

Broad Gender Action Framework

Issues / Project Objectives	Actions to be taken	Output Indicators	Outcome indicators	Impact indicators	MOV	Responsibility
Women leadership development in community institutions and women participation						
Policy revision of JFMC (ref checklist) ensuring women become Chair/Vice-chair, have equal rights for voting, equal share of benefits)		No and % of women in community Forestry institutions and % of women in EC and decision-making positions	No of actions/issues taken up which are raised, led by women	Change in women's household role and activities	Meeting minutes MIS system Impact study, baseline, end-line, MTR reports quarterly and annual report of project	Coordinator (gender and Convergence)
Leadership development training		No of women trained	No. of actions led by women	Positions occupied in by women	Impact study, baseline, end-line, MTR reports quarterly and annual report of project	Director (Livelihood & Capacity Building)
Planning done in women groups (micro plans, APO, TNA		No. of meetings with women groups at community	No. of plans made for women exclusively	Activities implemented exclusively for women	Community registers (JFMC log, SHG minutes) quarterly and annual report of project	Coordinator (gender and convergence)
Facilitate -Literacy & Education		No. and % of women	Literacy ratio among	Change in literacy	Impact study,	Coordinator (gender

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programme		linked with literacy schemes	women (trend) increased	rate, change in women's household role and activities	baseline, end-line, MTR reports	and convergence
Exposure visits		No. and percentage of women went for exposure visits	Change in awareness level	Change in attitude, practices	Audited report of project/JFRMC/ED C	Director (Livelihood & Capacity Building)
Gender training		No. and percentage of women attended gender training	Better understanding of gender and gender issues	Change in perception about gender, roles and responsibilities	Training modules, Project budget documents quarterly and annual report of project	Director (Livelihood & Capacity Building)
Networking among women groups		No. of network formed with a purpose	No. of activities undertaken as a network, no of meetings organized	Increase in bargaining/negotiation power of women network	Impact study, baseline, end-line, MTR reports, evaluation study , quarterly and annual report of project	Implementing organisations/ PMU
Social Upliftment of women by reducing their work load						
Easy access to water		Percentage of reduction of time in accessing water resources	Percentage of decrease in time spent for accessing water resources	Percentage of increase in women's participation in paid work	Socio-economic baseline vs end line -Case studies	Implementing organisations/ PMU

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					-Regular monitoring formats (M&E indicators)	
Alternative source of fuel/ Introduction of fuel saving cooking stove		Percentage of reduction of time in collection of fuel No. of cases linked with LPG scheme / solar and other alternative schemes	Percentage of decrease in time spent for fuel collection and percentage of increase in use of LPG cylinders	Percentage of increase in women's participation in paid work	Socio-economic baseline vs end line -Case studies -Regular monitoring formats (M&E indicators)	Implementing organisations/ PMU
Land rights, access to and control over FRA land (titles)		No and percentage of women sensitised/aware of FRA Act and their rights	No and percentage of recorded forest land usage and ownership (gender disaggregated) collectively & individually	Change in land access, control policies, legal framework as well as local practices addressing gender inequality	Socio-economic baseline verses end line -Case studies -Regular monitoring formats (M&E indicators)	Implementing organisations/ PMU
Convergence with other line departments on health and food security		No and percentage of women sensitised/aware of schemes	No. and percentage of women linked with health and PDS schemes, percentage of women availed institutional delivery, percentage of children immunized	Change in health status, malnutrition of children, nutrition intake level of mother and child,	Socio-economic baseline vs end line -Case studies -Regular monitoring formats (M&E indicators)	Coordeinator (gender and convergence)
Economic Upliftment of Women through Project works						

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Trainings on diversified IGA -Women focussed (NTFP, Agro forestry, Others) , value Chain / business strategy/marketing	Types of trainings conducted and no. of people trained (women and men)	No. and percentage of people with diversified livelihoods (gender disaggregated by head of HH)	Diversified livelihoods (options increased)	Total employment creation (records of community institution) Community asset creation (Log) Baseline-End-line study Impact study	Director (Livelihood and Capacity Building) /Coordinator (gender and convergence)	
Equal wages, employment opportunities	Wage structure (gender-wise) prevalent in area , percentage of men and women employed in similar type of employment	Percentage of women employed on equal wage at par with men	Percentage of increase in women's employment on equal wages at par with men	Total employment creation (records of community institution) Community asset creation (Log) Baseline-End-line study Impact study	Director (Livelihood and Capacity Development) Bu Coordinator (gender and convergence)	
Development of women entrepreneurs	No. and percentage of people/artisan participated in IGA (eco-tourism activities, handloom, handicrafts,	Percentage increase in income received from newly adopted economic activities Presence of a	Income changed from land-based / forest dependent activities in project area (from	Total employment creation (records of community institution)	Director (Livelihood and Capacity Building)/ Coordinator (gender and convergence)	

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		NTFP based etc. directly (gender wise)	Convergence Framework for integration with other policies/programmes for livelihoods, economic upliftment (link with other line departments)	forest, agriculture to micro enterprises, value added products and services like - eco-tourism)	Community asset creation (Log) Baseline-End-line study Impact study	
Research /Documentation, Visibility and Recognition of Women’s contribution						
Socio-economic baseline capturing different needs /status of men and women	Survey report (provide necessary picture to support fine tuning programme intervention strategies)	Strategic changes in Programme approaches/intervention s	Percentage change in social behaviour towards women	Survey reports Project reports Publications	PMU/ Coordinator (gender and convergence)	

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Recognising/felicitating women who have contributed to natural resource management and/or entrepreneurship development in outstanding way under this project		Women entrepreneurs, are motivated to work better, Social recognition enhanced	Mid-term strategic fine-tuning	Increase in numbers of women leaders	Case studies , project reports, news clippings/media reports	PMU/ Coordinator (gender and convergence)
Gender disaggregated data collection as part of monitoring		100% Gender disaggregated reports, publication	Change in women's role in households and outside	Percentage in change in role of women in every sphere of social and economic activity	Reports/documents/ case studies	Implementing organisations/ Coordinator (gender and convergence)
Gender impact and main streaming study by third party /JICA, case studies of success		MTR commenting on progress related to gender mainstreaming , end-line capturing the change in gender equality-gap , reports with recommendations (Focussed understanding on progress of gender	Positive trend of participation of women in social and economic activities	Increase in percentage of participation of women in social and economic activities	Reports/documents/ case studies	PMU/ Coordinator (gender and convergence)

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		mainstreaming and limitation), Reports with recommendations , change captured in quantitative and qualitative ways (case studies are available),				
Gender main streaming in TFD						
Develop Gender Policy and GAP of TFD, Gender Trainings for TFD staff of JICA project, Gender specific budgeting, gender -balanced staff deployment at HQ & Field (for project) including Gender Focal Person at HQ	<ul style="list-style-type: none">• Policy development initiated• GAP developed and adopted in a participatory way• Finance section understand and practice gender budgeting and analyse budget from gender perspective•	<ul style="list-style-type: none">• Enhanced coordination of gender mainstreaming and successful implementation of GAP, Gender policy in place and helpful in addressing gender gaps and grievances from a holistic perspective, need based staff appointed keeping in mind the gender ratio	<ul style="list-style-type: none">• Gender Mainstreaming institutionalised (Policy & practice),women’s visibility and recognition in Forest management enhanced•	GAP Gender budgeting documents Gender Focal person deployed Audited reports of PMU/DMU/SDMU	PMU	
	Develop M&E with gender indicators which are Specific, Measurable, Achievable, Realistic and	M&E with gender indicators in place	Gender based assessment and analysis shows increase in participation of women,	Gender (women and men) role is more focussed and reflected in	MIS system with gender specific provision of capturing/using	Director (MIS/ Environment and Social Safeguards

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	Tangible (SMART) and integration of gender specific activities with MIS		role reversal, leadership, economic and social activities and also in forest management	project interventions and impact	/disseminating data/information	