components of NRREP • Support Technical, CREF, PEU, units to implement and monitoring GESI responsive RET promotion. • Design and disseminate GESI responsive RET information in all DDCs (DICC, Nagarik Bada patra, etc) • Advocate and assist in making simplicity in RET service delivery mechanism to increase access and control of women, poor women and men and DAG women and men.	• MOU signed • GESI responsive RET directives in planning directives • GESI responsive RE activities/ Plan & Budget of AWP of DDC, VDC and municipality and AEPC/NRREP components. • Reports • Public information on RET service available in DDC, VDC, municipality& LS provider • SOP for simplification of service delivery mechanism and transparency in delivery process.	Institutional unit CREF and other technical unit jointly with M&Q	2013-2017	Conducive Socio-political environment in the country
2	Capacity building of local bodies, level stakeholders and right holder organizations to	• Conduct capacity need assessment (CNA) and develop capacity development (CD) plan for 4 yrs • Training program to the staff of local bodies, local service providers, right	• Report on CNA • CD plan for 4 yrs • Sets of reports on different capacity development activities	Institutional unit	2013-2017	Good coordination with other components

Gender Equality and Social Inclusion Mainstreaming Plan

	make them accountable	holders, DEEU/S, RSC, • Enhance capacity of staff at all levels on GESI responsive program designing, implementation and monitoring as per CD plan • Conduct trainings/workshop /seminar/ meetings/ exposure visit (National and International)				
3	Positive discrimination in selecting Banks/MFIs/ cooperatives to flow credit facilities ensuring credit access/facility to the target groups	• Support to design credit facilities reaching to GESI • Support to design subsidy application form, mechanism and reporting format • Prepare case study on its efficiency and effectiveness, then recommend the activities, structure to address constraints	• GESI responsive credit flow mechanism/ guideline • Revised forms/ formats on subsidy application • Case study on credit/subsidy flow for lessons learned and good practices	CREF and Technical unit as well as M&Q	2013-2017	Sufficient funds allocated to CREF
4	Adoption of social mobilization process on GESI responsive RET which will address target group needs and demand as well as support for their meaningful participation	• Prepare and Publish Social mobilization guideline on GESI responsive RET in compatible to LGCDP's reflects method. • Prepare and publish GESI responsive RET Toolbox • Orientation on the GESI responsive RET tool box, GESI responsive RET social mobilization guideline and others to the social mobilizer, social leader, local media people, DDC/DEEUS, VDC, municipality (planning officer, social development officer and engineer), DUDCC, AJDCC, right holders organizations	• Social mobilization guideline on GESI responsive RET • GESI responsive RET Toolbox • Orientation training reports		2013-2017	Annual work plans are effectively implemented monitored

Gender Equality and Social Inclusion Mainstreaming Plan

		and RSC				
5	Promotion of technology end use for employment and income generation for target groups.	• Support PEU to design GESI responsive plan, activities and budget • Coordination with PEU component in designing GESI responsive IGA and MSME program (product and service). • R&D for women-friendly RET and/or up-scaling of existing women-friendly RET. • Support in resource mapping of MSME and expansion of existing MSME reaching to GESI targeted groups. • Support to design value chain mechanism to extend outreach up to excluded segment of GESI targeted group. • Coordinate with right holders organization to reach the unreached people of GESI targeted groups • Empower women to have control over their income	• GESI responsive program and budget • GESI responsive IGA and MSME program packages. • Women-friendly RET for IGA and MSME • Sex and caste/ethnicity/religion disaggregated database of existing MSME • Meeting minutes • Progress reports	PEU and other technical units including M&Q	2013-2017	Conducive working environment
6	Promote GESI responsive policy, periodic plan, program, rules and regulation including budget	• GESI sensitization consultation meetings /workshops with PSC and TS, CREF, PEU units of NRREP • Mainstreaming of GESI in TS, CREF, PEU units' AWP and monitoring formats • GESI sensitization/consultation meetings with national and sectoral agencies • Substantive contribution in preparation	• GESI responsive RET policy and RE policy • Meeting minutes • GESI responsive Periodic plan • GESI responsive RET Subsidy policy and operational mechanism • Reports • Relevant sectoral	Institutional unit	2013-2017	Conducive Intra-organizational and inter-organizational environment with national and sectoral agencies' readiness for

Gender Equality and Social Inclusion Mainstreaming Plan

		- of RET policy and refining RE policy • Advocate /Influence for the approval and ensure implementation • Provide GESI input on periodic plan 2070-71/2073-74 • Provide inputs on review and refining subsidy policy and delivery mechanism • Facilitate/ participate sectoral GESI platform • Provide input on capacity building of the AEPC/NRREP, ministry and service providers • Facilitate exposure visit / sensitization to higher level decision makers	policy, plan, program documents incorporating GESI responsive RET			GESI responsive RET approach
7a	Institutionalize GESI disaggregated (qualitative and quantitative) database system, regular monitoring mechanism/reporting/review/evaluation	• Provide inputs to design GESI disaggregated (quantitative and qualitative) database • Provide inputs on GESI indicator in result based monitoring framework (LFA)-output, outcome/ impact level • Provide inputs to produce GESI responsive monitoring format and reporting system • Support to produce GESI responsive RET application case studies	• GESI disaggregated (quantitative and qualitative) database system including case studies for best practices and/or lessons learned • GESI responsive LFA • GESI responsive monitoring format and reporting	M&Q unit	2013-14	Cooperation from all components
7b	Establish monitoring framework to manage disaggregated (quantitative and	• Support to establish monitoring framework & indicators to manage disaggregated (quantitative and qualitative) database at district level • Prepare GESI audit guideline	• Disaggregated (quantitative and qualitative) database system in place at district level	M&Q unit, Technical units, RSC, DEEU/S	2013-2017	Supportive working relationship and enhanced capacity in GESI

Gender Equality and Social Inclusion Mainstreaming Plan

	qualitative) database at all level	• Institutionalize GESI audit mechanism at all level	• GESI audit guideline • GESI audit report			responsive database management
8	Strengthening AEPC as GESI responsive institution	• Formalize the position of GSEI focal person in all units • Enable the GESI focal persons to advocate and influence in planning, implementation and monitoring process • Mandate all units to mainstream gender and provide technical inputs to the units • Conduct GESI audit • Review and refine HR policy in response to GESI • Review ToR, PE and addendum GESI competency in all staff • Prepare GESI code of conduct • Refine SOD and define SOP to make it GESI responsive. • Support institutional unit in application of SOD and SOP	• GESI focal persons in all units • Reports on Capacity Development activities • Reports and meeting minutes • GESI audit report • Updated HR policy, TOR, PE of all staffs • GESI code of conduct • SOD • SOP • Reports	Institutional unit	2013-2017	Conducive intra-organizational working condition
9	Promotion of RET through different modes and means to extend access to women, poor and DAG	• Design hive moving model to sensitize / aware/ lowest strata of the society among GESI category • Mobilize the key –women and men of DAG group to motivate the group • Mobilize the right holders organizations • In country visits/ exposure tours	• No. of publication/no of disseminations through media • Hive moving model • Number of active women and DAG; and their organizations and collective actions • No of right holder organization		2013-2017	Sufficient budgets

Gender Equality and Social Inclusion Mainstreaming Plan

			• Reports			
10	Collaborate for R and D to design and promote gender friendly RET	• Facilitate and lobby the technical units for coordination & support with the university faculties and graduates for R&D in designing & promoting gender friendly/women friendly RET. • Collect users view specific to women, poor and DAG on their perception towards the technology application. • Conduct participatory RET R&D/ action-research by involving rural women and men from target groups	• R & D reports • Field visit reports • PME reports • Independent Evaluation reports on users perception on RET service delivery • Independent impact assessment study reports	Technical unit and institutional units	2013-2017	Supportive intra-organizational and inter-organizational working relationship
11	Establishment of knowledge management system for GESI responsive RET	• Design and establish a website or make a separate GESI-RET portal in the existing NRREP/AEPC website • Collect field experiences; good practices and lessons learned • Make audio-visuals • Compile, edit and publish • Engender the publications/communication modalities of NRREP/AEPC • Conduct inter-partner consultations/workshops • Organize regional and national seminars • Share experiences in international conferences	• NRREP/AEPC Website • Field visit reports / publication • Engendered publication of NRREP/AEPC • Audio-visuals • Case studies • Workshop reports • Seminar proceedings • Papers presented in international conferences	AEPC/ all units	2013-2017	Good Intra-organizational coordination

9. Risk and Challenges

- The major three components- CREF, PEU and TS has mainstreamed GESI in activities. Therefore the clarity on implementation modalities and synergy between the components to support each other to address important and distinctive aspects (of three components) in providing rural and renewable energy services is the must to achieve the desired output. Failure to do so would be a high risk for success of program.
- Establishment of CREF that intended to provide both subsidy and facilitate credit access to the rural women and poor for RET should be on time to access energy to the rural poor. Otherwise the low purchasing power of rural women and poor will slow down the achievement of NRREP.
- Before NRREP, activities under AEPC were absolutely orientated towards technology. Presently NRREP has come up with a focus to GESI, which is new among the professionals. The effective result might depend on the personnel attitude and acceptance to internalize or value given for GESI mainstreaming on RET intervention and/or capacity to carry out GESI responsive RET intervention.
- The subsidy policy, delivery mechanism, forms/formats and working modalities are revised as per the need of NRREP to make them responsive to GESI. Will the documents be practical and accepted by all working stakeholders? Still a challenge!
- NRREP has strong poverty reduction focus, without dedicated policy, integrated planning approach and sufficient budgetary support; it would not reach to the poorest part of the country as envisioned by NRREP.

10. Imperative of Commitments

NRREP's goal is poverty reduction through GESI responsive RET; so that RET reaches to those sections of the society that are yet unreached and that RET's end use results in employment and income generation. This is a radical approach (may be an only approach) to poverty reduction on the part of NRREP to meet MDG and/or post 2015 development agenda. As stated above conventional wisdom and practice on RET were absolutely towards technology and economic efficiency. This new mission on GESI responsive RETS for poverty reduction is definitely challenging. It directs towards a departure from a business-as-usual to an alternative knowledge and practice by organizations, professionals and support personnel. So, there is an imperative of commitments from all stakeholders especially by becoming ready to learn (knowledge, skills, attitude, culture) and do things a new and better way (practice GESI responsive RET interventions).