

# Manual for Addressing Gender Issues in Environmental Impact Assessment/Initial Environmental Examination for Hydropower Projects



Department of Electricity Development, HMG Nepal,  
in collaboration with United States Agency for International Development  
and International Resources Group



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2005

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**Manuals in this series:**

- Manual for Preparing Scoping Document for Environmental Impact Assessment (EIA) of Hydropower Projects.
- Manual for Preparing Terms of Reference (TOR) for Environmental Impact Assessment (EIA) of Hydropower Projects, with Notes on EIA Report Preparation.
- Manual for Preparing Environmental Management Plan (EMP) for Hydropower Projects.
- Manual for Public Involvement in the Environmental Impacts Assessment (EIA) Process of Hydropower Projects.
- Manual for Developing and Reviewing Water Quality Monitoring Plans and Results for Hydropower Projects.
- Manual for Addressing Gender Issues in Environmental Impact Assessment (EIA) for Hydropower Projects.
- Manual for Conducting Public Hearing in Environmental Impacts Assessment Process for Hydropower Projects.

## FOREWORD

In March 2000, the DOED, the National Environmental Impact Assessment Association of Nepal (NEIAAN), USAID, and IRG organized a one-day interagency workshop. The objective of this event was to carry out a Strength-Weakness-Opportunity-Threat (SWOT) analysis of the EIA/IEE process for hydropower projects in Nepal. A major conclusion of the workshop was that the EIA/IEE process could be facilitated and streamlined by producing a series of manuals that would clarify the requirements at each stage in the process. Thus, the DOED, with USAID assistance through IRG, began developing "first level" sectoral manuals for improving the EIA/IEE process for hydropower projects. The draft manuals produced are then being refined through a series of interagency workshops.

In 2002 four more SWOT workshops were held to address specific EIA/IEE issues in greater detail. The SWOT workshop on gender participation, conducted on November 20, 2002 in Kathmandu, concluded that a manual or guidelines should be developed to increase women's participation in conducting IEEs and EIAs for hydropower development projects. This is because balanced gender participation in the EIA/IEE process will produce a better study. It will help us make more accurate impact predictions. We will be able to develop more effective mitigation measures, and to make more focused environmental monitoring plans. In the long run, it will save a lot of time and money for the developer, and the project will gain acceptance from the project-affected people more easily.

The Manual for Addressing Gender Issues in Environmental Impact Assessment/Initial Environmental Examination for Hydropower Projects was developed during 2003, and finalized through a workshop held on February 4 and 5, 2004. The 32 participants consisted of senior representatives from Ama Milan Kendra, Didi Bahini, Directorate for Nature, Department of Electricity Development, Environment Nepal, International Resources Group, Ministry of Population and Environment, Ministry of Water Resources, Ministry of Women Children and Social Welfare, Nepal Electricity Authority, National Women Development, SchEMS, United States Agency for International Development, Welcome Energy, Women Environment Preservation Committee, and World Conservation Union. This manual is the result of the dedicated effort of the participants.

I sincerely hope that this manual will improve EIAs and IEEs for hydropower projects in Nepal, by making the system more beneficial, effective, and efficient for achieving environmentally and socially sound and sustainable hydropower development in Nepal.

Director General  
Department of Electricity Development  
Kathmandu, Nepal  
April 2005

## **Acronyms and Abbreviations**

CBO	Community Based Organization
CFC	Compensation Fixation Committee
DDC	District Development Committee
DOED	Department of Electricity Development
EIA	Environmental Impact Assessment
EMP	Environmental Management Plan
EPA53	Environment Protection Act, 1997
EPR54	Environment Protection Rules, 1997
GAD	Gender and Development
HMGN	His Majesty's Government of Nepal
IEE	Initial Environmental Examination
INGO	International Non-Governmental Organization
LA	Local Authority
LCF	Local Consultative Forum
M&E	Monitoring and Evaluation
MOFSC	Ministry of Forestry and Soil Conservation
MOEST	Ministry of Environment, Science and Technology
MOWR	Ministry of Water Resources
MWCSW	Ministry of Women, Children and Social Welfare
NEIAG	National Environmental Impact Assessment Guidelines
NGO	Non-Governmental Organization
PI	Public Involvement
PIC	Public Information Center
PR	Public Relations
PSHDP	Private Sector Hydropower Development Project
SWOT	Strengths, Weaknesses, Opportunities, and Threats
TOR	Terms of Reference
USAID	United States Agency for International Development
VDC	Village Development Committee
WAD	Women and Development
WID	Women in Development

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## **1. INTRODUCTION**

The consideration of gender issues in the implementation of hydropower projects is crucial for their sustainability. Hydropower development projects are likely to produce profound environmental consequences. Whether the effects are beneficial or adverse, they will affect the lives of all segments of the population, i.e. women and men of all castes and ethnicity living in the project area. In many cases the effects and benefits of the implementation of hydropower projects are not equitable. The adverse effects of project implementation mainly affect lives of women and the vulnerable castes and ethnic groups, whereas men tend to reap the most of the benefits. Thus, the basic objective of addressing and integrating gender issues into project implementation is to bring equitable distribution of benefits to both sexes and to vulnerable groups. If development is for all, then gender issues must be addressed and their participation should be encouraged when and where possible.

## **2. WHAT IS GENDER?**

Gender refers to the socio-cultural definition of men and women, and the way in which societies distinguish men and women and assign them social roles. It is a matter of culture that refers to the social classification of men and women into "masculine" and "feminine". The identities of men and women are determined by social, cultural, and psychological conditions, primarily dealing with the differences in the roles and relationships of men and women in a given society. The concept of gender deals with the sharing of benefits and power between men and women and emphasizes partnerships and interdependence. The word "gender" is not a substitute for women and men but a concept, a condition, a category, a component, and an integral part of development. There are so many activities that can be done by both, if given equal opportunities. "Gender" is not sex. "Sex" is biologically or naturally determined and permanent under normal circumstances. It is connected with biology.

In order to bring women into the mainstream of development, many concepts, methods and applications have evolved since the paradigm shift from Women in Development (WID), through Women and Development (WAD) to Gender and Development (GAD). The WID approach came into existence in early 1970s, and emphasized women's involvement in the development process. The WID approach sought to integrate women into the development process by targeting them as passive beneficiaries of programming. However, it only focused on the productive aspects of women's work and did not consider women as actors in development. The WAD approach emerged in the early 1980s. It focused on the relationship between women and the development process, rather than solely on the strategies for integration of women into development. However, it did not give much attention to the social relations of gender. WAD recognized that women have always been economic actors and emphasized the structural change of the global political economy. It did not address the linkage between patriarchy and economic exploitation. The GAD approach emerged in the late 1980s, and recognizes "gender mainstreaming" as a key strategy to address women's subordination and discrimination. GAD looks at the larger inequalities of unequal relations between the rich and poor, the advantaged and the disadvantaged and within that, the additional inequalities that women face. Moreover, GAD focuses on the interdependence of men and women in society and on the unequal relations of power between them. The GAD approach aims for a

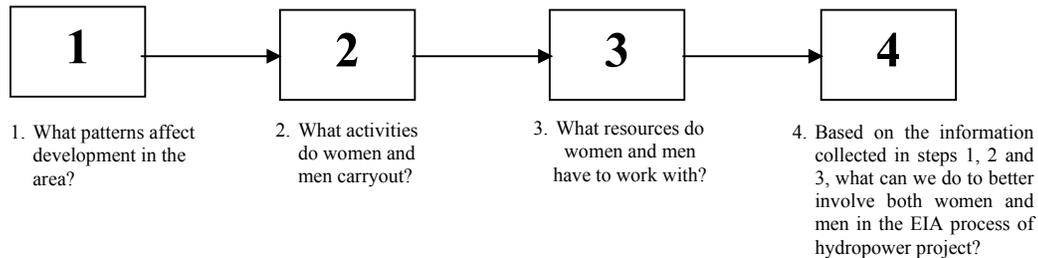
development process that transforms gender relations in order to enable women to participate on an equal basis with men in determining their common future. Moreover, it emphasizes the importance of women collective organizations for self-empowerment.

### 3. GENDER ANALYSIS

Gender issues are the consideration of social studies. Gender analysis is one of the essential tools for sustainable development of any projects, including hydropower. Gender analysis is about knowing who does what. It is a way of avoiding failure based on "I think that...". Gender analysis provides more precise information about the patterns in the lives of women and men so that decisions can be based on facts. Moreover, it helps us to be more effective in various activities as follows:

- Design better programs with improved gender sensitivity.
- Work more effectively with both, men and women.
- Disaggregate between different activities, aspirations, needs and interests of men and women.
- Make previously unrecognized work visible, by recognizing women's multiple roles and the values of their contribution.

To do gender analysis, we can carry out the four steps as follows:



Together these steps are called the Gender Analysis Framework. For sustainability, equity, and effectiveness of any development projects, gender analysis is very important to carry out. Moreover, gender analysis does not merely focus on women but also looks at the ways in which men and the women interact with each other and the gendered nature of their roles, relations, and control over resources.

The above steps can guide and help in the development of appropriate mitigation measures that truly benefit both, men and women. However in many cases, women's involvement, consultation, and participation in the EIA/IEE process of hydropower development projects have not been considered. The existing information indicates that participation of women in the total process of EIA/IEE is currently negligible, in spite of the fact that women have key roles to play in project implementation. The main reasons behind their low participation may be due to the following reasons:

- Mass illiteracy;
- Ignorance about the importance of women's participation;
- Influence of traditional society of male dominance;
- Women's opinions and suggestions are not entertained by male counterparts;

- Ignorance about the environmental considerations and consequences;
- Women perform triple roles such as, productive, reproductive, and community roles;
- Lack of encouragement towards women's participation in the decision making process.
- Lack of awareness;
- Lack of effective counseling and advocacy, and,
- Lack of information dissemination.

Due to rigid traditional socio-cultural norms and values in many rural communities of Nepal, men do not feel that women are important actors in development and hence, women should not participate in the development process. The following are some of reasons behind their beliefs:

- Women are illiterate and ignorant;
- Women and men have common interests and needs;
- Women lack the capacity for decision making;
- Development issues are not the concern of women;
- Reproduction is the main role of women;
- Women are subordinate to men;
- Women should not be exposed to outsiders; and
- Men know better than women do.

The recent concept of gender balance has encouraged women's participation in development activities to some extent. Concepts of equality and equity have promoted the sharing of benefits and participation on equal footings. However, women's participation in different stages of EIA/IEE process is very negligible and therefore benefits reaped from hydropower development are minimal.

#### **4. GENDER INEQUALITY**

In Nepal, women make up more than half of the population. The constitution of the Kingdom of Nepal 1990 stipulates that no citizen can be subject to discrimination on the grounds of sex, religion, caste, class, and minority. Despite this fact, the majority of population is dominated by patriarchal values that emphasize early marriage, male children, and male inheritance of family property. Women lag far behind in their access to education, information, economic resources, and opportunities for employment, political participation, and participation in decision-making. The following statistics<sup>1</sup> depict gender inequality:

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<sup>1</sup>Source: Prof. Dr. Shanta Thapalia, Founder, Legal Aid and Consultancy Centre (LACC).

ISSUES	MEN	WOMEN
Population	49.96%	50.04%
Life Expectancy	59.3 years	59.8 years
Literacy	65.08%	42.49%
Labor force	50.7%	49.3%
Members of Parliament (2056 – 2059):		
a. Council of Ministers	94.00%	6.00%
b. House of Representatives (2056-59)	94.14%	5.86%
National Council	86.66%	13.34%
Civil Services	91.45%	8.55%
Policy Making Grade	96.00%	4.00%
Judges	97.92%	2.08%
Legal Professionals	95.03%	4.97%
District Development Committee (2054-59)	93.3%	6.7%
Municipality (2054-59)	81.5%	19.5%
Village Development Committee (2054-59)	92.3%	7.7%
Chief District Officers	100%	0.00%
Ambassadors	100%	0.00%
Head/Members of Constitutional Bodies	100%	0.00%
Communications sector	88.00%	12.00%
Teachers	86.3%	13.7%
Primary enrollment	79.4%	64.4%
Lower Secondary enrollment	36.9%	25.5%
Secondary enrollment	25.3%	16.3%
Tribhuvan University enrollment	75.1%	24.9%
Agriculture	66.8%	85.2%
Arable Land ownership	89.16%	10.64%
House ownership	94.49%	5.51%
Livestock Ownership	92.26%	7.24%
Head of the house hold	85.00%	15.00%

There are no women mayors and vice-mayors. Women's participation in the civil service is increasing very slowly. However, HMGN's Ninth and Tenth Five-Year Plans showed significant progress in the integration of gender issues in the national policy and programs. The long-term policy is to create a well-balanced society in which both men and women will be in the mainstream of development, consistent with the 1995 Beijing Platform for Action<sup>2</sup>.

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<sup>2</sup>The UN Fourth World Conference on Women held in Beijing, unanimously endorsed the Beijing Declaration and Platform for Action as blueprint for women's advancement. The Platform for Action lists 12 critical areas of concern for women: Poverty, Education, Health, Violence, Armed and Other Conflicts, Economic Participation, Power Sharing and Decision Making, National and International Machineries, Human Rights, Mass Media, Environment and Development, the Girl Children.

## **5. GENDER EQUALITY AND WOMEN'S EMPOWERMENT<sup>3</sup>**

Initially, efforts to improve the status of women focused on measures to enable women to participate more fully in development activities. The thinking then moved to the processes and relations that recreate and reinforce the inequalities between women and men. This led to an emphasis on gender relations that shape life's outcomes for both, women and men.

Questions emerged regarding the degree to which further integration of women into an unequal development process, without deeper questioning of the development agenda, could change their subordinate position. These questions led to an increased emphasis on women's participation in decision-making and their empowerment to develop and pursue strategies to address their own situation and the direction of social change. Now, it is widely recognized that:

- The problem is not women's integration in development or their lack of skills, credit, or resources. It is the social process and institutions that result in inequalities between women and men, to the disadvantage of women.
- Inequalities between women and men are not only costly to women but to development as a whole. Thus, gender inequalities should be addressed as societal and development issues rather than simply a "Women's Concern".

There are political as well as technical aspects that should be taken into account in addressing inequalities. It is not merely a matter of "adding women in" to existing programs and processes. It is necessary to reshape those programs and processes to reflect the visions, interests and needs of women as well as men to support gender equality.

## **6. GENDER ISSUES IN HYDROPOWER DEVELOPMENT**

The Report of the World Commission on Dams (2000) states that "gender blindness" of most projects worldwide has increased gender disparities by imposing a disproportionate share of the social costs on women without giving them a fair share of the benefits.

In assessing impacts and determining compensation, there has been a tendency to link women with household activities and ignore their important role in agriculture, water use, forestry, and animal husbandry. Women are not compensated for the resources lost. The loss of other resources such as fisheries has accelerated male labor migration and increased the workload for women.

Despite the strong regulations promulgated by HMGN in environmental preservation and compensation to locals, the proposed benefits from many development projects have not materialized to their full extent.

Hydropower is a field that is almost totally male dominated. Due to the heavy dependency on common natural resources, and lack of property rights among women, it is very important to incorporate gender analysis and to ensure participation of

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<sup>3</sup> Taken from Gender Assessment & Gender Action Plan of USAID/Nepal, Widtech, 2002.

women and lower caste groups as stakeholders and professionals in the EIA/IEE process.

## **7. NEED FOR A MANUAL FOR ADDRESSING GENDER ISSUES IN EIA/IEE FOR HYDROPOWER PROJECTS**

The purpose of this manual is to recommend various approaches, actions, and strategies to assist developers in improving gender involvement in hydropower development. This manual is designed primarily to help integrate gender issues as one of the essential components of social considerations, including public involvement strategies, in the EIA/IEE practice. The ultimate goal is to make IEEs and EIAs more effective and thus save the developer time and money.

This manual will help project developers and other stakeholders to achieve the following:

- Promote the concept of integrating gender issues into the EIA/IEE process.
- Help raise local public awareness and encourage public participation for increased involvement of local representatives and other local authorities and other community groups<sup>4</sup> and local organizations in all phases of project design and development.
- Encourage skills training for local women's groups.
- Encourage and facilitate women's involvement by sensitizing women stakeholders groups in decision-making, by enhancing their capabilities to participate actively in all phases of hydropower development of the most vulnerable social groups, especially women, children, unemployed youth, indigenous peoples, social minorities, the disabled, the very poor, etc.
- Encourage the involvement of the women members of the political community, especially among women members of parliament, and local political groups.
- Assist local authorities (DDCs, VDCs) and women representatives of committees, including local consultative forums (LCFs) and compensation fixation committees (CFCs), to be fully involved, informed, and capable of conducting resettlement as well as infrastructure planning, and rehabilitation, and other activities associated with the EIA/IEE implementation of hydropower development.

Through proper implementation of this manual the involvement of women in project planning and implementation, as well as in the EIA/IEE process of hydropower projects, will be enhanced. In the long run, the objectives of gender balance in the development process would be fulfilled and the women in the country will be able to share responsibility, as well as the project benefits, with their male counterparts.

## **8. THE ENVIRONMENTAL ASSESSMENT PROCESS IN NEPAL**

In order to incorporate gender considerations in environmental assessment process<sup>5</sup> it is first necessary to understand the IEE and EIA processes, and where public involvement will take place.

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<sup>4</sup> Local stakeholder groups include local authorities (Las), community-based organizations (CBOs), non-governmental organizations (NGOs) and project neighbors (those who live within the impact area).

<sup>5</sup> These include TOR for IEE, IEE report, Scoping Document, TOR for EIA, and EIA report.

## **8.1. History of Environmental Assessment in Nepal**

Before 1990, several acts provided a foundation for addressing environmental related issues. But the integration of Environmental Impact Assessment (EIA) in development projects was largely donor driven and confined to larger projects without any formal and uniform structure of EIA reports and without any legal mandate.

The Constitution of the Kingdom of Nepal 1990, the Water Resources Act 1992, the Electricity Act 1992, the Electricity Regulation 1993, and the Hydropower Development Policy 1992 and 2001, placed emphasis on environmental conservation and no substantial adverse environmental impacts due to the project implementation. HMGN introduced the National Environmental Impact Assessment Guidelines (NEIAG) in 1993. This guideline provided a general methodology for conducting an EIA study. However, there was no approval process and legal requirement of an EIA study. With the introduction of the Environment Protection Act, 1997 (EPA53) and the Environment Protection Rules, 1997 (EPR54) the EIA/IEE study became legally binding. Each project under consideration is screened, and it is determined whether it should undergo an IEE or the EIA process. The rules that guide the application of IEE or EIA are provided in Schedule-1 and Schedule-2 of EPR54.

## **8.2. Projects Requiring an IEE**

The IEE is a relatively simple procedure that does not need to undergo a Scoping process.

The following projects need Initial Environmental Examination level study:

- Generation of electricity of 1 to 5 MW installed capacity.
- Transmission line projects of 33 - 66 kV capacity.
- Rural Electrification projects of 1 to 6 MVA capacity.
- Resettlement of 25 to 100 households by the implementation of the project.
- Any projects falling in Schedule 1 of EPR.

### *8.2.1. IEE and public consultation*

During the IEE study the public consultation process will include:

- Field visits by experts and consultation with local people.
- 15 days public notice in a national daily newspaper about the project and request for comments and suggestions from local people.
- Display of notices in public places at local levels and preparation of "Muchulka".
- Collection of recommendations of affected VDCs/municipalities.
- Incorporation of issues raised by different stakeholders in the IEE report.

## 8.2.2. *Review and Approval Process for IEE*

### 8.2.2.1. *TOR*

The project proponent prepares a TOR report for the IEE study in the format as mentioned in EPR54 (Schedule 3), and submits the report to DOED. DOED, after examining and reviewing the report sends it to the Ministry of Water Resources (MOWR) along with its comments and suggestions. The Ministry of Forestry and Soil Conservation (MOFSC) is also requested to send its comments on the reports to MOWR. MOWR, after examining and reviewing the TOR, along with any comments sent by DOED and/or MOFSC, may approve the document with or without any notes or modifications.

### 8.2.2.2. *IEE*

The project proponent prepares the IEE report based upon the approved TOR in the format given in Schedule 5 of EPR54, as per the law, and submits a specified number of copies of the IEE report to DOED. DOED, after examining and reviewing the report sends the report to MOWR along with its comments and suggestions. The MOFSC is also requested to send its comments on the reports to MOWR. MOWR, after examining and reviewing the reports, along with any comments sent by DOED and/or MOFSC, may approve the documents with or without any notes or modifications.

## 8.3. **Projects requiring an EIA**

The following projects require an EIA study:

- Hydropower projects with installed capacity of more than 5 MW.
- Transmission line projects with more than 66 kV capacity.
- Projects lying in national parks, buffer zones, wildlife reserves, or conservation areas, regardless of the size of the project.
- Rural Electrification projects above 6 MVA capacity.
- Resettlement of more than 100 households by the implementation of the project.
- Any projects falling in Schedule-2 of EPR.

Scoping is the first step of the Environmental Study. Then a TOR covering the issues of Scoping as per Schedule-4 of EPR 97 is prepared. The Scoping document and TOR are submitted to the Ministry of Environment, Science and Technology (MOEST) through MOWR and DOED. Upon approval the proponent may begin the EIA study and submit the EIA report in the format as mentioned in EPR54 (Schedule-6).

### 8.3.1. *EIA and public consultation*

According to EPR 54 public involvement will take place in different stages of the EIA study:

#### A) During Scoping and TOR Stages

- Public Participation during the Scoping Stage.
- Publication of a 15 days public notice in a national daily newspaper.
- Group meeting at the project site.
- Meeting with line agencies.
- Discussions and presentations to the review committee members formed by MOEST for a particular project.

#### B) During EIA Report Preparation Stage

- Public Consultation during the EIA Stage.
- Field visit by experts and consultations with local people.
- Implementation of a public hearing program in the project affected area in the presence of project-affected people and concerned agencies.
- Presentation of the findings of the draft EIA study.
- Collection of responses from participants.
- Preparation of the final report including all the relevant issues.
- Publication of 30 days public notice in a national daily newspaper requesting comments from all the stakeholders and concerned persons on the EIA report.

The EIA report is publicly available for 30 days for the reviews and comments of the general public. The report is kept at the Tribhuvan University library, MOEST library, and other concerned places at the central level and at the DDC Office and the VDC Office at the local level.

### 8.3.2. *EIA Review and Approval Process*

#### 8.3.2.1. *Scoping and TOR*

The proponent may submit the Scoping and TOR reports either separately or together. The proponent submits the reports to DOED. DOED, after reviewing and examining the reports, sends the documents with its comments (if any) to MOWR for further action. MOWR then, after reviewing and examining the reports, forwards the reports to MOEST with comments and suggestions. Then MOEST reviews the report, as well as the comments and suggestions from MOWR, and subsequently convenes the Report Review Committee. Based upon comments made by the committee, MOEST may approve the Scoping and TOR reports with or without any notes or modifications.

#### 8.3.2.2. *EIA Report*

The proponent submits a specified number of copies of the EIA report to DOED. DOED, after reviewing and examining the reports, forwards the reports with comments and suggestions to MOWR for review. MOWR examines and reviews the reports along with DOED's comments/suggestions. MOWR then forwards the reports to MOEST, with comments and suggestions for further actions.

MOEST will then publish a public notice inviting concerned public and stakeholders to provide comments on the report. For accessibility of the public to the reports, MOEST places EIA reports in the concerned VDC and DDC offices, central libraries, and at other significant public places for a period of 30 days. If in that time, the public provides substantial comments on the report, MOEST may instruct the proponent to address them. Also, MOEST convenes an EIA Report Review Committee as mentioned earlier. The Review Committee reviews the EIA, as well as the comments forwarded by MOWR, and submits a report on it. Then MOEST based upon the comments made by the Review Committee and suggestions received in response to public notice may approve the report, with or without any notes or modifications, within 60-90 days as per the law.

## **9. INCORPORATING GENDER INTO THE IEE/EIA PROCESS**

A summary of the IEE and EIA processes, showing where gender input is crucial, is given in Annex 1.

### **9.1. Scoping**

The purpose of Scoping is to identify all of the possible issues that should be considered by the EIA.

Under Rule 4 of EPR54, Scoping is defined as a procedure for determining the extent of and the approach to an EIA. It involves the following tasks:

- Identification of relevant or significant issues to be examined.
- Identification and selection of alternatives.
- Involvement of relevant authorities, interested parties and affected groups.
- Determination of the TOR for further study.

Scoping is not an isolated exercise. It may continue well into the project planning and design phase, depending if new issues arise for consideration. The output of Scoping is the backbone of the EIA study. The involvement of gender should be encouraged from the starting point of the project cycle. In order to incorporate the concerns of local women on project implementation, some gender experts should be employed in the feasibility stage of project cycle, and women groups should also be encouraged to respond and furnish the concerns that they anticipate. A list of women's organizations that are found in DDCs and VDCs is given in Annex 2.

The basic components of a Scoping exercise, particularly emphasizing on gender issues will be as follows:

- Assemble relevant existing information.
- Prepare a plan for addressing gender issues and establish priority issues related to gender.
- Disseminate project information to affected women and other deprived groups e.g. Bote, Kami, Damai, Sarki, etc.
- Identify major issues of gender concern on the basis of their needs assessment.
- Evaluate the significance of issues on the basis of available information.

- Develop a strategy for addressing priority issues.

EIA Scoping should be an open and participatory exercise. It should involve review agencies and sector representatives and should allow maximum women's participation.

The main challenge is to identify and involve those individuals and groups that are likely to be affected. Therefore, representatives of the following groups are necessary:

- Local women communities who are likely to be affected by the project.
- Project beneficiaries, not all of whom will be local.
- Women NGOs, CBOs and other institutions active in the project area or with an interest in natural resources and social welfare.
- Traditional authorities such as village headperson, tribal elder women, and religious leaders.
- Voluntary organizations such as clubs, kinship societies, recreational groups, neighborhood associations, labor unions, ethnic organizations and cooperatives.
- Private sector representative such as women business interest groups, trade associations or professional societies.

The women stakeholders should be identified at the start of project implementation, and should be mobilized at various stages of EIA process. Women stakeholders for a particular hydropower project should be identified at the Scoping stage. However, more stakeholders can be added in the list at the later stage of EIA process. In rural areas of Nepal not many women groups are organized, so the project should encourage and facilitate the formation of women groups in the local area. Available women groups, such as Mother Groups of Ama Milan Kendra, can be mobilized to advocate women groups to participate in different consultation meetings (see Annex 2).

## **9.2. Terms of Reference**

Based on the output of the Scoping exercise a Terms of Reference (TOR) is prepared. The basic objectives of the TOR are to:

- Define what types of information are to be presented in the Environmental Impact Assessment (EIA).
- Delineate the relevant issues to be discussed.
- Fit the EIA study into the context of existing policies, rules and administrative procedures.
- Define what studies will be performed.
- Explain who will conduct the studies.
- State when the studies will be conducted.
- Mention how the studies will be conducted.
- Outline the basic structure of the EIA.

The contents of the TOR should include the critical environmental issues, including gender issues, identified in the Scoping process.

After gender issues have been identified in the scoping process, it is important to mention clearly in the TOR what types of data need to be collected. It should be clearly mentioned in the TOR which data will be collected in the field and which data will be collected from published literature. The types of data on gender issues should be collected so as to help in identifying and quantifying the impacts on gender and hence, help in designing the mitigation measures. The data should also be helpful for designing baseline, impact and compliance monitoring plans and auditing plans. The types of data to be collected should be specific.

### **9.3. IEE/EIA Study**

#### *9.3.1. Baseline Data*

The EIA report must present relevant baseline information pertaining to the physical, biological, socioeconomic and cultural condition of the area under study, including any changes anticipated prior to project implementation.

The types of baseline data to be presented should correlate to the environmental issues that have been identified during Scoping as being significant.

It should differentiate between secondary and primary source of information, and it should state clearly where there were data gaps and any other limitations.

In the process of investigation, the usual difference in roles and responsibilities between men and women in the society of the affected area should be noted. Sociological and economic data must be disaggregated by gender. If women are to be involved in public participation activities and committee work, it should be noted that their availability (time-wise) may be quite different from that of men. Differences in their daily and seasonal work activities must be taken into account. If such factors are ignored, women may be denied the opportunity to participate on equal terms with men.

In gathering gender related data, the following should be considered:

- Inclusion of both men and women in the assessment of the sample population.
- Employment of women as contractors, researchers, and interviewers within the project implementation teams.
- Interviewing men and women separately, where culturally appropriate; thus enabling women to speak more liberally.
- Ensuring interviews take into account the different work schedules of men and women (scheduling meetings involving women when they are free from other work and when they can attend).
- Disaggregating all gender data during collection and analysis.
- Recording differences in the allocation of time and work traditionally performed by women (as compared to men) that may influence their employment opportunities and the delivery of and receptivity to technical assistance and training.
- Recording differences in authority related to control and disposition of assets and money.

- Recording differences in the decision-making process, which influences the allocation of time and resources.
- Observing the amount of time women spend on attending households chores.
- Observing the amount of time women spend on agricultural subsistence production.

A checklist of questions to be addressed at this stage is given in Annex 3.

### *9.3.2. Impact Identification and Prediction*

Impacts that were not detected or not considered to be significant during Scoping may arise during the course of the EIA study. Such issues must also be included in the EIA report. This is because approval of the Scoping document and TOR does not confer any exemptions from the laws of the Kingdom of Nepal.

The EIA report should contain a list of both the adverse and the beneficial impacts anticipated as consequences of the proposed project activities at different stages of the project cycle. The impacts should be predicted and categorized in terms of their magnitudes, extent and duration. Matrices, checklists, and questionnaires used in the process of identifying impacts should be annexed in the report.

Positive benefits and opportunities may also arise from a project to counterbalance the adverse impacts. A balanced view of potential hazards, risks, and impacts should also incorporate the positive aspects of development. For most people, a development project usually has more benefits than adverse impacts. From a hydroelectric project, women will be reaping benefits, such as electricity for lighting, for cooking, listening to radio, and watching TV. Time will be saved because they will not have to go to the forest to collect fuel-wood. They can start their own home businesses such as a bakery shop, etc. Many other time saving techniques can be adopted slowly.

#### *9.3.2.1. Categorizing impacts*

There are three categories of impacts to be considered: direct, indirect and cumulative, as follows:

- a) Direct Impact – This is an alteration to the existing environmental conditions as a direct consequence of the project activity. Direct impacts can have far-reaching effects, producing numerous indirect impacts, depending on the structure and function of the particular system being stressed by the project. For example, noise from construction has an immediate effect on wildlife and/or nearby human residents.
- b) Indirect Impact – This is an alteration to the existing environmental or social conditions where one component produces repercussions on other related components. For example, an influx of people to a reservoir site can lead to deforestation, which in turn can lead to an increase in erosion and sedimentation in the reservoir.
- c) Cumulative Impact – This is an environmental impact produced by a single activity, which may not be significant by itself but a series of such

an activity may produce combined or cumulative effects. Cumulative environmental impacts may occur from effects of an individual, minor action recurring over a period of time.

The impact on women, may sometimes be direct such as, the availability of electricity will save their time from procuring fuel wood, so that they can use their saved time in other productive areas, which is indirect. Many activities of project implementation have more impact on the lives of women in some way or the other.

#### *9.3.2.2 Impact on Different Types of Environment.*

- a) **Physical Environment:** The impacts on the physical environment are those impacts that alter the condition of resources such as soil and landforms, or the creation of a propensity for soil erosion, floods, and sedimentation. For example, depletion of water sources will result in women walking longer distances to fetch water.
- b) **Biological Environment:** The impacts on the biological environment are those impacts that alter the condition of resources such as vegetation, wildlife, croplands, grazing lands, forest, fish, and other aquatic species. This impact can in one way or another affect the lives of rural women. For example, a loss of forest and cropland may lead to more labor for women and children.
- c) **Socioeconomic and Cultural Environment:** The impacts on socioeconomic and cultural environment are those impacts that alter the existing conditions of the communities or social groups within or around the project site. They can be beneficial (bringing positive opportunities) or adverse (creating negative effects). New employment and skills training opportunities, for example, are important to consider. The implications of a development project on the role of women in society, income-generating opportunities, and access to resources, employment opportunities, and equity constitute the part and parcel of gender issues. Women could be marginalized in the absence of adequate training if improved technologies are introduced in the project area. Due to existing gender stereotyping, women could be deprived of newly created job opportunities in the project area.

During the construction phase many men who used to work alongside women will move onto the construction project. Thus leaving women with additional chores.

Malnutrition from food insecurity and changes in food demand will have some impact on women and children in the family.

When women get jobs at construction sites, there is great possibility of dropouts of girls from schools, as they have to assist their mothers in the household chores.

Single male workers from outside of the community tend to increase immoral and illegal activities in the project area. The sudden cash flow during the construction

period allows men to spend the extra cash on gambling and drinking, thus having direct and indirect impacts on women. However, once the project is completed, they will earn less or probably be unemployed. This will have an adverse impact on men, leading them to violent behavior and alcoholism, thus having direct and indirect impacts on women.

### *9.3.3. Public Consultation and Public Hearings*

Public involvement is the process of encouraging, enabling and engaging the general population, or members of a community and other stakeholders to express their interests, discuss concerns and solicit active support in planning, implementing, operating, and maintaining a development project.

Public support is cost effective for developers, producing optimal results against expenditure. Involving the public in meaningful ways helps to:

- *Allay suspicions and apprehensions*: It helps bridge conflicts, clear up misunderstandings and avoid hostilities.
- *Win public support*: It makes room for transparent negotiations and speeds up the development process by avoiding delays and problems.
- *Create local feelings of "ownership", "cooperation" and "accountability"*: It strengthens public involvement, builds rapport and thereby support.
- *Bring developers and stakeholders together, to work as partners to identify risks and opportunities*: Working together, pro-actively, helps mitigate adverse impacts and make the best of beneficial ones.
- *Save time and money*: It reduces costs due to conflict, slow-downs and strikes.

### *9.3.4. Approach to Women Stakeholder Involvement*

As the term "participation of women" requires shared involvement and responsibilities, it implies an element of joint analysis and control over decisions and their implementation. In participatory decision-making, there is no single source of ultimate control or authority. The participating parties must discuss and reach a decision by means of an agreed process, for example, through the process of mediation and consensus building.

Mechanisms of effective communication between the project governing entities and the people should be recognized and established to ensure enforcement of public accountability of the project.

The following benefits will be gained by women stakeholder participation in EIA process:

- Improved understanding of the potential impacts of the proposed project.
- Identification of alternative sites and designs and mitigation measures.
- Clarification of values and tradeoffs associated with different alternatives.
- Identification of issues.
- Creation of accountability and a sense of local ownership during project implementation.

It is very important that a plan for women stakeholder involvement is prepared before EIA work begins. It is essential to have such a plan, because there is a tendency for EIA practitioners to focus their attention on the technical aspects of EIA work only. This will occur even if a woman anthropologist or a sociologist has been included in the team, because often such experts are marginalized in large teams of engineers, planners or environmental scientists. There are various methods that can be utilized to involve women stakeholders in the EIA process, such as:

- a) Public Meetings. These are open meetings without restrictions as to who can attend. However, women and disadvantaged groups should be encouraged to attend.
- b) Advisory Panels. These are groups of women chosen to represent stakeholders and meet periodically to assess work done, results obtained, and advise on future works.
- c) Public Information Center. This is a facility in an accessible location which contains information and displays on the project and the study. The general public can visit and obtain information and provide their concerns and views.
- d) Interviews. These are structured series of open-ended interviews with selected community representatives to obtain information/concerns/views. Gender experts (preferably women) should be employed to interview local women.
- e) Questionnaires. These are a set of written, structured series of questions issued to local people to assemble concerns/views/ideas. In this case, gender experts in the team should conduct the questionnaire survey so that women's groups are focused upon.
- f) Participatory Appraisal Techniques. This is a systematic approach to appraisal based on group inquiry and analysis based on multiple and varied inputs. A gender specialist may moderate the process.
- g) Public Hearing. This is a gathering of interested and affected people, group, and/or the entire community, at which information is exchanged and views are expressed. The project proponent should make some arrangements to facilitate but not dominate the public hearing and community meetings. Project affected women and other appropriate representatives of women should be encouraged to participate in the public hearing so that their issues are well addressed. Public hearing is a mandatory process (EPR54).

Annex 4 gives some practical tips for ensuring the participation of women.

#### 9.3.5. *Mitigation Measures*

The EIA report should propose pragmatic mitigation measures for all the activities likely to have an adverse impact. Mitigation measures are actions which reduce, avoid or offset the potential adverse environmental consequences of development activities. The objective of mitigation measures is to maximize project benefits and minimize

undesirable impacts. Although a wide range of mitigation measures may be proposed, the following are relevant to most hydropower projects:

- In the implementation of hydropower projects, there is often a possibility of affecting the drinking water resources, fishing activities, water mills, etc. in the local area. If these are affected, women will suffer most.
- Social disharmony that takes place in the project site affects women. However, in order to reduce such impacts some corrective measures should be employed.
- Potential adverse impacts may be reduced or eliminated before their occurrence by introducing preventive measures. Examples include implementation of a health education program and initiation of a public awareness program. Women and disadvantaged groups in the project area should be encouraged and provided with training and awareness raising program, so that they will be able to educate other women in the village.
- Projects requiring resettlement/relocation of the displaced people should encourage and engage women in the negotiation process to lead to the development of those resettled; since women are important social and economic actors in development.

Annex 5 provides a sample checklist of questions to be addressed while developing mitigation measures.

#### *9.3.6. Environmental Management Plan*

An Environmental Management Plan (EMP) is a part of the overall EIA process for hydropower development. The purpose of the EIA is to identify and quantify impacts and formulate mitigation strategies to minimize adverse impacts and enhance the positive impacts caused by project development. By comparison, the formulation and implementation of an EMP provides a solid foundation to put into practice the mitigation strategies during project construction. Furthermore the EMP lays the framework for continued assessment of potential impacts through the application of Monitoring and Auditing.

The EMP is a document to be prepared as a part of the EIA report. An EMP includes project monitoring, auditing, and project management. The requirement for producing an EMP within the EIA implementation in Nepal has been clearly mentioned in EPR 54.

The key objectives in the formulation of an EMP are:

- Formulate a Monitoring Plan for baseline, impact and compliance monitoring; and
- Formulate an Auditing Plan to be implemented after project construction.

The EMP should be incorporated into the Project Implementation Plan. As part of social issues, the adverse impacts on women of the project area and implementation of mitigation measures to minimize the impacts on women should also be incorporated in design and implementation phase.

## 9.4. Monitoring

Monitoring is an activity undertaken to provide specific information on the characteristics and functions of environmental variables in space and time. Environmental Monitoring is one of the most important components of an EIA. It is essential for:

- Ensuring that impacts do not exceed the established legal standards;
- Checking the implementation of mitigation measures in the manner described in the EIA report and;
- Providing early warnings of potential environmental damage.

Following are three types of monitoring plans prepared in an EIA/IEE report.

- Baseline Monitoring
- Impact monitoring
- Compliance Monitoring

The EIA report should clearly specify the nature of the monitoring required, stipulating how these activities are undertaken, meaning, the organizational setup, the cost and the manpower to carry out these monitoring activities; and any other necessary inputs.

It should provide sufficient guidance and prepare a "training needs assessment" on the sampling protocol and analytical standards to ensure the generation of reliable data.

### 9.4.1. Baseline Monitoring

A survey should be conducted on basic environmental parameters in the area surrounding the proposed project before construction begins. A baseline-monitoring plan shall indicate the "parameter" and its "indicator" which is going to be monitored, "the location" where such monitoring is to be done, "the method" of monitoring and "the schedule" of the monitoring activities. Subsequent monitoring can assess the changes in those parameters over time against the baseline. For gender analysis, the following baseline information on women and girl children should be collected at the time of EIA:

- Population.
- Fertility/Mortality/Morbidity.
- Population structure: age/caste/ethnicity.
- Literacy/employment/education.
- Girl children attending school and their dropout rates.
- Economic status and profit sharing.
- Migration: seasonal/permanent.
- Women empowerment, their participation in local and national politics.
- Women's NGOs, CBOs, Mothers' Group and other community user groups.
- Women's representation in community organizations.
- Domestic violence involving women and girl children.

- Girl child labor.
- Time taken to fetch water for domestic purposes.
- Time spent by women doing household chores.
- Health condition of women and girl children.
- Liquor production and consumption.

#### *9.4.2. Impact Monitoring:*

The physical, biological, socioeconomic and cultural parameters within the project area should be measured during the project construction and operational phases in order to detect environmental changes, which may have occurred as a result of project implementation. Impact monitoring should be focused on collecting information to determine whether or not the impacts on women have been mitigated as proposed in EIA Report. Impact monitoring is done both during construction and operation phases. Impact monitoring plan shall indicate the “parameter” and its “indicator” which is going to be monitored, “the location” where such monitoring is to be done, “the method” of monitoring and “the schedule” of the monitoring activities.

Moreover, project impact on women should be monitored and evaluated separately. Some key questions and strategies can be developed as follows:

- Do the monitoring and evaluation indicators include issues of women's livelihood restoration, safety, habitability, and other issues addressed in this checklist?
- Are the appointed agencies gender sensitive?
- Is the budget sufficient to address gender issues?
- Is the monitoring and evaluation baseline gender inclusive?
- Have appropriate mechanisms been developed for participatory monitoring and are women included?

The key strategy is to:

- Promote participation of women in planning, design, and implementation of impact monitoring.
- Ensure that the institutional mechanisms set up at both, the level of the project authorities and the community includes women in the team.
- Ensure that impact monitoring includes specific inputs from women.
- Ensure that community-based mechanisms have an acceptable proportionate representation of women.
- Ensure that implementation of gender aspects is reviewed and reported by staff undertaking review missions.

#### *9.4.3. Compliance Monitoring*

Compliance Monitoring employs a periodic sampling method, or a continuous recording of specific environmental quality indicators to ensure project compliance with recommended environmental protection standards. Compliance monitoring is done during both, construction and operation phases. Compliance monitoring plan shall indicate the “parameter” and its “indicator” which is going to be monitored, “the method” of monitoring, and “the schedule” of monitoring activities. The following

activities should be conducted to ensure compliance with the recommendations of the EIA study with special attention to gender issues.

- Following the completion of the detailed design and the tender documents, confirm that all the mitigation, compensation and rehabilitation measures recommend by the EIA study have been incorporated.
- During contract negotiation, confirm that the design and working methods proposed by the contractors have taken into account the environmental consideration mentioned in the tender documents.
- At the time of land acquisition, check to ensure that affected family especially women have received adequate compensation within the stipulated time.
- During construction, confirm on a regular basis that all the agreed working conditions and procedures, regarding various environmental considerations, are followed satisfactorily. For example, see if the contractor has established a place where small toddlers are looked after while their mothers work.

### **9.5. Auditing**

The purpose of auditing is to assess the actual environmental impacts, the accuracy of predictions, the effectiveness of environmental impact mitigation and enhancement measures, and the functioning of monitoring mechanisms. The Auditing Plan should indicate the “parameters” and its “indicators” which will be audited, “the location” where such auditing will be carried out, “the method” on how such audits will be carried and its “sources”.

In the process of the audit study, the responsible people from the related organizations should minutely audit pre-project conditions and post-project conditions of resident women, children, and other vulnerable groups of the project area. For this, certain parameters and indicators should be developed to gauge whether their living standards have changed. For example, the following indicators can be examined:

- Health conditions.
- Level of employment.
- Level of education.
- Dropout rates of female children from school.
- Mobility.
- Domestic violence on women and children.
- Liquor production and consumption.
- Girl child labor.
- Use of electricity for cooking.
- Increase in women’s training.
- Women forest user groups maintained and/or established.
- Quality of water.
- Time taken to fetch water for domestic use.
- Increase or decrease of aquatic species in rivers and streams.
- Whether the compensation received was properly utilized or not.
- Proportion of electricity royalty revenue used in women's programs.

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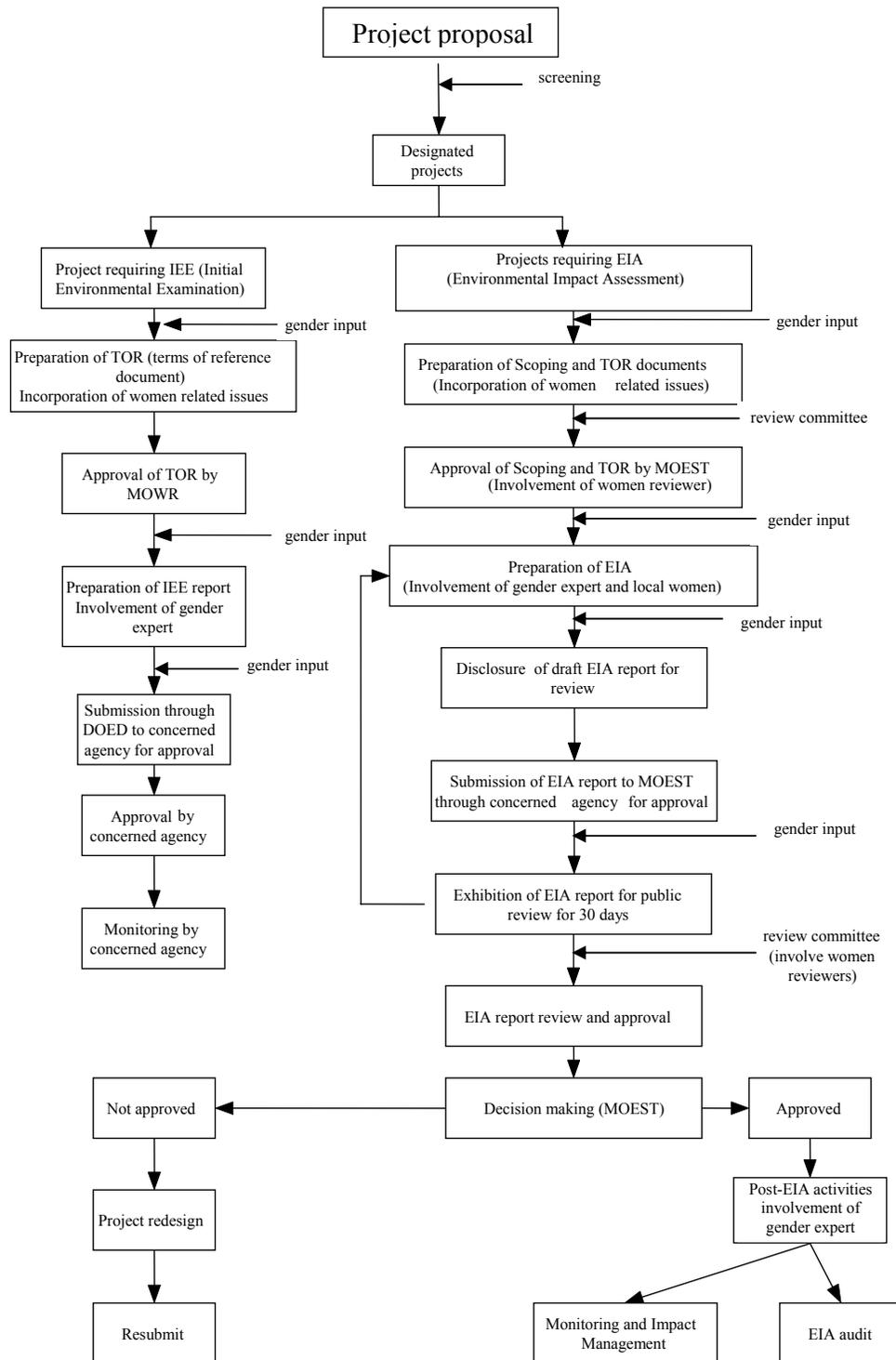
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# Annex 1

## Summary of Women's input in IEE and EIA Processes



## **Annex 2**

### **List of Women's Organizations/Workers that are found at District and Village Levels**

1. Women Development Branch of Ministry of Women and Social Welfare.
2. Women Development Officers.
3. Ama Milan Kendra.
4. Women Community Forest Users Group.
5. Women Water Users Group.
6. Women Community Health Volunteers.
7. Community Women Representatives, e.g. Ward Members, VDC Members.
8. Lady Teachers.
9. Women Club Members.
10. Women's Religious Groups.
11. Maiti Nepal.
12. Local INGOs and NGOs working for the cause of women development.
13. Women Small Farmer Development Group.
14. Women volunteers.
15. Local CBOs.
16. Other institution working in the welfare of women development activities.
17. Local Trade Unions.
18. Saving Credit Groups.
19. Women representatives from various political parties.
20. Women CBOs.

### **Annex 3**

#### **EIAs for Hydropower Projects Should Address the Following Questions**

1. Have women been directly consulted in identifying their needs, roles and opportunities in this project?
2. Have women been identified as:
  - a) Separate target groups?
  - b) Mainstream participants?
3. Have provisions been made to check if equitable benefit (from the project) accrues to men, women, boys, girls, and other disadvantaged groups?
4. Has the project affected the situation of women and children in some other way?
5. How can the project design/delivery be adjusted to increase women's access and control of resources and benefits?
6. Does the chosen monitoring and evaluation procedure permit identification of project impact on women, especially, the vulnerable groups of women?
7. Are there contacts with other female service staffs and female extension workers?
8. Are women of the area sufficiently educated to project benefits from written extension materials?
9. Have women been trained on formal meeting proceedings?
10. Do women have the time to attend meetings, especially when these meetings are set at their peak hours?
11. Are women unable to attend meetings or visit offices because of their lack of mobility (because of cultural or practical reasons)?

## **Annex 4**

### **Ensuring Participation of Women**

1. Ensure representation and presence of women from different socioeconomic groups in all meetings.
2. Ensure that meetings/consultations are organized at a time when women find it convenient to attend, so that maximum participation can be ensured.
3. Ensure the venue for the meetings are based on discussions with the women so that they can feel free and uninhibited in their discussions.
4. Consider female facilitators or, work through women's groups or networks - formal or informal.
5. Involve women in the indemnification of affected persons.
6. Consider separate meetings for women, when necessary.
7. Ensure women's involvement in review meetings or committees.
8. It is important that women's associations are vested with authority, both within their communities and within wider regional and state processes. This will preempt situations where women are mere tokens in decision-making processes.
9. Ensure women's involvement and participation in implementation and monitoring.
10. Ensure documentation of the participatory exercise.

## Annex 5

### Checklist of Women and Energy Related Activities

1. To what extent has the availability of fuel wood declined?
2. What is the availability of crop residues and dung? How much of it is used for the land and how much for fuel?
3. How do people, and in particular women, explain the cause of ecological degradation and scarcity of forest products?
4. How do they view their own behavior in this context?
5. What forms of fuel scarcity (fuel wood, twigs, organic residues, dung, sawdust, and rice husk) are felt to be most acute?
6. Are there any changes in cooking practices, selected types of food, quantity of food, number of meals, etc., due to scarcity of fuel wood?
7. How are these changes perceived in terms of nutritional value of the family diet?
8. Have expert attempts been made to define an optimal diet, taking into account local preferences, local availability, nutritional value, required time and fuel?
9. Are designs for improved stoves discussed with women and tried out in practice, with women's priorities prevailing?
10. Does the project focus on overall household energy planning, also considering nutritional issues and women's income-earning opportunities? Does the project do so on the basis of participatory process and action research?
11. Does the project facilitate women towards income generation, so that they can afford alternative technology?
12. How might any planned changes in forest management energy use and environmental conservation affect women?
13. Is success measured in terms of what women themselves perceive as tangible benefits? (For example, not necessarily number of trees planted or number of new stoves introduced, but gains in terms of time, income, status, etc.)
14. What local use is traditionally made of trees and forest? Distinguish between household use and market production. List uses separately for men and women, and possibly for women in different socioeconomic status. Think of:
  - Construction wood, wood for tools and utensils;
  - Fuel wood for cooking, heating, lighting, food processing, home industry;
  - Food such as fruit, nuts, seeds, oils, honey, mushrooms;
  - Fodder for small livestock near the home and for cattle;
  - Other products such as medicines, dyes, resin, gum, and materials for thatch, mats,
  - Baskets, rope, clothing, etc; and,
  - Shade for people and livestock.

15. To what extent do women and men have conflicting interests in trees of certain species?
16. What are the local perceptions, and in particular those of women, of the ecological functions of trees?
17. How can forestry elements best be fitted into local farming systems? Think of:
  - Fast growing small trees for lopping and other purposes.
  - Multi-purpose species of trees near the home.
  - Selection of species for wind breaks; selection of species for fodder trees.
18. How can women's indigenous knowledge of local species best be tapped and utilized?
19. In what areas do women need support/training?
  - Nursery?
  - Planting?
  - Protecting/growing techniques?
  - Harvesting?
  - Final use?
20. How can women's rights to trees be ensured within forestry projects?
21. How can such rights in particular be ensured for landless women and female-headed households?