

Review of the Project document from Social Impact Assessment Perspective

The proposed project

on

Sustainable Management in the Churia Range, Nepal

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Introduction: As per the requirement of WWF Policy the proposed project "Sustainable Land Management in the Churia Range, Nepal" social impact assessment is undertaken by the independent consultant. As per the scope of ESIA – social assessment based on the ToR an initial assessment of the project design was conducted. This includes:

- a. Review of program document and annexes.
- b. Review of stakeholder consultation and participation in the planning process as well as any future consultations incorporated into the project plans.
- c. Assess nature and extent of potential social impacts identified under flagged activities (identified by the initial Environmental and Social Impact Assessment (ESIA) of the proposed project) as they relate to indigenous people and other vulnerable groups.
- d. Assess gender integration in the project design and if necessary suggest areas for improvement.
- e. Identify information gaps and areas of high risk for social impact, if any exist.

Methodology: The following two main methods were applied:

(i) Desk review of relevant documents:

- (a) Project document;
- (b) Gender strategy of WWF related program/project;
- (c) Gender strategy of Ministry of Forest and Soil Conservation;
- (d) ILO Convention 169; and

(ii) Consultations with relevant WWF staffs.

Review Process: The proposed project document sections that was relevant as per the ToR from social and gender prospective was only reviewed.

The review of the project document is undertaken in two sections. (i) The general section consists of background and situation analysis of the proposed project; (ii) Project objective and strategies – an analysis of relevant sections from gender and social context has been reviewed.

In general the project document assessed from the social context found the document from technical view has addressed primarily the technical concerns which a technical project should consist. As the

proposed project will work with communities in the proposed project area analysis from social context is missing. The project is designed as per the requirement of the GEF project in compliance to the ILO Convention 169 but has not made any reference. As per the 169 Convention at the community level it has referred to work with women, poor and marginalized community. But it does not refer indigenous/ethnic minority people although it may have kept in mind. However, this should be clearly spelled out. The project has been designed based on the stakeholder consultations at the national, district and community level. However the consultation was done at the institutions and CBOs level. Direct involvement of community members such as women, poor, dalit and indigenous was not consulted is the major drawback of the proposed project document. The stakeholder analysis has documented that as per the requirement of the ILO Convention 169 (Free Prior Informed Consent) approval of the community for project consent was sought. The communities were informed about the proposed project prior to writing the document.

1.1 Background and Context: It has directly addressed the context from technical side. There is no social context mentioned which could give a brief background on the socio-cultural aspects of the people living in the Churia range. The main inhabitants of the Churia are the indigenous communities that had migrated from the hills and settled to Churia who depend on Churia forest for their daily livelihood. The project district has high poverty and gender discrimination. Due to immigration from the hills there is competition for scarce land and resources that have disturbed the social harmony of the communities. As the communities depend on subsistence agriculture that is practiced in traditional system leading to loss of soil fertility more scarce land are encroached and natural resources are harvested unsustainably. Land fragmentations, less fertile land and lack of livelihood opportunity have compelled men and youth to go for seasonal migration and slightly better off go to foreign country. Women, elder and younger children are left behind. Such pattern has negative and positive impact. From the negative side women and children are now more vulnerable to transformative diseases such as HIV/AIDS, vulnerable to violence as the male member is away from home and most important it has increased workload of women in taking care of children, elder people and working on unproductive and unirrigated agricultural land that has heavy burden on women. The positive side is the remittance flow that has contributed to national economy as well as provided opportunity to the proposed project in achieving its objectives of stopping land degradation due to the alternative approaches that the community can invest upon.

Majority of the women from the proposed project sites are poor and illiterate and are exploited lot. For survival, they work as seasonal wage labour and are paid low wage and those who sell fuel wood are paid low price for the product. Further, due to forest degradation women spend more time in collecting fuel wood, fodder and other forest product for their daily survival. Such situation has exploited the women who are socially and culturally discriminated in the region due to the existing patriarchal system.

Climate change has greater impact on women and children and marginalized section of the society who live in disaster prone areas. The major impact is the destruction that causes as it leads to food shortages due to crop destruction. This has further increased work load of women and children as they are the

main collectors of forest resources such as fuel wood, fodder and fruits and other edible forest products. It is women and children who are affected by landslides and flood most as they are not able to escape from such calamity leading to destruction. Further pests, diseases and invasive species encroachment in land and forest due to climate change affects women the most as they have less interaction with line agency technical person to discuss on the issues for prevention. So, for survival they encroached on other forest land and use unscientific methods of cultivation that leads to forest degradation.

Biodiversity degradation has specific impact on women and children and marginalized section's health and has increased poverty level. Poor and women depends on forest product consisting of edible fruits, roots etc that are nutritional. Due to biodiversity degradation the forest products are disappearing so it has direct impact on them as it has reduced their intake. Further, it has also increased the workload of women as now they need to travel farther to collect the product. This has adverse effect as women will not be able to participate in social and development activities that debar them in having decision-making role.

Threats rating of the project are done by technical team that consists of all male and so the rating is more general. It does not say what affect it will have on women, poor and indigenous communities by the threats. It does not give suggestions as how it should be minimized. The project document in the inception phase should undertake threat rating in relation to women, poor and indigenous communities.

Stakeholder Analysis is carried out by technical team that consists of all men due to which it is gender neutral. The team may argue that there are no technical women and it is difficult for women to travel away from home. But it is essential to have women, dalit and indigenous (Janajati) representation as social expert to get view from the social aspect of the project.

Key stakeholders consisted of institutions representing the forest user groups, pasture management committee etc. However, there is no representation from mother's group and network such as women, dalit and Janajati networks. As they are also functioning in the region and are important stakeholders it is essential to include them in the stakeholder analysis. Their inclusion would bring their perception that would enrich the analysis in social context. Women, men and indigenous members have different needs and priority. However, it could be argued that they are representing from the user groups. But the objective of the user groups will be different as they will be representing their specific groups rather than the issues/concerns of poor, women, dalits and indigenous people.

District stakeholders do not include district level women, dalit, janajati, NGO association and federation. It is necessary to include them to get their views from their prospective. For the coordination of development activities at the DDC and VDC level there are integrated planning committee (IPC) that is also not included. All development programs/projects of the district and VDC are approved by the IPCs.

Community level on site interaction with the direct beneficiaries is missing. Project analysis is only conducted with local institutions, community groups and local bodies and is one-sided. Local women are the most knowledgeable in the use of forest resources as they are the main collectors of forest resources. It is therefore, essential to consult them to get their views in the stake holder analysis.

National policies are referred but the document is silent on national gender equality and social inclusion (GESI) policy. The key government institutions have their GESI strategy and policy but it is not implemented and referred in their programs/plans. As the project will be implemented by the key ministries so it is essential that the project document must emphasize on GESI. All project activities will be GESI inclusive as far as possible will not be sufficient for the ministries and their department to adhere to the GESI policy. The project would be the good opportunity in making the ministries comply with their GESI strategy and policy. The government has national GESI strategy that needs to be referred as well as the project is implemented by the various relevant ministries such as agriculture, forest, land, etc. For example, Ministry of Forest and Soil Conservation has GESI Strategy.

Baseline Analysis and Gap is undertaken from technical perspective there is no social contextual analysis and gap undertaken. The proposed project works at the community level which consists of women and marginalized section. Their situation and priority are not analyzed to identify the gaps since they are the contributors, managers, harvesters of the forest product.

Opportunities and linkages number of programmes are identified that are concentrating mainly on conservation sector for opportunities and linkages. However to bring gender and social inclusion perspective it is essential that there is one representative with gender and social background in the central mechanism while developing the implementation modality

The lessons learned from the various programme specially the Hariyo Ban Programme should be used for future improvement of the project from gender and social inclusion perspective. It should not only be sharing information and lesson learned for annual planning. The information should be used to inform the decision-makers at the higher level.

While managing the natural resources, the people particularly those, who will be affected particularly Dalits, women, Janajatis and communities from the programs/projects should be kept at the center.

(ii) Project objective and strategies

The proposed project - Sustainable Land Management Churia Range, Nepal is a 3 year project piloted in 4 districts of south eastern range of Churia. The districts are identified through high climate change vulnerability index and high flood vulnerability index as per NAPA 2010 ranking. The piloted project lesson learning will help to expand and upscale the project for replicability.

The project aims to conserve forest land in the Churia range by promoting and instituting participatory forest management system through community, leasehold and collaborative forest management system. All three programs are effective in forest management but based on the learning from these projects it is essential to incorporate the learning for participatory inclusion of the poorest community members.

Community forest is popular and successful model and at the same time it is elite captured where the inclusion of the poorest and landless is the major problem. Majority of settlers in Churia range project districts are migrated without land title. Membership in the community forest is restricted to those who

do not have land certificate. Special focus for GESI inclusion through affirmative action must be encouraged to address the poorest section of the population in the Churia range. This will involve the poorest of the poor women in getting their participation in conserving the forest whose livelihood depends on forest resources. Further, community forestry has restriction where women and poor suffer the most. Even when resources are collected women and poor, due to their work burden, are not in the position to access the resources. Collections of resources are limited and are not sufficient. All this has impact on women needs to be considered. Community forestry has limitation in Terai and Churia hills that it excludes those households of Terai who were previously the users of forests. Both community and leasehold forests are good options for hills.

Leasehold forestry is target to below poverty line population which is relevant to Churia region. However, the project proposed income generating activities (IGA) has to be diverted here as people from this community needs alternative source as it takes longer time to improve the lease hold land to make it productive. The land leased out is mostly in the name of the male member while it is a woman who works on the land. So this gap needs to be addressed in this project.

Collaborative forestry approach will reach out to larger areas and will provide ecosystem services from upstream and downstream. This will support in working and creating awareness on forest management with women, poor, indigenous and dalit groups. In Collaborative forest, government officials have dominant role in decision-making. Forest has not been scientifically managed and there is a long bureaucratic process that poor, Dalit and marginalized households can get forest products and participate in decision-making process. For Terai region, collaborative forest is better option than community and leasehold forest, as it provides forest products to all the needy households whereas community and leasehold forest completely restrict the access of and control on forest products to Terai population.

The project also has a component of building capacity and knowledge among the farmers, pastoralist, community seawards and government extension workers. These groups have to be extended to include women, dalits and indigenous people from the project areas as well as include groups from the downstream who will be affected by the Churia degradation.

Furthermore, the technology and techniques introduced must be adoptable to local communities as they need to understand and apply the technology and technique. Introducing new technology such as introduction of high breed livestock, stall feeding, plantation of fodder in the land, alternative energy support cannot be undertaken by those section who has no land and who needs to be included as they are heavily depended on forest for their livelihood.

The project claims to provide socioeconomic benefits to communities in Churia range. However the viability of market linkages for their production must be considered as there is no road to carry the product to the nearest market.

Upstream-downstream linkage strategy: Churia conservation and degradation has its direct positive and/or negative impacts in Bhabar and Terai region. Due to degradation of Churia hills, thousands of hectares of productive agricultural lands have been converted into unproductive river-beds and heading

towards desertification. The poor, Dalits and Janajatis who live along marginalized river banks have been largely affected by flooding, siltation and river-bank cutting in downstream. Thus, this project should also consider upstream-downstream linkage perspective and strategy. Downstream river-affected households and community should also be included as stakeholders as "those who affects and are affected are said to be "stakeholder".

Control open grazing and frequent forest fire to encourage natural regeneration and promote fodder and forage: Women are mainly responsible for collecting firewood and fodder/forage from the forests in Churia hill region. Open grazing and frequent forest fires are main seasons for retarding forest regenerations including forage/fodder species. This is to recommend to promote fodder and forage species in community, leasehold and collaborative forests and private lands that can reduce time for its collection by women.

Project Rationale and Conservation targets

Under the activity number 2, engaging local communities in forest conservation through community forest, lease hold forest and collaborative forest from the forest management side is good. However, the process has its own rules/regulation that imposes certain restriction in accessing forest resources and product to communities. This will have greater impact on the poor communities such as women, poor dalit and indigenous people who survive on the forest for their daily livelihood. This will have negative impact on the poorest including women. As an alternative, women and poor will access the product from the far away forest. This will increase work burden to women and poor who due to poverty are overburden and now they will need to travel farther distance to access the resources. This will also increase vulnerability as women will be threatening from wild animals and other human leading towards their sexual exploitation.

One of the strategies of the project is to support in the development of enabling policies and inter-sectoral coordination for efficient land use and land allocation. Implementation of inter-sectoral coordination is a difficult task as all the sectors have different objectives and interests. The overall priority for all is the conservation of Churia forest in the long run. The project will support in this endeavor by coordinating and developing a forum to implement the land policy.

Under the global environmental benefits an attempt has been made to address gender and social inclusion through capacity development in sustainable land and water management. It states that each of the project objectives will prioritize gender and social inclusion. Prior to this, it is necessary for the project to identify and prioritize needs of women, poor men, dalit and indigenous people separately. Their needs and priority differs from each other. This can be done by adopting participatory rural appraisal methodology – need and priority ranking.

Direct and indirect threats are well-identified from the review prospective. The question is whether women, dalit and indigenous people involved and consulted during the identification process. This needs to be verified during the field consultation.

The pilot district is 4 sometime 6 district is mentioned, thus, it should be clarified

Project component 1:

Outcome 1.1 has proposed activities using improved technology such as Stopping Agriculture Land Technology (SALT), water storage and collection for terraced irrigation and bio-engineering. All these technology needs to be understood by the community who are implementing and adopting. The target group of the use of such technology does not include the poorest, women and marginalized section.

Outcome 1.2 has proposed activities such as stakeholder consultations in identification to identify and designate grazing pastures in areas less prone to erosion. It needs to ensure that women, dalit and indigenous people representation and their views are acted upon. These areas may be settled by poor communities and assessment of impact is essential.

Another proposed activity is community training it should also ensure that women, dalit and indigenous people representation, active participation and their views are acted upon.

Community grants are proposed to improve land management within the agriculture sector. The priority mechanism must be participatory based on need. The project must ensure such grants flow to communities consisting of women, poor, dalit and indigenous people who may have less land and due to social exclusion their voice are ignored.

Capacity of local communities and government extension services will be enhanced it is essential that the local communities consist of women, poor, dalit and indigenous people as well. There are women and people from the socially excluded groups who can work as extension workers in livestock and agriculture given opportunity. The project has to identify such interested people and encourage them for their involvement.

Project Component 2:

2.1.1. Support local communities to identify, conserve, manage and restore forest areas in strategic location. It is essential to consult with poor, women, dalit and indigenous people as they live in such location. Consultation with them is essential as during such consultation their representations must be ensured before undertaking such activities to give due respect for their right.

2.1.2. Alternative energy will not only reduce fuel wood consumption but should also add social impact that has great impact in improving health of children and women and save time that can be used for productive activities like conserving and managing forest. It is essential to bring small schemes for the poor who do not own land and are not in position to make toilet.

2.1.3. Promotion of alternative livelihood support to local communities. Ensure and encourage the local communities consisting of women, poor, dalits and indigenous people adopt and are involved in such activities. The alternative livelihood scheme should consist of as far as possible what they had been doing in sustaining their livelihood. The livelihood scheme should be viable and need assessment of linking the product to market should be assessed.

2.1.4. Communities who are living in Tarai downstream but severely affected by Churia degradation should also be involved in the workshop and consultations.

2.1.5. Community grants – the identification of the communities must be based on need and priority of women, poor, dalit and indigenous people as well.

Component 3:

3.1.2 CBO representatives capacitated through integrated landscape management job training and internships. Include representative from women group and networks, dalit and indigenous groups and networks as far as possible.

3.1.5 Information, communication and educational materials should be developed in Nepali and with pictures for easy understanding by the community members as well. The information should be posted in strategic location where there is great mobility of women and poor community. This should be disseminated in the community level as well by adopting various methods as suggested in the document.

Component 4: Monitoring and Evaluation (M&E):

M &E is visualized very clearly using participatory methods. It will be based on the adaptive management principles, ensuring feedback mechanisms at different implementation levels. The project monitoring will be carried out at four levels: community level; project or site level; project/ program level or central level; and donor and funding agency level.

At the community level, regular monitoring by the community members with support from program staff will be undertaken. A simple community level monitoring format will help the community their monitoring process dealing with input process and output monitoring. It is important to ensure that there is a provision of participation of women, dalit and indigenous members as well as representative from the downstream level.

The M&E section has not specified the GESI incorporation in monitoring. There should be qualitative indicators developed to monitor the status of GESI in the program. The M&E framework and plan should have the GESI qualitative indicators.

In section 5, of M&E plan, under the Best practices and Alternative Technology 200 disadvantaged household will be monitored. It is not clear how the HH are identified. It is essential that HH are identified using social-economic status.

Under Land Management Planning and Policies, policy dialogue through establishment of multi stakeholders insures that community groups representatives such as women group, dalit and indigenous association/networks are included. It is also essential to include representative from the downstream as well.

GESI disaggregated data should be collected, maintained and reported in all the reports from field to district and central level.

Gender Mainstreaming and Social Inclusion

Gender and social inclusion is ensured across all project objectives as an integral component that would ensure equitable social and economic benefits and respect for dignity and human rights. The project has consulted Institutional framework (WWF) and safe guard measures. The framework for gender mainstreaming will strengthen women's participation, opportunities and representation in project activities. The safeguard measures will ensure their basic requirements – food, water, energy and their role and rights. For the identification of the poor, it has used wellbeing ranking and has categorized poor in four groups. The ultra poor are provided with incentives to participate and represent in the project consultation and activities to ensure their representation. It has recognized the importance of women, poor, indigenous people in the project document.

The project further can benefit from the other program strategy developed for the natural resource management (NRM) sector through involvement of WWF Nepal. The project can also benefit as WWF Nepal has gender focal point and indigenous person who can contribute in gender and social inclusion. But it is important to see gender mainstreaming and social inclusion are acted upon. It is essential that the responsible person need to internalize the importance and necessity of gender and social inclusion to address the needs and priority of poor, women and vulnerable section in the project that are most affected from the impact of environment. It is these sections of the population who are dependent on forest resources for their subsistence needs and positive or negative impact on environment greatly affects them.

The project document has introduced various means and methods to reduce vulnerability risks. However, all these methods are mostly benefitting those who can afford to invest or use them. These people are the influential lots having linkages and coordination with community groups, having some remittance support or have increased knowledge and awareness due to mobility and contacts with other community people. There are other sections that do not have such influence due to poverty and lack of contact, knowledge etc. It is this section that gender and social inclusion had to capture in the project.

However, the review of the project document and consultation with the WWF concerned project staff has identified that due to the technical nature of the project the major focus of the project is improving the land in the Churia region. The project has consulted stakeholders who were represented mainly by male members. Due to socio-cultural practice, women have less access and interactions in CBOs and other groups. Further as Land is associated mostly with men since women do not possess land as it is registered in the name of the male so automatically it is male who represents meeting which are more technical than social. The stakeholders at the district and community level had almost no participation and representation from women community members. The team was aware that women, men and indigenous people have different needs and priority. But due to having this kind of project for the first time, they have failed to address this gap. It is therefore essential that the focal point, after internalizing

gender and social inclusion issues, should constantly follow up on the integration of gender and social inclusion in the project. The district implementation plan (DIP) must incorporate gender and social inclusion. In the inception phase, this issue must be corrected.

Social and economic benefits - The project document has nicely identified social and economic benefits resulting from the project. With the introduction of gender and social inclusion framework the data should be maintained in disaggregated form for further gender and social inclusion analysis regarding the social and economic benefits.

Intervention Logics and Key Assumption (WWF Result Chain) The project intervention logics and key assumption are analyzed from purely technical view point without considering how it may affect the key assumption. The improved return from agriculture and livestock will discourage the settlers from illegal harvesting of timber and unsustainable extraction of NTFPs. It has not touched on the poor section who depends on the fuel wood and NTFPs for their daily survival. Another assumption of stopping forest degradation is through the promotion of community forestry, leasehold forestry, collaborative forest management and buffer zone management. It has not made assumption from the social context as poor, women as indigenous members who will be severely affected by such practice. Further, it has made assumption that promotion of alternative energy technologies and livelihood component will decrease in use of forest resources. Again targeting the poorest of the poor in such program is difficult and they need immediate support for their livelihood that is again the forest.

The project has made assumption that inter-sectoral coordination and collaboration between government agencies at the central and district level through the forum will generate discussion on issues of land zoning and use of natural resources. This is a good assumption.

Risk Analysis and Risk Management Measures has rightly identified that it is essential for people to understand the importance of multi stakeholder processes that is gender and socially inclusive. It has identified one of the risks is lack of land tenure rights among the poor, marginalized forest dependent communities setback conservation efforts. Measure to mitigate the risk is strengthening Community Based Organizations, the community forest user groups. Land use planning principles for local land reform and identification of socially excluded or marginalized groups to ensure they receive equitable benefits.

Consistency with National Priorities or Plan – the project is in line with national priorities and plan. However implementing the plan is the major issues that can be resolved with the implementation of the project.

Consistency with GEF Area/Fund Strategies is relevant.

WWF Comparative Advantage and Consistency with WWF Programs

The proposed project is in consistency with WWF program as the mission of WWF is to stop land degradation in which human live in harmony with nature. Further, WWF has been involved in 2 major conservation and development program in Nepal and has institutional and human capacity to provide

technical and administrative support. However, it is essential that person involved is gender sensitive and should not only look from technical aspect while supporting the project. For this, it may require coaching and mentoring support from gender perspective that can be facilitated by the gender and social expert from the team.

It has close working relations with the government in the conservation and development programs and has supported the government in policy related work. It has experience in working with community people in conservation such as past and present program dealing with conservation.

Innovativeness, Sustainability & cost effectiveness

It has proposed to adopt number of innovative approaches to achieve sustainable land management. The SALT will introduce methods of steep hill cultivation than using the rock terraces or ditches. This will help the settlement to use simple technology. It will also promote pasture management techniques and technology to prevent over-grazing and control erosion. Alternative energy will be promoted to reduce fuel wood consumption and improve livelihood based on sustainable use of the natural resources. All of these have to be assessed from gender and social context as well.

Sustainability is ensured through community participation and ownership of the project activities in the long run. Community participation must ensure participation of women and poor and socially excluded groups.

Communication Strategy

Information sharing and awareness on adverse effects and consequences of land degradation to livelihoods, lives, biodiversity and ecosystem services will be shared among relevant stakeholders to understand the consequences and create positive attitude and behavior. Information sharing with the stakeholders from community, civil society, government agencies and ministries will be pursued. One of the principal stakeholders consists of local communities. The local communities must include representation from women, poor and socially excluded groups. From gender and social inclusion prospective the project, has developed one of the communication activities related to gender and social inclusion. This activity will reinforce gender and social inclusion involvement in forest and natural resource management at the decision making level. The activity is as: To strengthen the voices of women, poor, traditionally marginalized, and ethnic minority groups and promotes their meaningful participation in good governance and management of forests and natural resources. For this purpose one of the strategies is to mobilize the groups. Groups are generally mobilized through transaction approach in the forestry user groups. Transformative approach to social mobilization must be undertaken by the proposed project. This approach will strengthen the voice of women, poor and traditionally marginalized and ethnic minorities to claim their right and raise voice their opinion to influence decision in their favors.

The institutional framework and implementation arrangement will be under 3 levels: (i) the project steering committee for policy guidance, support and approval of annual work plan; (ii) A project coordination committee to coordinate among the partners and facilitate to develop annual work plan;

and (iii) Project management unit to implement the project. As the project has all necessary and capable technical staff it should also have gender and social inclusion expert to guide the project from this aspect. The project should recruit gender balance the project staff from field to decision-making level and provide the opportunity to women, Dalits and disadvantaged groups.

Stakeholder Participation

Project objectives will be prioritize and include gender and social inclusion. Institutional framework for gender mainstreaming will strengthen participation by women and ensure equal opportunities in all project activities. This has to be well defined as all women would not be able to participate and take opportunities especially the poorest of the poor. For this affirmative action has to be introduced. All consultation will include both men and women. In rural communities, women due to cultural barrier will not speak out openly in front of men. So it is essential in such culture consultation may need to be separated so as to get views and voice of the women. The facilitation process must be undertaken by women so that the participants can easily relate to the facilitator.

Stakeholder Consultation 5 consultation was undertaken in 4 project districts and one non project district Nawalparasi district.

As stated above the team consisted of all 9 male member team. The stakeholders were district level officers such as district forest officer, district agriculture officer, district livestock officer, DDC etc.

Representatives of district soil and conservation, district agriculture development office (DADO), district land survey, CFUGs, chair buffer zone management committee and its members.

The challenges and issues related to project consists of technical challenges and issues. There were no any issues and challenges from gender and social inclusion prospective. In one consultation issue of endowment fund for IGA was raised for local community but is silent on provision of such fund to the poorest of the poor.

The annexes reviewed are technically sound and relevant gaps and issues are referred. In the Implementation Modality a gender and social expert in the project management unit would benefit the project as it has gender mainstreaming and social inclusion in the entire project objective. There are two program associate in the field that should be gender balanced with knowledge of gender budgeting and audit will be additional advantaged.

Similar in the project planning and implementation at district level women development officer or the gender focal point from the district development committee should be included to assess the project from gender and social context.

