

Capacity Building Needs Assessment and Training Strategies for Grassroots REDD Stakeholders in Nepal

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List of abbreviations

ACOFUN	Association of Collaborative Forest Users Group Nepal
ADDCN	Association of District Development Committee Nepal
AFO	Assistant Forest Officer
ANSAB	Asia Network for Sustainable Agriculture and Bio resources
BZ	Buffer Zone
BZCF	Buffer Zone Community Forest
BZCFUG	Buffer Zone Community Forest Users Group
CAMC	Conservation Area Management Committee
CBS	Central Bureau of Statistics
CFMUG	Collaborative Forest Management Users Group
CFUG	Community Forest Users Group
CIFOR	Center for International Forestry Research
COFSUN	Community Forestry Supporters' Network, Nepal
COP	Conference of the Party
CTEVT	Council for Technical Education and Vocational Training
DANAR	Dalit Alliances for Natural Resources
DFO	District Forest Officer
DoF	Department of Forest
EIA	Environmental Impact Assessment
FCPF	Forest Carbon Partnership Facility
FECOFUN	Federation of Community Forest Users Group Nepal
GOs	Government Organisations
HIMAWANTI	Himalayan Grassroots Women's Natural Resource Management Association
HURDEC	Human Resource Development Centre
ICCAs	Indigenous Community Conserved Areas
ICIMOD	International Centre for Integrated Mountain Development
IEE	Initial Environmental Examination
IP	Indigenous People
KAFCOL	Kathmandu Forestry College
LF	Leasehold Forest
LFP	Livelihood and Forestry Program
LFUG	Leasehold Forest User Group
MFSC	Ministry of Forest and Soil Conservation
NAF	Nepal Agroforestry Foundation
NPLG	National Policy Learning Group
NEFIN	Nepal Federation of Indigenous Nationalities
NGOs	Non Governmental Organizations
NORAD	The Norwegian Agency for International Development and Cooperation
NSCFP	Nepal Swiss Community Forestry Program
OP	Operational Plan
RPP	Readiness Plan Proposal
RECOFTC	Regional Community Forestry Training Center
REDD	Reducing Emission from Deforestation and forest Degradation
TOT	Training for Trainers
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change
VDC	Village Development Committee
WWF	World Wildlife Fund

Executive summary

As reducing emission from deforestation and degradation is regarded a cost effective and faster strategy to mitigate climate change, there appears to be a global consensus to expedite the process. Since REDD+ is advancing very fast at global level as a potential mitigation option, Nepal needs to think more seriously over how different regimes and conditions of forest can benefit through this emerging opportunity, and minimise any negative consequences that may accompany the implementation of REDD. The institutional and technical capacity of the stakeholders is particularly critical in ensuring the proper implementation of REDD in ways that not only successfully market Nepal's forest carbon but also generates equitable livelihood benefits to local communities and biodiversity conservation outcomes. The purpose of this study is to assess the capacity building needs for REDD implementation in Nepal, and based on the findings,, suggest capacity development intervention strategies, with a particular focus on grassroots stakeholders who have active interests in, or are likely to be directly impacted by REDD.

This report is the outcome of a series of interviews, focus group discussions and consultations with a number of community leaders, civil society activists, professional experts and government officials. The report has three key objectives. First, it identifies and analyzes key capacity gaps and needs of various stakeholders in relation to REDD implementation in Nepal. Second, it develops some general strategies for capacity strengthening of key local and grassroots actors surrounding REDD in Nepal, including the mapping of training resources and resource persons available in Nepal. The strategies also include key training packages for targeted stakeholders and tentative learning objectives of training delivery. Third, stakeholder profile of key stakeholders and competency profiles of key positions within those stakeholders is prepared that can be used during the programme implementation.

There is a growing consensus in Nepal that REDD has to be clearly anchored with the national land use plan, and on the other, multiple claims to forest land by a diversity of actors, especially the poor and landless people, must be addressed through inclusive and deliberative policy processes. Any benefit from REDD can only be realised if such issues are addressed and overall forest sector governance is improved. It is critical that tenure reforms processes are expedited before a realistic and participatory REDD mechanisms can be put into place. There is also realization of the need to integrate both REDD and adaptive resilience aspects into resource management planning and policy making.

As the REDD agenda is getting rooted in Nepal's forest sector, so are the stakeholders evolving, or at aligning with the new agenda with clear interests. Both government and non-government agencies are quick to respond to this agenda and to actively engage in the processes and debates surrounding REDD. Current initiatives span four key dimensions of REDD implementation: a) technical methodological development, b) dissemination and outreach, c) advocacy action mainly by indigenous groups, and d) policy analysis and documentation.

But carbon financing (both REDD and voluntary markets) debates pose fuzzy and confusing scenarios to various forest stakeholders in Nepal. Some are too optimistic while others are skeptical – both without enough evidence of what will happen. There is a profound need for capacity development services that help better keep track of international policy and market contexts, and make necessary decisions in their respective spheres of action – policy development, business development, policy advocacy and rights campaign and research and analysis.

REDD capacity building is well appreciated agenda among the forest and REDD stakeholders in Nepal. Five major types of institutions are involved in capacity building, especially in providing training in diverse aspects of forest management and in REDD. The major institutions involved are government agencies, bilateral projects and international NGOs, networks, research organizations and media.

Forest policy processes and REDD implementation in Nepal operate at three different levels¹: national, meso (district, sub-district) and community. At the national level, there are government policy makers, research and professional groups, advocacy networks and development agencies that influence national and international REDD process. The district level government line agencies, skilled facilitators, development agencies and local government operate at the meso level who directly interact and work with the local communities. The CFUGs and other community groups, VDC and general citizen operate at the community level. The intervention for capacity building therefore must take a comprehensive approach integrating all three levels. Looking at the capacity development gaps, we suggest a multi-pronged and multi-scale capacity strengthening strategy for Nepal REDD stakeholders that draws on the strengths of various learning methods, addresses the unique needs of targeted stakeholders, and addresses the needs of capacity builders.

Five training packages have been developed considering diverse target group: REDD governance (at national and local level), Carbon assessment and monitoring, Gender and REDD, Indigenous People and REDD, and Mass Media in REDD. These trainings cover three major aspects of knowledge required for REDD implementation: a) Awareness and rights related trainings, b) Trainings that directly help to improve policy or mobilise public opinions for appropriate policy framing, and c) Trainings and technical and methodological aspects of REDD implementation.

Overall, the training and capacity building process should be seen as a collaborative learning process, linked to concrete pilot field actions as well as evolving international policy instruments and market opportunities. There should also be a balance in capacity development among various key aspects such as technical analysis, institutional development, policy framing and conflict management aspects to ensure REDD is implemented properly. A key challenge is how REDD stakeholders could begin to critically judge the prospects of REDD and voice their concerns at different levels of policy making at a time when the REDD policy framework is fast evolving globally and locally.

¹ This will however change if the proposed new federal structure of governance is enacted with the new constitution, which, in most optimistic scenario, will likely to be promulgated in a few months or about a year.

1. INTRODUCTION

1.1 REDD in the Context of Climate Change Mitigation Policy

Reducing Emission from Deforestation and forest Degradation (REDD) entered as a climate change mitigation policy instrument in the 13th Conference of the Party (COP) of United Nations Framework Convention on Climate Change (UNFCCC) in Bali in 2007. The Bali Action Plan (which was agreed in COP 13) has been further strengthened and expanded from the recent 15th UN climate change conference (COP 15) in Copenhagen, held in December 2009. Although a UN-wide climate change agreement did not emerge in the COP 15 in Copenhagen, the relevance of REDD as a potential mitigation instrument is becoming even more critical, as reflected in the negotiation texts and the Copenhagen climate change accord².

As reducing emission from deforestation and degradation is regarded a cost effective and faster strategy to mitigate climate change, there appears to be a global consensus to expedite the process³. Consequently, REDD has become the dominant option for mitigation under the global climate change negotiation, and as such, has induced a debate on the potential opportunities and challenges for forest-rich developing countries around the world. The relevance of REDD is particularly debated in Nepal given its diverse and complex forest governance situations: forest dependent economy, moderate deforestation and degradation rates, and expanding community based forest management initiatives. In this context, the institutional and technical capacity of the stakeholders is particularly critical in ensuring the proper implementation of REDD in ways that not only successfully market Nepal's forest carbon but also generates equitable livelihood benefits to local communities and biodiversity conservation outcomes.

Keeping in view this crucial importance of capacity to implement REDD, RECOFTC – The Center for People and Forests, Bangkok- executed a study in collaboration with ForestAction Nepal, with the objective to assess stakeholders' capacity and explore needs and instruments for capacity development strategies. This assessment is part of an ongoing project being implemented by RECOFTC on grassroots capacity building for REDD in the Asia Pacific region, focusing on three countries in its first phase, Nepal, Lao PDR and Indonesia. This report does not seek to provide a comprehensive analysis of institutional capacity of forestry and REDD stakeholders in Nepal, but focuses on a quick review of documented knowledge and compilation of key insights to inform capacity building and training needs for the ongoing project of RECOFTC. Nevertheless, this report can very well be used by other stakeholders involved in REDD capacity building in the country.

² UNFCCC, Dec. 18, 2009. Draft Decision-/CP.15. Copenhagen Accord (available on unfccc.int/resource/docs/2009/cop15/eng/l07.pdf).

³ UNFCCC, Dec 15, 2009. Draft Conclusions of Ad-hoc working group on long term cooperative action under the convention. Draft decision -/CP.15 (available on : <http://unfccc.int/resource/docs/2009/awglca8/eng/l07a06.pdf>)

1.2 The Grassroots Capacity Building for REDD Project

RECOFTC received financial assistance from NORAD (the Norwegian Agency for International Development and Cooperation, Govt. of Norway) in 2009 under Climate and Forest Initiative 2009 –Civil Society Support to implement a project on “Grassroots Capacity Building Program for REDD in the Asia-Pacific Region”. In its first phase (August 2009-June 2010), project is under implementation in three countries, Nepal, Lao PDR and Indonesia. The project’s goal is to strengthen capacity of the grassroots forest sector stakeholders in the region for the successful implementation of REDD, and through this, to contribute to local socio-economic development. The purpose of the project in its first phase is to identify and address the key knowledge gaps among the grassroots stakeholders so that they would be able to actively participate in the planning and implementation of REDD⁴.

The major outputs of the project include: i) introductory REDD training package is developed, designed, adapted and revised; ii) awareness on the basics concepts of REDD is increased among the grassroots stakeholders; (iii) capacity building tools/resources are revised/improved through analysis of the comments and feedbacks received during training; and; iv) findings and lessons are shared with the concerned stakeholders at different levels. The key activities of the project include: preparation of capacity building plan and programmes for each country, design and deliver various training packages, analyse, revise and update the plans, programmes and manuals, and synthesise lessons from the processes to feed into the policy formulation processes on REDD in each project country.

1.3 Rationale and Objectives of the Training Needs Assessment

The purpose of this study is to assess the capacity building needs for REDD implementation in Nepal, and based on the findings,, suggest capacity development intervention strategies, with a particular focus on grassroots stakeholders who have active interests in, or are likely to be directly impacted by REDD. While this report may benefit any REDD training and human resource development actor in the country, it is particularly tailored to training and other capacity building programmes of RECOFTC’s ongoing project on “Grassroots Capacity Building for REDD in Nepal.

The report has two major sections. The first section aims to identify and analyze key capacity gaps and needs of various stakeholders in relation to REDD implementation in Nepal. The second section develops some general strategies for capacity strengthening of key local and grassroots actors surrounding REDD in Nepal. The strategies also include key training packages for targeted stakeholders and tentative learning objectives of training delivery. As first of its kind in Nepal the report is expected to stimulate further discussions on training systems and capacity development among diverse stakeholders in Nepal.

1.4 Methodology of the Study

The report is primarily based on a quick desk review of REDD related reports and articles in Nepal. Over the past two years, Nepal has produced a number of reports, articles, and case

⁴ Grassroots Capacity Building Program for REDD in the Asia-Pacific Region, Project Proposal for Norway Government’s Climate and Forest Initiative Funding Scheme – 2009, RECOFTC 2009.

studies in climate change, forestry, and REDD. Key documents we reviewed include:

- a) Government policy documents and background studies (A key source has been the reports and analyses around Government of Nepal's Readiness Preparation Plan (RPP))
- b) Documents of some ongoing REDD projects in Nepal (such as ICIMOD-ANSAB-FECOFUN REDD project funded by NORAD)
- c) Scientific papers and articles (such as Journal of Forest and Livelihoods special issue on forestry and climate change 2009)
- d) Documents on REDD produced in other countries or by other international organizations related to REDD and capacity building in developing countries (such as those produced by RECOFTC, CIFOR, ICIMOD)
- e) Nepali extension materials related to REDD (such as grassroots training guidelines and other materials on the subject).

Expert consultation and key informant interviews were also conducted, which helped significantly to generate insights into the realities and the need for capacity development in REDD in the country. An expert consultation of REDD researchers and practitioners was organised to identify the key areas of capacity gaps among different stakeholders (See Annex I) for the list of experts). The consultation also helped to reflect upon need for developing a broad and coordinated strategy for capacity building intervention for REDD implementation in Nepal. Similarly, key informant interview was organised with representatives of major organisations involved in REDD implementation, with varying degrees of interests in capacity building (See Annex II for the list of key informants). Consultations were also held with district level and local community level stakeholders, focusing on competency profiling and specific training needs assessment on REDD, thus adding more concrete insights into capacity development expectations of local communities and their local allies and service providers in forest governance. These meetings were organised with stakeholders focussing on community leaders, local service providers, community network and district level forest officials (See Annex III for list of meetings and participants). The key issues and concerns raised by during the consultation meeting are summarised in Annex IV. Annex V provides some comments on the information collection instruments especially the stakeholder profiles and pro-forma competency profile. Stakeholder profile of key stakeholders and competency profiles of key positions within those stakeholders is prepared that can be used during the programme implementation. The list of stakeholder profile and competency profile is given in Annexes VI and VII.

2. PROSPECTS OF REDD IMPLEMENTATION IN NEPAL

The prospect of REDD in a country depends mainly on: a) extent and condition of forest cover as well as its historical trends of deforestation and degradation; b) existing policy frameworks and the general situation of governance, including wider political responsiveness to policy issues; c) existing and evolving stakeholders in REDD and their commitment and competency; d) existing initiatives being undertaken on technical, methodological, institutional and policy aspects of REDD implementation. This section briefly reviews these aspects before turning to the analysis of capacity gaps in the next section.

1.5 Deforestation and Forest Degradation in Nepal

Based on information from CBS (2008) and the Department of Forest Research and Survey (2001), the Forests⁵ and Shrubland areas in Nepal are 29 and 10.6 percent respectively of total area of Nepal. Other major land use include agricultural land (21%), grasslands (12%), no-cultivated inclusion (7%), miscellaneous land use (water bodies, rocks, snow and settlements) (20%) of total geographical area of Nepal. Based on the existing forest area and cover (Figure 1), the total carbon stock in Nepal's forests is estimated as 890 million tonnes (Oli and Shrestha, 2009). The authors have used the default factor of 0.5 to convert the biomass stock into carbon stock. According to another estimate, nearly 14,738 Gg of CO₂ is sequestered due to biomass growth in forests (MoPE 2004).

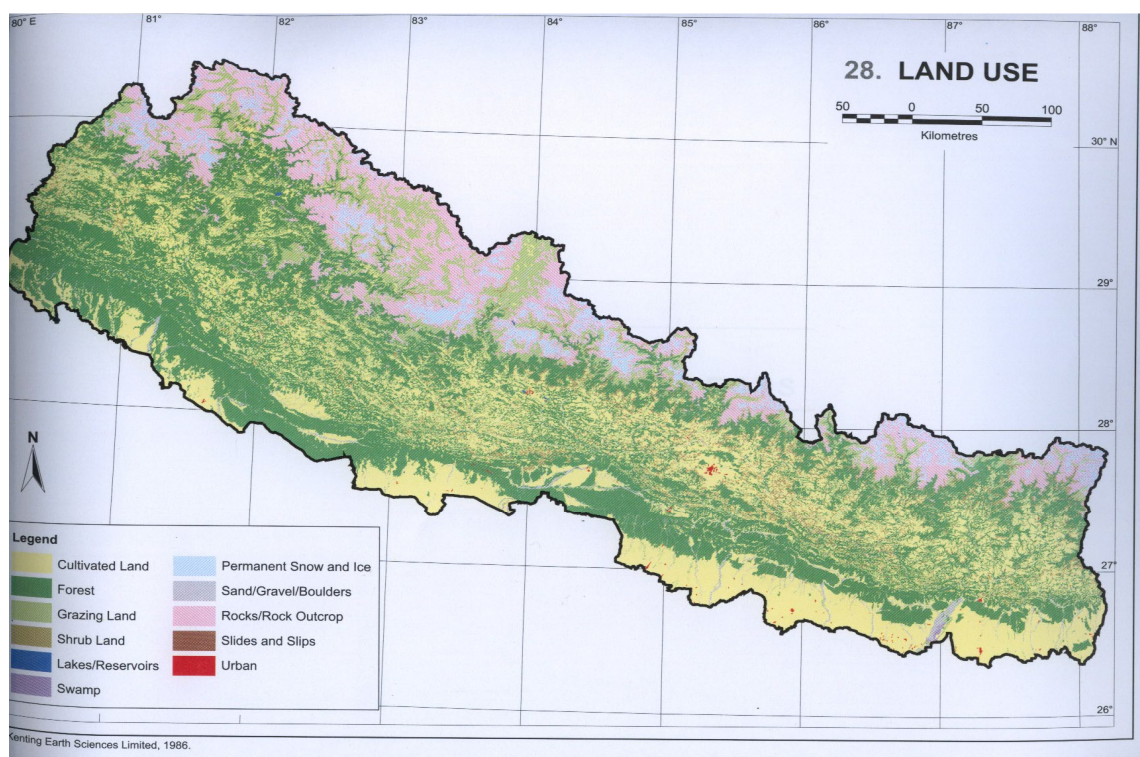


Figure 1: Forest cover map of Nepal

Since there is a lack of comprehensive, robust and updated studies it is difficult to produce a meaningful analysis and synthesis on land use change in Nepal. Forest Cover Change Analysis of the 20 Terai districts was undertaken by MFSC/DoF (DoF 2005), using two sets of satellite images of 1991 and 2001. The analysis showed that the degradation and deforestation in Terai has gone down to 0.08% annually compared to 1.3% during the previous decade. However, in view of the visible expansion of encroachment and timber smuggling in the recent years, the deforestation and forest degradation rates are likely to yield upward trends. In the context of middle hills, there are reports of forest cover and quality increase following the establishment of community forests (Branney and Yadav 1998, Banjade 2008). Over 80% of Nepal's population heavily relies on land and forests, and

⁵ Following FAO, the forests are defined as "all land with a forest cover more than 10 % crown cover". Other major land use types are agriculture and grasslands.

as such have a strong stake in land use. Studies have claimed that forests have made significant contribution to rural economy (LFP, 2009) though the benefits largely vary across gender, caste and socio-economic status (Adhikari 2004). This is still a narrow estimation and does not consider multiple or co-benefits of forests, such as livestock farming, supply of fuelwood and construction materials, edible forest products, and watershed protection function.

The poor, indigenous, dalits and women interact more with forests for fuelwood, fodder, grazing, wild fruit and vegetables and shelter. Given the extreme poverty and vulnerability, particularly among the forest-dependent communities, any reward based on emission reduction or carbon storage is simply not enough unless simultaneous support for sustainable development is designed with REDD or similar payment mechanism.

The situation of forestry sector is even worse in Terai. The Terai has historically been the "eco-political battlefield" due to its fertile land, dense population, rich biodiversity, valuable forests and an open border with heavily populated Indian states (Shrestha and Conway 1996). Based on information collected by the Department of Forests (DoF 2009), encroachment for agriculture expansion is one of the key drivers of deforestation and degradation (Hamro Kalpavriksha 2065 (2009)). There have been frequent events of land grabbing by the landless people primarily for shelter and farming, sometimes linked to organised attempts to settle in forest land and violent conflicts. Killing of six people by the police in Kailali, in western Nepal is a recent example⁶ of such incidences. The ongoing conflict over land and forest resources and the problem of landlessness across the nation clearly demonstrate the severity of challenges of keeping forests intact. The growing food scarcity and humanitarian crisis around hunger demand a fundamental restructuring of land tenure and land use planning in Nepal. A clear implication to REDD is that on the one hand, it has to be clearly anchored with the national land use plan, and on the other, multiple claims to forest land by a diversity of actors, especially the poor and landless people, must be addressed through inclusive and deliberative policy processes. Hence, any benefit from REDD can only be realised if such issues are addressed and overall forest sector governance is improved (Pokharel and Byrne 2009).

1.6 Status of Forest policy and governance in Nepal

In Nepal, the era of decentralisation and community based forest management started in the late 1970s, with the major legal arrangements made in the mid 1990s, through Forest Act, 1993. The emergence of participatory discourses and increased international pressure for the devolution of state authority led to the enactment of the Decentralisation Act 1982. Consequently, some champions of the participatory approaches advocated for the further devolution of forest management to the community level. Many people from within the bureaucracy were also looking for an innovative approach that would better protect the forests. Meanwhile, the First National CF Workshop was organized in 1987 to reflect upon the ongoing process and experiences, and based on these experiences devise a new policy framework/policies and operational strategies in support of community based forest management. Those voices that advocated for further devolution dominated the workshop (Shrestha and Britt 1998). It was followed by an enactment of the Master Plan for the

⁶ The Kantipur Daily December 5 2009.

Forestry Sector 1989, which was under preparation well before the National workshop of 1987. This provided legitimacy to the local people's subsistence use of forests, recognised user groups as key institutions in the management of forests, projected a clear plan to phase the handover of all accessible forests to communities, and redefined the role of the forest authorities' as a facilitator. In fact, the Plan legitimised, formalised and revitalised the local and indigenous management practices across the country that had previously been illegal. Therefore, the Forest Sector Master Plan is regarded as the most progressive policy document of Nepal's decentralisation process.

The forest decentralisation reform process gained momentum after the 1990's political change that overthrew the Panchayat system, brought the King under the constitution and established a multi-party parliamentary system. The enthusiastic elected leaders under the new political system strongly supported the devolution agenda. As a result, Parliament passed the Forest Act 1993 that formalised and legalised diverse forms of decentralised and community based forest management modalities in the country. The Act recognised the community forest users group (CFUG) as a self-governing, independent, autonomous, perpetual and corporate institution, so that they could acquire, possess, transfer, or otherwise manage movable or immovable property (HMG/MoLJ 1993: Article 43). The groups are entitled to receive all the benefits from the management of the forest. According to the Act, the District Forest Officer (DFO) can handover the forests to identified user groups 'who are willing and capable of managing any part of national forests' (HMG/MoLJ 1993). The Act was later operationalised by the Forest Regulations 1995, Operational Guidelines 1995 and Directives 1995. Along with these legal instruments, CF policies and practices in Nepal are also shaped by the regular National CF Workshops (1987, 1993, 1998, 2004, 2008), the government's five-year development plans, and donor agency strategies. To date, almost 40% of Nepal's population is involved in managing over 1.2 million hectares of forests (21% of total forests) through over 15000 CFUGs (Ojha et al, 2009).

The Forest Act 1993 defines the forest broadly to include barren lands or any *ailani* (unregistered) land, foot trails, ponds, lakes or streams, and land across the river banks within or in the vicinity' of the forest area defined by the law. The Act defines forest land as either under state ownership or private ownership. Within the status of state ownership, almost 78% of the forests are managed solely by the government under various modalities of state-centric governance – such as national parks and government managed national forests. The remaining forests are managed under different tenure regimes: community forests; leasehold forests; and religious forest (HMG/MoLJ 1993). The different classifications of forest management modalities are shown in Figure 2.

Enhancing local livelihoods and increasing forest based income are important objectives of forest tenure reform through CF and these objectives have been well recognised by the national plans and programmes. However, there is increasing amount of evidence to prove that the policy intent to devolve forests rights have been severely distorted in practice (Paudel *et al.* 2008). While community forestry is facing critical challenges as regards whether and to what extent it can generate livelihood benefits from the emerging marketing opportunities of forest products, going beyond the subsistence management, the arrival of REDD has further complicated the process of making informed choices on the part of local stakeholders. On the one hand, REDD (along with its most recent variant REDD+) is

trying to dominate another more critical agenda of climate change adaptation, in face of higher impact of climate change that Nepal is going to experience. On the other hand, in view of distant prospect of carbon market involving global level transactions, there are obvious scepticism of the benefits percolating down to poor and indigenous people who conserve forests (nor the such groups could be expected to lodge their claims strongly enough so that they receive it in practice). There is a need to integrate both REDD and adaptive resilience aspects into resource management planning and policy making. Since REDD+ is advancing very fast at global level as a potential mitigation option, Nepal needs to think more seriously over how different regimes and conditions of forest can benefit through this emerging opportunity, and minimise any negative consequences that may accompany the implementation of REDD.

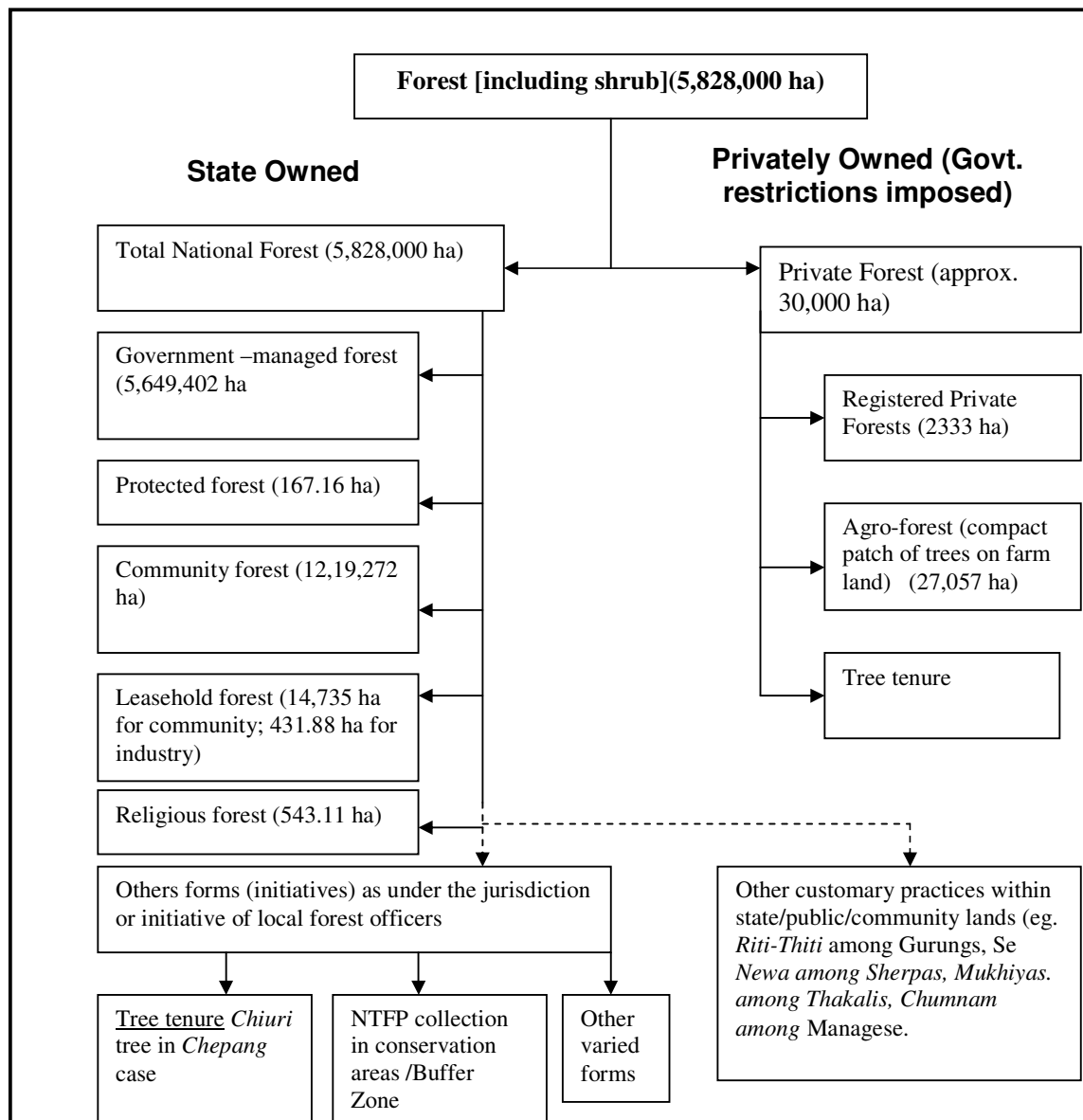


Figure 2: Different forest regimes in Nepal (Adapted from Adhikari et al., 2008)

A climate change special volume of Journal of Forest and Livelihood (2009⁷) and a recent edited volume of REDD booklet (Acharya *et al.* 2009) demonstrate a number of policy issues related to REDD. Some of these issues include:

- Carbon tenure in various regimes of forest management, especially in participatory forestry
- Ensuring the livelihoods rights of indigenous people and local communities
- Identifying and crediting monitoring agencies
- Structure of government organizations from policy to practice level in relation to providing diverse regulatory and enabling services to carbon value chain
- Deciding on the nature of REDD crediting that suits Nepal - fund based, market based or mixed approach
- Addressing drivers of deforestation beyond forest sector (such as the price change of fuelwood substitutes)

As far the potential of community forestry to benefit from any sub-national REDD strategy or voluntary markets is concerned, it depends on (Ojha et al 2008): its institutional ability to conserve forests along with livelihood co-benefits; extent of carbon offsets realised; clear national policy framework regarding carbon tenure, benefit sharing and methodological aspects; collaboration among community forestry stakeholders to work together to develop methodologies and policy approaches; and technical assistance in monitoring and market linkage development. The local CFUGs and their immediate service providers are not in a position to fully understand and articulate these issues into the REDD process, implying a clear capacity gap.

Since an overwhelmingly large proportion of the forest is still owned by the government (see Figure 1), the issue of REDD is confined to the domain of existing community forestry. It is critical that tenure reforms processes are expedited before a realistic and participatory REDD mechanisms can be put into place. After the expansion of community forestry since the eighties, the process of transferring rights to local communities has been stalled by lack of consensus on benefit sharing and institutional modalities in the Terai and the high hills. Besides, the legacy of governmental management of forest also carries with it the limited presence of service providers outside of the state system. Since carbon forestry would entail even more timely delivery of technical and institutional services, there is also an urgent need for transforming service delivery system in the country, shifting service delivery roles to non-government actors and privately organised professionals.

1.7 REDD Stakeholders in Nepal

As the REDD agenda is getting rooted in Nepal's forest sector, so are the stakeholders evolving, or at aligning with the new agenda with clear interests. Both government and non-government agencies are quick to respond to this agenda and to actively engage in the processes and debates surrounding REDD. MFSC has established a separate REDD Forestry and Climate Change Cell directly under the supervision of the Secretary. It has also constituted a national REDD working group comprising the representation of local people's federation and civil society organizations. FECOFUN's national secretariat is also quite active

⁷ Most relevant articles include – Dahal and Banskota; Kotru; Dhakal; Karky and Banskota; and Pokharel and Baral.

in understanding REDD dynamics and advocate the concerns of local communities. Nepal has received The World Bank's Forest Carbon Partnership Facility (FCPF) funding to prepare REDD Readiness Plan Proposal (RPP), and it has also been included in the UN-REDD country list recently. International organizations like ICIMOD, WWF and Winrock International have also started to undertake action research and policy advisory activities. National Non-Governmental Organizations like ForestAction and ANSAB have also pursued the agenda of REDD through research, field piloting and policy networking. Table 1 summarises the mandate and interests of various REDD stakeholders in Nepal.

Table 1: List of Stakeholders actively involved in Climate Change mitigation, their mandates and interests

Stakeholders	Mandate	Interests/focus
Government agencies		
MFSC: REDD Cell	Policy, coordination, prepare national position, approve national standards	WB-FCPF, prepare and submit readiness proposal and get the project
Networks		
FECOFUN	Ensure local community's rights over forest resources, enhance institutional capacity of CFUGs for inclusive governance and equitable benefit sharing	Aware and equip forest users, promote their participation in REDD policy process and ensure fair benefits to them
NEFIN	Promote and advocate indigenous people's rights in politico-cultural and socio-economic aspects in Nepal	Advocacy of Indigenous people's rights in REDD
HIMAVANTI	Advocacy for women's rights in natural resource management	Raise awareness among women on REDD and its implication on women's rights; Build capacity of women leaders from grassroots to national level
DANAR	Promote the interests of Dalits and fight against all kinds of caste based discrimination in Nepalese society	Raise awareness among Dalits on pros and cons of REDD; Build capacity of Dalit leaders to actively engage with REDD and enhance their interests within any carbon payment mechanism
ADDCN, VDC, Municipality	Promote and protect decentralisation of fiscal and natural resources	Increase access of local governments in REDD funds
Donor projects, I/NGOs		
REOCFTC	Strengthen capacity building for community forestry and devolved forest management.	Training, collaborative learning, knowledge networking
LFP	To enhance the assets of rural communities through equitable, efficient and sustainable use of forests and other natural resources.	Training, social mobilization, participatory forest management.
NSCFP	Through strengthened Community Forestry, the Project contributes to the four pillars of Government of Nepal's Poverty Reduction Strategy Paper: Forest-based economic growth, Social and human development, Improved livelihoods of the disadvantaged groups, and Improved	Participatory forest monitoring and management, community based and pro-poor enterprises.

	governance.	
ANSAB	Promote forest based enterprises	Piloting for payment mechanism for environmental services
ICIMOD	Enhance research on mountain based natural resources	Piloting for payment mechanism, generation of globally applicable knowledge
WINROCK	Promote research for socio-economic development	Develop and adapt nationally suitable carbon assessment methods
WWF	Involved in landscape level conservation projects in the Himalayas and the Terai. In Nepal, WWF's focus has been on species, forests, climate change, and freshwater.	Combining carbon financing opportunities with biodiversity conservation.
ForestAction	Contribute to livelihoods improvement through action research and policy dialogue	Produce critical knowledge on REDD through analysis of policy process and institutions to inform national stakeholders
Institute of Forestry	Provide undergraduate and post-graduate studies in forestry, natural resources management.	Technical forestry monitoring and management as well as participatory forestry.
Media		
Radios, Print, TV and web based	Inform citizen on issues of public concerns	Mass level awareness raising on REDD

The overall REDD stakeholder landscape in Nepal is characterised by the domination of techno-centric and market-focussed approach. This is in part because the language of REDD is in English, full of jargon, and less accessible to most local forest dependent people in the country, and also because the whole discourse, learning and action framed by the development funding of the western aid agencies who favour market-focussed and technically rational approaches to REDD. Even the strong civic actors like FECOFUN have limited capacity to translate the complex REDD language into wider public discourse, again because of the excessive donor influence on learning and action of FECOFUN itself.

1.8 Current initiatives in REDD implementation in Nepal

Current initiatives span four key dimensions of REDD implementation: a) technical methodological development, b) dissemination and outreach, c) advocacy action mainly by indigenous groups, and d) policy analysis and documentation. Some of the key initiatives are as follows:

- REDD Cell led process of RPP development, including several review studies on various aspects of REDD
- ICIMOD-ANSAB-FECOFUN piloting of REDD mechanisms
- WWF-Winrock action research on carbon measurement
- ForestAction initiatives on critical analyses of REDD issues and options
- LFP review of REDD issues and options
- NEFIN's initiatives in awareness raising and capacity building of indigenous groups

Donors support without demand has at times pushed the REDD process beyond what local actors can understand, appreciate and apply. As a result, actors focus more on short term benefits out of REDD projects, and less concerned with actual REDD credits that forest

owners or forest dependent people could receive. Also, there is a mismatch between what is happening around REDD in the international policy arena, and the expectations of stakeholders from REDD in Nepal. For instance, Nepali media has circulated that Nepal is going to get soon so much amount of money, without actually referring to Nepal's own capacity and policy related challenges that lie in the process. This implies a need for transforming REDD into a well-informed public agenda so that public demand for policies is augmented, while at the same time empowering forest owners to take entrepreneurial initiatives in carbon marketing.

Currently, there is a significant degree of consensus and atmosphere of collaboration among government and non-government actors, but as the issues of tenure and carbon market will become more grounded and linked to practical initiatives, differences will surely emerge among the various actor groups. This will be particularly critical in the context of fragile and unstable political situation in Nepal. The aspects of potential conflicts around REDD has not received enough attention of the training and capacity building organizations.

As stated earlier, the prospects of REDD is linked to initiatives taken on policy, institutional and methodological aspects of REDD. A quick review shows that real challenges lie in each of these aspects, and some concrete changes are also foreseeable if we want REDD to be implemented properly (Table 2).

Table 2: Current challenges and required changes for REDD implementation

Areas	Current challenges	Change required
Political level	Due to political transition, political leaders do not prioritise REDD as important environmental and economic agenda.	Strong enthusiasm and political will needed to implement REDD; national consensus on promoting Nepal's interests; awareness of REDD options and framework critically needed among political leaders.
Policy level	Diverse, contradictory and weak policy and tenure arrangement, even under community management. Master Plan expires and no climate change and forestry strategy in place.	Inclusive and deliberative policy process needed to explore issues, visions and directions; need to prepare positions and long term strategies; need to ensure comprehensive community rights over carbon; formulation of national strategy for capacity building of grassroots stakeholders.
Institutions	Pressures building up for change of various institutions – government, community and NGOs. Confusion and overlap in roles of service delivery and policy coordination.	Transformation of community institution towards enterprise development including carbon trading, building on existing community-based enterprenurial initiatives. REDD focal points needed at different levels of MFSC. Private and non-governmental service providers need to be strengthened and encouraged.
Technical	Technical capacity on monitoring, reporting and verification is limited.	Locally suitable, precise and cost effective methods need to be developed and adopted; local capacity to use these methods needs to be strengthened.
Information, data	No comprehensive, updated and credible data	A comprehensive and user friendly data base need to be established, a monitoring system established

3. INSTITUTIONAL CAPACITY OF REDD STAKEHOLDERS

1.9 Overall situation

Carbon financing (both REDD and voluntary markets) debates pose fuzzy and confusing scenarios to various forest stakeholders in Nepal. Some are too optimistic while others are sceptical – both without enough evidence of what will happen. There is a profound need for capacity development services that help better keep track of international policy and market contexts, and make necessary decisions in their respective spheres of action – policy development, business development, policy advocacy and rights campaign and research and analysis. Such service should be able to bring the language and agenda of REDD into the wider public domain beyond the language of technical experts and the donor projects. While REDD framework is still being negotiated at the international level, Nepal's role in framing decision at international level has remained limited. This is so even in the context of relatively strong numeric uninterrupted participation of both government and civil society actors in the COP meetings and preparatory processes. Obviously, Nepal has very limited geo-political leverage to influence international debate unless massive international networking is undertaken.

Till date, despite some deliberative intentions to reach out to the local communities, REDD and carbon forestry debate has been confined to the circle of professional experts, a few NGOs and some government officials. There is a need to strengthen the access of local communities and their networks to critical debates and information around REDD. Such a move would also enable local forest dependent citizens to demand better communication and awareness building services from the state and other public agencies, including NGOs.

Looking at the current debates and options, both compliance and voluntary markets require stringent conditions that may create difficulties to local communities managing forests. Key champions of REDD – researchers, consultants, negotiators and rights activists and carbon business in Nepal seem to focus too much on exploring ideas on how to comply with emerging options as if they were final, rather than exploring and advocating their own expectations. There is a need to strengthen the capacity of key champions of REDD and carbon business in Nepal so that they can better analyse and understand their own carbon forestry conditions and develop strategies to promote it.

Clearly, REDD requires significant new set up in: a) policies, b) regulations, c) methodological frameworks, and d) institutional arrangements. National level resource persons and facilitators should be trained on how various aspects of REDD framework are linked, what innovations and experiences are emerging in different parts of the world and how these frameworks can be adapted in the context of Nepal. Service providers are increasingly interested in one or the other aspects of REDD, but there is also a need for more organic service providers who can bridge technical, institutional, and policy languages and facilitate REDD implementation in a holistic way.

Grassroots stakeholders, mainly the local forest dependent people, still lack conceptual understanding of REDD. Even the grassroots service providers, such as local NGOs, field based forestry staff, are not fully aware of the basics of REDD, its political, institutional and methodological aspects. While experts working on extension and institutional aspects are

growing, there are very limited human resources in Carbon measurement, monitoring and verification. Facilitating agencies, both GOs and NGOs, lack locally validated carbon measurement techniques which are so critical for approaching Carbon market. Even among the experts, there is a lack of uniformity in understanding of REDD, which is partly inevitable, as REDD is still evolving. All this suggests that a capacity development intervention cannot ignore the national level processes even when it has focus at local and sub-national levels.

Since addressing deforestation and forest degradation entails a wide array of drivers, often originating from outside of the forest sector. In particular, REDD strategy requires a careful approach to addressing cross-cutting issues around forestry, agriculture, livestock, infrastructure development, and commercial use of forest products. Unfortunately, there is still little progress in integrating these sectors with the REDD agenda in Nepal, although the internationally evolving framework of REDD+ recognises livelihoods and other co-benefits. Within the forest sector, REDD is being considered as a stand-alone intervention. The issues of leakage, permanency and the presence of non-forestry drivers of deforestation means that REDD should be linked with wider forestry and environmental processes, such as clean energy initiatives, forest products substitutes and land use planning. Part of the confusion and limited capacity is due to the lack of clear policy related to REDD in Nepal, leading to the confusion in such basic issue as carbon tenure.

There is no internationally accepted guideline for carbon accounting at National level. Organizations working in carbon stock estimation have developed their own methods and tools adapting and integrating different guidelines (IPCC 2003) which need to be standardized and accepted at international level and make uniform at national level. This suggests a strong need for guideline/ manual development for the REDD process facilitation at national, sub-national and local level, by consolidating existing initiatives and international frameworks.

Stakeholders can learn about REDD through proper documentation and knowledge sharing. There are some attempts to this end, but these are not widely shared and accessible, in terms of language, costs, and ownership. The concept and terminologies related to Climate change and REDD are mostly imported from the international level. As such, elements of REDD which are to some extent understandable and communicable at national and sub-national are still not friendly to local level, mainly because of the heavily loaded technical terminologies in English. Therefore, there is a need to seriously think about developing REDD concepts (not just literal translation) in the local context of Nepal. Visualization tools could be more effective than texts. There are already some attempts to this end underway in the country.

Very limited exploratory studies are there to show how possible REDD mechanisms can help address impacts, problems and issues of climate changes. At the national level, Ministry of Forest and Soil Conservation (MFSC) has constituted a multi-stakeholder REDD Working Group. This has helped foster collaboration among stakeholders having diverse perspectives on REDD and forest governance. But there is still confusion over how this mechanism reaches out to the local level, allowing grassroots stakeholders to voice their concerns and expectations.

At the implementation level, REDD related programmes operate in isolation, with limited sharing at national level and sub-national levels. There is also a lack of common National position of civil society and government on REDD. There is a need for network establishment for experience sharing and disseminating research and experiential outcomes. Currently, stakeholders seem to be just talking about REDD and hence no serious difference has surfaced. But when the actual trading of carbon starts, it is likely that stakeholder conflicts will come out to the surface. It is therefore important for capacity building actors to identify existing and potential conflicting issues, deepen experimental actions and deliberative processes, mediate conflicts and help develop policy conclusions that are widely accepted. Table 3 summarises key capacity gaps in relation to various aspects of REDD framework in Nepal.

1.10 Institutions and their capacities on REDD in Nepal

In Nepal, five major types of institutions are involved in capacity building, especially in providing training in diverse aspects of forest management and in REDD. The major institutions involve government agencies, bilateral projects and international NGOs, networks, research organisations and media. Many of them are traditionally involved in a range of forestry training. Although only a few institutions are currently involved in REDD, most of the institutions imparting forestry training can be potential institution to contribute to REDD capacity building. The mandates of the institutions, the types of training they are currently offering and their interests in REDD is summarised in (Table 4).

Table 3: REDD Framework and Capacity Gaps

Aspects of REDD framework	Key innovations needed	Stakeholder capacity gaps
Policy	<ul style="list-style-type: none"> Clarify goals of REDD/carbon forestry within the larger forest sector strategy of the country (linked to Nepal's climate change strategies for adaptation and mitigation) 	<ul style="list-style-type: none"> Champions of policy change face critical constraints in mobilizing knowledge and evidence Limited networking and engaging capacity Limited appreciation of policy makers and donors in supporting and sponsoring the process of policy change
Regulation	<ul style="list-style-type: none"> Defining carbon tenure, legally clarifying the roles of actors in carbon value chain, including framework for enabling the delivery of required services. 	<ul style="list-style-type: none"> The agenda of regulatory change is not clearly articulated in the debate. MPs are not aware of regulatory dimensions of REDD MFSC has limited appreciation of regulatory change agenda. Rights activists lack professional backstopping to articulate their concerns in concrete regulatory change proposals.
Institutional framework	<ul style="list-style-type: none"> All regimes of government forestry need to develop specific mechanisms to address various aspects of REDD: business aspects, distributional justice aspects, participation and democratic governance aspects, management and monitoring aspects. Identifying and certifying monitoring and verifying agencies. Mechanisms and processes for monitoring of monitoring agencies. 	<ul style="list-style-type: none"> Community based forest management systems require actors to experiment and pilot institutional frameworks at community, district, provincial and national levels. Government managed forests should also develop similar mechanisms. Guidelines and procedures are also needed to facilitate registration, verification, measurements etc. Existing institutions require additional capacity building services to work out these.
Methodological and technical frameworks	<ul style="list-style-type: none"> Carbon monitoring and measurements methods, technical procedures for monitoring and verification, reporting procedures and formats, 	<ul style="list-style-type: none"> Key agencies require capacity development in experimenting, piloting, developing, disseminating, applying and modifying technical instruments related to REDD. CFUGs and local communities should be capacitated to understand, monitor and make necessary decisions about choosing buyers, verifiers etc.

Table 4: Institutional mandate and current training focuses of key institutions

Institutions	Mandate	Types of training offered	Other REDD related activities
<i>Government agencies</i>			
MFSC- training division and regional training centre	Provide basic orientation and in-service reorientation training to the staff of MFSC from officer level to frontline staff level	Silviculture practice, sustainable forest management, facilitating group formation, inventory, EIA, IEE	Dissemination of research into Nepali magazine called Kalpbriskhya
Department of Forest Research	Contribute on conservation, management and sustainable utilization of forest resources through improved technologies and updated forest resource information base	improved/applicable technologies on sustainable forest and agricultural management; soil, water and biodiversity conservation,	Undertaking forest inventory and measurement to support carbon trade.
MoFSC: REDD Cell	Policy, coordination, prepare national position, approve national standards	-	WB- FCPF, prepare and submit readiness proposal and get the full project
<i>Donor projects, I/NGOs</i>			
ICIMOD	Enable and facilitate the equitable and sustainable well-being of the people of the Hindu Kush-Himalayas by supporting sustainable mountain development through active regional cooperation	build and to enhance skills on advocacy strategies for sustainable mountain development at national and regional levels development of pro-poor institutions, particularly at the community level	Piloting for payment mechanism, generation of globally applicable knowledge
WWF	To promote biodiversity conservation through sustainable livelihoods projects and environmental education	Community mobilization, Restored and regenerated biological corridors facilitate wildlife movement, non-timber forest products and medicinal plants for income generation through enterprises	Develop and adapt nationally suitable carbon assessment methods
RECOFTC	enhance capacities at all levels to assist people of the Asia-Pacific region to develop community forestry and manage forest resources for optimum social, economic and environmental benefits	Technical Orientated Training , Organizational and Human Resource Training on good governance, local institutions strengthening, community-based natural resource management processes, practices and outcomes using participatory learning methods	Develop training manuals, identify resource persons, partner with local and national organizations to deliver capacity building activities.
WINROCK	Increase economic opportunity and	Biogas promotion in CFUGs, builds capacities of	Develop and adapt nationally suitable carbon

	sustain resources while protecting the environment	individuals and institutions managing natural resources, and promotes equity and social inclusion.	assessment methods
ANSAB	Enterprise development, business development services and NTFPs marketing ,Forest Certification, organic farming, sustainable forest management practices, REDD	Biodiversity conservation and economic development through community-based enterprise oriented solutions	Piloting for payment mechanism for environmental services
CARE	Promote equitable and sustainable livelihood	Good governance. strengthen institutional capacity of local, promote equitable and sustainable livelihood managing natural resources and safe environment	Include climate change issues as part of broader livelihood framework; contribute to policy on REDD.
Networks			
FECOFUN	Ensure local community's rights over forest resources, Enhance institutional capacity of CFUGs for inclusive governance and equitable benefit sharing	OP preparation, institutional building, leadership	Raise awareness and equip forest users, promote their participation in REDD policy process and ensure fair benefits to them
COFSUN	Setting up cohesive human resources for facilitating in community based integrated resource management.	Grassroots facilitation to enhance CF program	Organise awareness raising campaigns and meetings at the grassroots level.
HIMAWANTI	Advocacy for women's rights in natural resource management	account keeping , Institutional Development , income generating activities, Strengthening women's role and status in natural resource management	Raise awareness among women on REDD and its implication on women's rights. Build capacity of women leaders from grassroots to national level
DANAR	Promote the interests of Dalits and fight against all kinds of caste based discrimination in Nepalese society	Dalit rights awareness raising workshops, lobbying meetings with media and other stakeholders.	Raise awareness among Dalits on pros and cons of REDD Build capacity of Dalit leaders to actively engage with REDD and enhance their interests within any carbon payment mechanism
ADDCN, VDC, Municipality	Promote and protect decentralisation of fiscal and natural resources	Provide orientation trainings to local government members	Increase access of local governments in REDD funds
NEFIN	Promote and advocate indigenous	Develop and deliver trainings to indigenous	Advocacy of Indigenous people's rights in REDD

	people's rights in politico-cultural and socio-economic aspects in Nepal	groups.	
Research Organisation			
ForestAction	Contribute to livelihoods improvement through action research and policy dialogue	PAL, ACM, Social Transformation	Produce critical knowledge on REDD through analysis of policy process and institutions to inform national stakeholders
Media			
FM Radios, Print, TV and web based	Inform citizen on issues of public concerns	No trainings organised.	Mass level awareness raising on REDD

4. CAPACITY BUILDING STRATEGY

1.11 Overview

Looking at the gaps previously mentioned, we suggest a multi-pronged and multi-scale capacity strengthening strategy for Nepal REDD stakeholders that draws on the strengths of various learning methods, addresses the unique needs of targeted stakeholders, and addresses the needs of capacity builders.

As RECOFCTC has already planned field based REDD awareness raising and capacity building programs in western Nepal, the project is an excellent opportunity to provide hands-on training to local stakeholders, and develop case studies and examples to be used for the sub-national and national stakeholders responsible for and committed to advancing REDD in Nepal. In terms of managing the capacity building and field action programmes, we suggest partnering with different institutions, who have comparative strengths. Although REDD has many facets, broadly two aspects may be considered while choosing capacity building partnership – a) technical/natural science, and b) institutional and policy with social science perspectives. Two professional institutions may partner with RECOFCTC and FECOFUN to facilitate capacity development activities, linked to FECOFUN led field implementation.

The two professional training institutes and FECOFUN as the main implementing agency can develop a mechanism for joint planning, monitoring and any revision on the content and methods of delivery based on monitoring and feedback (Figure 3). The institutional arrangement will allow pooling of expertise to plan, deliver, monitor and revise/update diverse training packages and overall capacity building strategies.

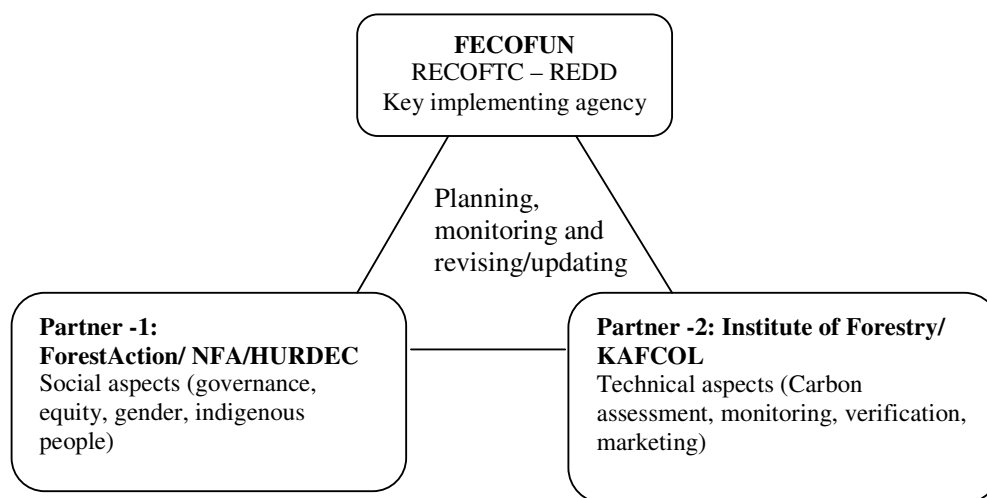


Figure 3: Institutional arrangement for delivering and revising training curriculum

1.12 Key areas for capacity building at various levels

Forest policy processes and REDD implementation in Nepal operate at three different

levels⁸: national, meso (district, sub-district) and community. At the national level, there are government policy makers, research and professional groups, advocacy networks and development agencies that influence national and international REDD process. The district level government line agencies, skilled facilitators, development agencies and local government operate at the meso level who directly interact and work with the local communities. The CFUGs and other community groups, VDC and general citizen operate at the community level. The intervention for capacity building therefore must take a comprehensive approach integrating all three levels. Although the current focus of the project is on grassroots stakeholders, the approach recognises forging the interactions between different levels⁹.

The overall strategy of capacity building could gradually start from the national level and then move to the lower level, in order to make sure that the process gets properly rooted and builds synergy across levels. If for instance a cohort of trainers is trained at the national level, they could train meso level actors, which could in turn provide trainings to the grassroots actors. This strategy, if combined with action learning processes and opportunity reflect and share through learning groups, can facilitate a pragmatic and interactive process of learning and capacity building. Considering this, the area for capacity building needs at the three levels is discussed below.

National level

At the national level capacity development is needed in such areas as effective negotiation at the global forums development of clear national positions regarding various options, development of broad framework of REDD implementation, facilitation of key stakeholders, formulating strategies to integrate REDD with other mitigation and adaptation measures. Since the stakeholders at this level have access to multiple source of information, the capacity strengthening strategies should go beyond conventional training and should include seminars, talk programmes, issue based short interaction meetings, scientific and professional research reports, and consultative meetings.

Meso level

At the meso level, the priority area for capacity strengthening should include experimenting, developing, adapting and revising a range of REDD related methodologies such as carbon assessment and monitoring, institutional arrangement for carbon trading and payment and benefit sharing mechanisms. This is primarily a level which need to learn how REDD can be implemented. Stakeholders at this level are also required to have the capacity to process the information or the knowledge they get from different sources and transfer to communities through training or other means. For these types of participants, residential training of the duration of a couple of days (for brief awareness raising events) to couple of weeks (for more intensive methodological training) would work well.

⁸ This will however change if the proposed new federal structure of governance is enacted with the new constitution, which, in most optimistic scenario, will likely to be promulgated in a few months or a about a year.

⁹ This is demonstrated in the sequence of ongoing activities of the project too - have national level TOT, followed by district level trainings and awareness raising and then the lowest tier at community level.

Community level

The community leaders and members of local groups have already begun to seek an introductory training on REDD. This is crucial in promoting general awareness on REDD. In addition, local communities are also in need of capacity development services in undertaking institutional and financial analysis of REDD (including opportunity costs of participating in REDD). Communities should also be aware and fully informed of the implications of REDD in forest management. This is crucial to enable local communities to make informed decision about REDD in their local contexts. Mass meetings, workshops, short trainings, mass media, street drama, exposure visits are some of the suitable strategies and tools at this level.

1.13 Means of capacity building

Training

Five training packages have been developed considering diverse target group (Table 5). The training packages are developed considering different beneficiaries at central, meso and community level. Despite its focus on the grassroots stakeholders, training packages are developed also for the national and meso level target groups. This is because, training and other means of capacity building exclusively focused at the local level won't be effective without linking with the upper level of actors both meso and national level. Therefore, the involvement of national and meso level actors should be designed considering its link at the grassroots level.

Table 5: Proposed training packages for specific target groups

Training packages	Target Groups	Learning Outcomes
REDD governance (National level) (7-day): Concept, scope, and rationale, international negotiation, REDD policy process, Nepal's position in international negotiation, national priorities, coordination between stakeholders	organizational heads of government and civil society, media, political leaders, senior bureaucrats	Training participations will be able to: <ul style="list-style-type: none">- Explain the concept of REDD and evolving options and frameworks- Critically analyze and judge the pros and cons of various REDD options (from Nepal as well as local community perspectives)- Identify key policy gaps and suggest strategies for REDD implementation in Nepal
REDD Governance (local level) (3 day): Governance challenges, good governance, participatory process, democratic decision making process, governance issues of user groups	Advocacy organizations, REDD facilitating agencies, FECOFUN, DFO-staff, user groups leaders	Training participations will be able to: <ul style="list-style-type: none">- Explain the potential benefits and challenges associated with REDD to local communities- Identify key issues of REDD governance and options for implementing REDD at local community level- Identify rights issues and related processes in which local communities have to articulate local voice and concerns- Share and communicate REDD with community members (including an increased personal commitment to do this)
Carbon assessment and monitoring (5 day): Methodological requirements,	Responsible persons of the institutions that	Training participations will be able to: <ul style="list-style-type: none">- Identify and explain various carbon assessment methodologies and tools

Training packages	Target Groups	Learning Outcomes
existing data base, data management, methods and tools of assessment, variation and their sources, carbon monitoring, reporting and verification	are working on REDD agenda. (Winrock, ICIMOD, FECOFUN, ForestAction, DFO staff, people from the Ministry of Environment	<ul style="list-style-type: none"> - Examine the strengths and weaknesses of different existing assessment methods and tools - Apply suitable methodologies with necessary adaptations in the context of participatory forest management.
Gender and REDD (3 day): Gender in forest management, REDD and implications to resources, gendered impacts of resource use restriction, gender issues in representation and decision making, issue of equitable sharing of benefits	Members of selected institutions working on forestry and REDD including REDD Cell	Training participations will be able to: <ul style="list-style-type: none"> - Recognize and appreciate various gender related concerns and issues surrounding REDD - Identify and prioritize issues for mainstreaming gender in REDD implementation - Identify critical gender advocacy issues
Indigenous People and REDD (3 day): Indigenous people and forest management, REDD impacts on indigenous people, Issues related to IP in Nepal, safety measures for IP	Selected NGOs, NEFIN and other advocacy organizations who are advocating on IP issues in REDD	Training participations will be able to: <ul style="list-style-type: none"> - Recognize and appreciate indigenous peoples' concerns and issues in REDD - Identify and suggest strategies for addressing/ensuring indigenous peoples' rights in REDD - Identify existing and potential areas of advocacy on indigenous people and REDD
Mass Media in REDD (4 day) Role of Media, current involvement of Media, relative importance of different media in REDD awareness, how can media contribute to educate stakeholders on REDD	Media person from FM radios, TV, and print media. Particularly those media who have dedicated programs on REDD	Training participations will be able to: <ul style="list-style-type: none"> - Identify REDD issues that are of wider public interest - Formulate media message/reports addressing pros and cons with up to date information about REDD - Appreciate the need for and identify media strategies to bring REDD into public debate - Stimulate private sector interests in REDD value chain

These trainings cover three majors aspects of knowledge required for REDD implementation:

- a) Awareness and rights related trainings – REDD governance at local level, gender and REDD, and indigenous people and REDD. In these trainings, issues of rights, implications on costs and benefit sharing and principles of ensuring rights such as Free, Prior and Informed Consent are discussed.
- b) Trainings that directly help to improve policy or mobilise public opinions for appropriate policy framing – REDD governance at national level and mass media trainings contribute to this end.
- c) Trainings and technical and methodological aspects of REDD implementation – such as the carbon assessment and monitoring training.

Networking

Support and facilitate the learning process within the existing or emerging climate change and REDD forums is another important aspects of capacity building particularly at the national and project/ meso level. For example, in the context of REDD project, one national level REDD learning group can be formed in Kathmandu and one project level covering the project sites in western Nepal. Key stakeholders including the government agencies, civil society and private agencies must be included in the learning group. Experience from existing forums such as National Policy Learning Group (NPLG) and similar initiatives can be adopted to keep these groups functioning. The current task force could be reframed by including policy makers and other stakeholders seriously interested in REDD, and emphasizing learning, deliberation and reflections on various REDD dimensions and issues.

Strategic analysis, publication and dissemination

Important contribution can be made by making strategic analysis of the current REDD process, forest policy process, tenure arrangement, existing methods and their adaption in Nepal, availability of voluntary market, possibility of compliance market, various REDD options and Nepal's strategic direction to benefit from these markets, etc.

Mass meeting

Mass meeting is one of the widely used methods for political empowerment of grassroots stakeholders, particularly the forest user groups, and the marginalised social groups such as indigenous people, women and Dalits. There is a strong culture of organising mass meeting in Nepal not only by the political parties but equally by various civil society groups especially the FECOFUN. According to the FECOFUN leaders, this methods can be used to increase general awareness on the REDD, its pros and cons, particularly the equitable benefit sharing mechanisms. Therefore, a number of mass meetings can be planned and organised on forest governance and REDD. Unlike workshops, a mass meeting can address awareness needs of multiple communities simultaneously.

Mass media

Mass media are the cost effective means of communicating and capacity building of ordinary citizens. The newspapers, TV and Radios have different target with some overlaps between TV and newspaper. The FM Radio is the most effective means to get message across the large population especially who cannot afford to buy a TV or newspaper. With over 100 FM Radio stations across the country, the Radio has the largest reach in Nepal. Most of them use the vernacular Nepali and other local languages. Informative programmes including interviews and dramas can be broadcasted through these FM Radios.

1.14 Target groups

Leaders of local community institutions such as forest user groups, watershed management groups, buffer zone groups, small enterprises groups are the major target groups for this programme. Particular interests groups who often have specific interaction with the forests and are usually excluded in forest governance are equally important. The key target groups are identified blow (Table 6).

Table 6: Target Groups (Stakeholders) for Capacity Building interventions

Levels of capacity building interventions	Category	Name of specific institutions
National	Training organizations	Training division and regional training centers (MoFSC), COFSUN, CTEVT
	Federations	FECOFUN, ACOFUN and associations of ICCAs, BZCF, LF, BZ council, NEFIN,
	Media	FM (Sagarmatha, Nepal, Ujyalo, Gorkha), TV (Nepal TV, Kantipur, Avenews), Print (Kantipur, Himal, Annapurna Post, Naya Patrika, Samachar Patra, Kathmandu Post, Gorkhaparta),
	Government	DFO, AFO and Rangers, local government members and staff, land, agriculture and livestock line agencies, and local governments
Meso	Federations	FECOFUN, NEFIN,
	I/NGO staff	Local staff of I/NGOs working in forestry, environment
	User groups	CFUG, LFUG, BZCFUG, CFMUG, CAMC,
Community	Landless	Landless settlements and their secondary level org.
	Indigenous	Local organizations of indigenous people,
	Specific users	Blacksmith, firewood collectors, swidden farmers, women
	Local governments	

1.15 The Project Site

There is a huge regional disparity in development indicators largely arising from marginalisation from the Nepalese state. The western Nepal in general and the Far- Western Region in particular have historically received little resources from centre. The interaction between the political marginalisation and poor natural resources base with rugged steep mountains, poor soil and low rainfall in the region have resulted poverty and disparity in the region. Far western region of Nepal is one of the least developed regions with high poverty indicators. Due to its poor economic bases the per capital GDP in the region is only Rs. 1023 as compared to Rs. 1597 the national average (UNDP 2009). Apart from its poor economic base, there is high disparity in terms of caste, ethnicity and gender resulting in low human development index of 0.461 against 0.509 the national average (Ibid). The women are highly marginalised. Literacy among women is only 34% while that of male in the region is 71% (ibid).

However, as the, particularly the Siwalik and Terai have long been inhabited by the local indigenous Tharu people and were opened up late for resettlement. This region contains one of the dense valuable forests in the country. Thus, presence of dense and valuable forests, densely populated settlement of indigenous people and incidence of extreme poverty in the region indicates strong implications of REDD implementation. Therefore, the project has rightly identified the region for capacity building intervention. The capacity building intervention strategies for REDD implementation have to consider these unique regional features of the project site.

1.16 REDD resource persons

The grassroots capacity building intervention needs resource persons in two major dimensions at different levels. The researchers, professionals and activists are broadly divided into two major dimensions: i) Social aspects: governance, policy and institutions; ii) technical and methodological aspects: assessment, financing and trade. While there is some overlap, it is usually hard to get experts in both areas. However, the disciplinary boundary gets blurred as we go down at the level of facilitators. The facilitators who operate at the meso level and train hundreds of grassroots stakeholders should have a fair understanding of both dimensions of REDD. Although, the community groups may have to hire more skilled professionals for actual assessment of their carbon and land use change, they should have a basic level of understating of methodologies used for assessment.

Annex I provides the list of experts who are currently involved in either research, design and implement projects or launch advocacy campaign on social issues of REDD. Although this is not an exhaustive list, the table provides adequate number of resource persons whose expertise can be capitalised during the project intervention.

1.17 Monitoring indicators

There will be different monitoring indicators for national, meso and community level interventions as the target groups in each level have different objectives. At the national level conceptual understanding and institutional preparedness to support the grassroots stakeholders is the major area requiring capacity building. At the meso level, substantial level of skills and attitude and a fair level of understanding on the issue is needed for supporting grassroots stakeholders. At the grassroots level an introductory awareness and understanding of social, institutional and methodological aspects of REDD is desirable. The following table 7 provides the key indicators of capacity building intervention at three different levels.

Table 7: Monitoring indicators for REDD capacity building outputs

Level	Indicators	Means of verifications
National level	The beneficiaries of this intervention will be able to: <ul style="list-style-type: none">• Explain pros and cons of different REDD options and provide rationales for Nepal's preferred position• Explain the rationale for particular methodological option in assessment, monitoring and verification	Interviews, proceedings of workshops documenting the views of participants graduating from the trainings conducted by the project.
Meso level	The beneficiaries of this intervention will be able to: <ul style="list-style-type: none">• Explain the key social issues of REDD• Practice, teach and facilitate use of various assessment methods• Explain and facilitate different institutional arrangement for viable but equitable institutional arrangement for carbon trading and payment	Observation of facilitating processes, trainings and workshop proceedings, participants' feedback forms

	<ul style="list-style-type: none"> • Explain and facilitate community groups link with carbon traders • Analyse the carbon value chain 	
Community level	The beneficiaries of this intervention will be able to: <ul style="list-style-type: none"> • Explain the basics of REDD • Aware about their rights, role and responsibilities • Describe and share the knowledge with community leaders 	<ul style="list-style-type: none"> • Presentation in community level meetings by the local trained leaders, data base and records maintained in CFUG office, details of Operational Plan
	<ul style="list-style-type: none"> • Database addressing diverse forest types and regions maintained 	

5. CONCLUSION AND THE SUMMARY OF CAPACITY BUILDING STRATEGY

The purpose of this study is to assess the capacity building needs for REDD implementation in Nepal, and based on the findings,, suggest capacity development intervention strategies, with a particular focus on grassroots stakeholders who have active interests in, or are likely to be directly impacted by REDD.

Since REDD+ is advancing very fast at global level as a potential mitigation option, Nepal needs to think more seriously over how different regimes and conditions of forest can benefit through this emerging opportunity, and minimise any negative consequences that may accompany the implementation of REDD. The prospect of REDD in a country depends mainly on: a) extent and condition of forest cover as well as its historical trends of deforestation and degradation; b) existing policy frameworks and the general situation of governance, including wider political responsiveness to policy issues; c) existing and evolving stakeholders in REDD and their commitment and competency; d) existing initiatives being undertaken on technical, methodological, institutional and policy aspects of REDD implementation.

Since an overwhelmingly large proportion of the forest is still owned by the government, it is critical that tenure reforms processes are expedited before a realistic and participatory REDD mechanisms can be put into place. After the expansion of community forestry since the eighties, the process of transferring rights to local communities has been stalled by lack of consensus on benefit sharing and institutional modalities in the Terai and the high hills. Since carbon forestry would entail even more timely delivery of technical and institutional services, there is also an urgent need for transforming service delivery system in the country, shifting service delivery roles to non-government actors and privately organised professionals.

The growing food scarcity and humanitarian crisis around hunger demand a fundamental restructuring of land tenure and land use planning in Nepal. A clear implication to REDD is that on the one hand, it has to be clearly anchored with the national land use plan, and on the other, multiple claims to forest land by a diversity of actors, especially the poor and landless people, must be addressed through inclusive and deliberative policy processes. These and other aspects of potential conflicts around REDD have not received enough

attention of the training and capacity building organizations. Currently, there is a significant degree of consensus and atmosphere of collaboration among government and non-government actors, but as the issues of tenure and carbon market will become more grounded and linked to practical initiatives, differences will surely emerge among the various actor groups. This will be particularly critical in the context of fragile and unstable political situation in Nepal.

Overall, carbon financing (both REDD and voluntary markets) debates pose fuzzy and confusing scenarios to various forest stakeholders in Nepal. Some are too optimistic while others are sceptical – both without enough evidence of what will happen. There is a profound need for capacity development services that help better keep track of international policy and market contexts, and make necessary decisions in their respective spheres of action – policy development, business development, policy advocacy and rights campaign and research and analysis.

In Nepal, five major types of institutions are involved in capacity building, especially in providing training in diverse aspects of forest management and in REDD. The major institutions involve government agencies, bilateral projects and international NGOs, networks, research organisations and media. Looking at the gaps previously mentioned, we suggest a multi-pronged and multi-scale capacity strengthening strategy for Nepal REDD stakeholders that draws on the strengths of various learning methods, addresses the unique needs of targeted stakeholders, and addresses the needs of capacity builders.

These trainings cover three majors aspects of knowledge required for REDD implementation:

- a) Awareness and rights related trainings – REDD governance at local level, gender and REDD, and indigenous people and REDD. In these trainings, issues of rights, implications on costs and benefit sharing and principles of ensuring rights such as Free, Prior and Informed Consent are discussed.
- b) Trainings that directly help to improve policy or mobilise public opinions for appropriate policy framing – REDD governance at national level and mass media trainings contribute to this end.
- c) Trainings on technical/methodological aspects of REDD implementation – such as the carbon assessment and monitoring training.

Given RECOFTC's long and intimate engagement with various stakeholders in Nepal, it is in a strong position to forge partnership with civil society networks, research groups and government units to develop training packages, train resource persons and conduct trainings from national to local levels by utilising in-country experiences and knowledge. Given the rapidly evolving and contentious nature of REDD process, it is wise to work through multi-stakeholder groups in the design, delivery and monitoring of training and capacity building activities. Finally, it is also important to continuously update training needs, adapt curricula and enrich the content with learning and insights generated in the actual field situation, and in the light of emerging policy and institutional challenges surrounding REDD in Nepal.

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7. ANNEX

Annex I: List of Participants in the expert consultation Meeting on REDD CBNA

SN	Name of interviewee	Institutional affiliation
1	Dil Bdr Khatri	Freelance Consultant
2	Eak Bdr Rana	ICIMOD
3	Harisharan Luintel	RECOFTC
4	Hemant Raj Ojha	ForestAction Nepal
5	Shambu Dangal	ForestAction Nepal
6	Naya Sharma Paudel	ForestAction Nepal
7	Sushila Kumari Thapa Magar	Freelance Consultant

Annex II: List of key informants interviewed

SN	Name of interviewee	Institutional affiliation
1	Ajay Pandey	Asia Network of Agriculture Business
2	Apsara Chapagain	Central member, FECOFUN
3	Bhola Bhattarai	General Secretary, Federation of Community Forest User Groups (FECOFUN)
4	Bhola Khatiwada	Chairperson, Community Forestry Support Union of Nepal
5	Dil Raj Khanal	Legal Advisor, FECOFUN
6	Gita Bohora	Central Member, Himalayan Women's Association of Natural Resource users (HIMAWANTI)
7	Krishna Prasad Acharya	REDD Forestry and Climate Change Cell
8	Pasang Dolma Sherpa	Nepal Federation of Indigenous Nationalities (NEFIN)
9	Shiv Raj Bhatta	Department of National Park and Wildlife Conservation
10	Sunil Pariyar	Dalit Alliance for Natural Resources (DANAR)

Annex III (A): Participants in meeting in Sundari CFUG

SN	Name of the participant	Position/role
1	Baburam Paudel	User
2	Badri Prasad Sapkota	Chairperson
3	Bhuvanath Rijal	Member
4	Bir Bahadur Makim	Member
5	Chakrapadi Khanal	Member
6	Dhan Bahadur Ranamagar	Member
7	Harisharan Luintel	RECOFTC
8	Hira Devi Ghimire	User
9	Hiralal Sapkota	Member
10	Kokisara Ranamagar	Vice chairperson
11	Krishna Prasad Goudel	Member
12	Laxmi Upadhyaya	Member
13	Maha Sharma Neupane	Secretary
14	Mina Basnet	Member

15	Nita Sharma	Treasurer
16	Shan Bahadur Pokharel	User

**Annex III (B): List of Participants in Sankhadev-Hasouda CFUG,
Shivamandir-9**

SN	Name of the participant	Position/role , affiliation
1	Bhagawoti Pandey	Member
2	Buddhilal pandey	Member
3	Buddhiraj Goudel	Member
4	Chitra Bahadur Ale	Chairperson
5	Devaka Pathak	Member
6	Dharmagat Kafle	Member
7	Dilliram Mahato	Member
8	Dinesh Sapkota	Member
9	Ganga Pokharel	Member
10	Jog Bahadur Bhandari	Member
11	Kamal Pariyar	Secretary
12	Khagisara Bhurtel	Member
13	Krishna Kumari Bhattarai	Member
14	Laxmi Subedi	Member
15	Mahesh Prasad Pandey	Member
16	Narayan Prasad Poudel	Member
17	Parsuram Khanal	Member
18	Pursottam Khanal	Member
19	Resham Lal Basyal	Member
20	Seema Pokharel	Member
21	Shalikram Pandey	Member
22	Sitadevi Gaire	Member
23	Sushil Poudel	Office Assistant

**Annex III (C): List of participants in district level consultation meeting in
Butwan, Rupandehi**

SN	Name	Organisation
1	Dharma Bahadur Khadka	Nepal samudayik sewa samuha, Treasurer
2	Dilliraj Bhandari	FECOFUN Rupandehi, chairperson
3	Harisharan Luintel	RECOFTC
4	Homnath Bhattarai	FECOFUN Secretary
5	Mayadevi Sujapati	Member, Jiddeswori CFUG, Butwal
6	Naya Sharma Paudel	ForestAction
7	Sanjay Lamsal	Kalika Sells Reliance Social Center (KSSC), Taulihawa
8	Sarad Kumar Chaudhary	Siddhartha Social Development Center (SSDC), Kapilvasut

Annex III (D): List of Participants in the district level consultative meeting in Kawasoti, Nawalparasi

SN	Name	Organisation	Address
1	Badri Prasad Subedi	Indreni Community Development Forum	Panchanagar, Nawalparasi
2	Bhogendra Lal Karn	Maharaja Range Post	Kawasoti
3	Bidrohi Giri	Kalika FM	Parasi
4	Bindu Acharya	LFP, Nawalparasi	Gaidakot 6
5	Bishnu Prasad Paudel	Madhyabindu FM	Kawasoti
6	Dev Raj Lahoni	Ilaka Police Office	Kawasoti
7	Dhruba Raj Khanal	Madhyabindu FM	Parasi
8	Gopal Bhadur Thapa Chhetri	Samudayik Sewa Kendra	Shivmandir 6
9	Harisharan Luitel	RECOFTC	Satdobato, Lalitpur
10	Jagat Narsing Rajbhandari	FECOFUN, Nawalparasi	Mainaghat 7
11	Jalpa Bhurtel	FECOFUN, Nawalparasi	Shivmandir 6
12	Kamal Pariyar	FECOFUN, Nawalparasi	Makar 2, Nawalparasi
13	Khem Narayan Mahato	FECOFUN, Nawalparasi	Kawasoti 1
14	Krishna Raj Neupane	Kawasoti Range Post Office	Kawasoti
15	Narayan Prasad Paudel	FECOFUN, Nawalparasi	Shivmandir 9
16	Surbir Sthapit	HICODEF, Nawalparasi	Shivmandir 3
17	Thakur Prasad Pandey	Change Nepal, Amarapuri	Nawalparasi

Annex IV (A): Key suggestions from SH consultation in Kathmandu

1. Adequate information and interaction has not reached at the local level
2. The flow of wrong information has created a high expectation at the local level
3. There is lack of adequate extension materials particularly in Nepali language
4. Mass meeting is preferred mechanism to provide a general information to a large group
5. Capacitating and mobilising local resource persons would be best strategy for wider reach
6. Prepare mass trainers at national level, send them to district level for grassroots training would be a good strategy
7. Organising workshops, TV talk, FAM radio, media round table discussion are preferred at national level.
8. There is huge gap between the enthusiasm among the grassroots stakeholders and their actual capacity to deliver many technical tasks such as OP revision, inventory etc in the context of REDD
9. Lack of clarity among the resource persons/facilitators has contributed spread wrong message
10. REDD discourses is full of jargon and need to simplify in vernacular language

11. There is a dominant view that forestry is about REDD. We much change the misunderstanding and convey that sustainable forest management is part of both mitigation and adaptation
12. Uncertainty in global negotiation and underdeveloped science has added real challenge to the capacity building process
13. The key areas of capacity building include: i) Basic Science (Awareness); ii) Financial mechanism; iii) Institutional and legal; and iv) Technical, methodological issues
14. Modular approach of training is a preferred strategy for the local resource persons (phase wise training to the same group of people at certain intervals combined with field action)

Annex IV (B): Issues and concerns rose during field interaction

A series of consultation meetings were organised at national level, district level and local levels as part of the capacity building need assessment (see Annexes). Conventional forest sector stakeholders: government forest agencies, NGOs, I/NGOs, bilateral forestry projects and federations of forest management groups were targeted for the purpose. Other stakeholders include: media people, forest entrepreneurs, local government bodies and security personnel. Interesting discussions were held in Kathmandu, Butwal, Kwasoti and with forest user groups in Terai. Diverse perspectives and insights were gained through this process. This section provides a reflective summary of those consultation meetings.

1. The community people expressed concerns over the potential impacts of REDD implementation on their traditional use rights and practices. They were also curious whether they will be able to receive the benefits of carbon financing. They strongly favour direct monetary benefits and appear to be less interested in programmatic support as part of carbon financing.
2. Most of the stakeholders expressed concerns over the socio-economic and institutional aspects of REDD implementation. What kinds of institutional arrangements would be established? How will the local organisations be involved? How will the benefits be distributed? Who will control or coordinate the whole process? These are some concerns in their mind. Only few of them were interested on technical details of carbon assessment and monitoring at this stage.
3. The local stakeholders and especially the forest management groups value the multiple benefits of forest management: fodder, fuelwood, timber, NTFPs, watershed services and aesthetic or religious value. Therefore, they clearly mentioned that forest management cannot focus solely on carbon sequestration. They are happy to accept rewards for carbon sequestration only if it comes as a bonus and does not compromise the access to other forest products and services.
4. Local communities and other stakeholders alike have a very poor understanding of carbon financing. Though a very blurred message has reached to the local level, they have little clue on the viable mechanism of rewarding local communities. However, many of them can better understand the essence of carbon financing from the broad framework of Payment for Environmental Services (PES). We sensed that PES framework would be quite useful while taking on carbon financing.
5. The marginalised social groups within the forest management group were concerned whether REDD would be just one more mechanism to benefit the local elites. Given the widespread complain of unequal access to forest products and other related benefits, the marginalised groups were concerned whether REDD takes a radically different approach to address the elite capture, marginalization and exclusion of women, Dalits, IPs and forest dependent poor.

6. The role of state in providing the needed institutional and technical services was seriously questioned during the interaction meetings. Participants primarily the forest dependent people in less accessible and forested areas complained state agencies including the forest authorities for administrative delays and non-cooperative behavior. Under these institutional circumstances who can we benefit from carbon finance? Many participants questioned. Since we have to struggle for even getting a permit for required timber for our own purpose, how could we expect to get money from this government system?
7. Stakeholders were in favour of simple and applicable policies which ordinary citizen can understand. Many of them suggested massive awareness programmes through training and mass media to educate people on climate change and REDD. They were particularly concerned with the benefit sharing mechanism. Given the current very top down and non transparent decision making and revenue sharing mechanism, many doubt that REDD benefits would be equitably distributed.
8. Capacity building of the ordinary citizen, particularly the grassroots forest institutions such as CFUGs, buffer zone CFUGs, leasehold groups or collaborative groups is identified as the key means to ensure successful REDD implementation.

Grievances

In most of the meetings people expressed their grievances against the functioning of the government. They viewed the government as dishonest and corrupt and indicated that they have little faith both on political and bureaucratic institutions. According to them it was the elites at different level, primarily the political and bureaucratic leaders who in alliance with timber contractors were responsible for deforestation. They blamed the Ministers for visiting Copenhagen just to relax on tax payers' money and not for making the poor people's case there. 'Inclusive democracy' is just a joke, one remarked.

Skepticism

Some also expressed skeptic views towards carbon trading. They opined that, as usual the intermediary agencies may make the fortune from carbon trading, not the rural people who conserve forests. As there was little idea of the cost of forest carbon assessment and MRV, people expressed concerns that whether these technical services are costly and absorb all the carbon benefits. Others warned that REDD may make us further dependent on foreign aid. Some others even questioned us about the relevance of the agenda: '*Baccha paunu kahile kandani badhne ahile*' that we were too ahead of the real agenda of poverty, livelihoods and access to forests. However, majority of the participants stated that they would keep on protecting their forest irrespective of the additional benefit from carbon trade. 'Forest is our life; our livelihood; whatever happens with carbon benefits it does not affect our protection activities' remarked one leader.

Annex V: Comments on instruments for information collection (key stakeholder profile and competency pro-forma)

The two instruments for collecting information (key stakeholder profile and competency pro-forma) became helpful to assess the level of knowledge and skills of stakeholders during this exercise. While English version of those formats were used in some cases, Nepali translated version were used in most of the cases for the ease of stakeholders. During the consultation process, we shared the objectives of the interaction, explained our expectations from the interaction meeting and finally requested respondents to fill up the forms. After the distribution of the forms, we explained the check-list of questions and requested them to write their response. In some case we had to help them individually to fill up the form. During this exercise, we received diverse feedback from respondents on the

design and type of information sought through the formats. We have the following reflections based on these feedback and our own observation and insights during these interactions.

1. In general there appeared a huge gap between the assumption/expectation of the format and the actual understanding of the respondents. Both the formats expect a fair level of knowledge and skills on issues of community forestry, climate change and REDD. The respondents though, showed a fair level of knowledge on community forestry, they appeared to have little or almost no awareness or knowledge on climate change related issues, particularly on REDD. Consequently, many of the competency descriptions, particularly, the national and international policy aspects, carbon assessment and the marketing issues were very new to them. In fact, many of them felt as if they were being forced to response to very less relevant issues to their everyday contexts. As they could not appreciate and understand the micro variation along the different indicators levels of competency, the marking (ranking) was carried out arbitrarily and therefore may not reflect their precise level of competency.
2. Corollary to the above, the respondents felt that they had very little knowledge on the issues of climate change and REDD which they should know. As many of them expressed their feeling of inferiority and poor knowledge, this has strong a disempowering effect.
3. Since most of the respondents are well familiar with sustainable forest management, particularly community forestry, their marking was largely based on their knowledge community forest management. The respondent evaluated him/herself largely based on existing knowledge on community forest policy. However, s/he has little knowledge on other forest, environmental and related policies that are relevant in climate change and REDD. Consequently, the ranking made on indicators related to CF were more precise, while ranking on other indicators including CC and REDD were less precise.
4. Some respondents felt that the REDD and carbon trade is premature to discuss and put efforts at the local level, as there is complete absence of policy, regulatory and institutional framework at the national level.
5. We are trying to evaluate the competency of different stakeholders with different job role with the same sets of indicators. There is a huge variation in job roles even within the same stakeholder organisation. For example, DFO, AFO, Ranger and Forest Guard have very different roles so that their competency and performance are difficult to weight using same indicators.
6. There seems a huge gap in knowledge and skills dimensions of stakeholder competency. Most of the stakeholders showed a fair level of understanding of the issues on CC and REDD while many of them lack skills and ideas on addressing those issues.
7. Although level of competency may differ between stakeholders of similar kind, putting them in different groups of training may become politically sensitive. Therefore, our knowledge from this CBNA should be adapted considering the political sensitivity of stakeholders and opportunity for peer learning.

One of the key lessons drawn from above reflections is that the instruments must be revised and adapted after each stage of their administration. It would help prepare a more user friendly and effective format that is able to gather more information in a less exhaustive way.

We have made a slight modification in the format which better reflects the field reality. Also at the same time, there is some trade-off between the level of information required and active involvement of the respondents. People are too busy to fill up long formats. Therefore, we asked them to fill up only such information which only they can provide. We completed many of the general information on particular organization based on general discussion and our own knowledge on about them.

Annex VI: Profile of key stakeholders

1. Name of Stakeholder	Jiteshwari CFUG, Butwal -15, Rupendehi
Stakeholder Type	
1. State	2. Civil Society
• Legislature <input type="checkbox"/>	NGO <input type="checkbox"/>
• Extra judicial <input type="checkbox"/>	Network <input type="checkbox"/>
• Central Govt. <input type="checkbox"/>	Academic <input type="checkbox"/>
• Regional Govt. <input type="checkbox"/>	
• Local Govt. <input type="checkbox"/>	
2. Private Sector	4. Community
• Forest management <input type="checkbox"/>	Community Mgmt. Body <input checked="" type="checkbox"/>
• Forest industry <input type="checkbox"/>	Forest User <input type="checkbox"/>
Stakeholder Mission/Objectives	Protect forests, conserve watershed, community development, poverty reduction
Current level of involvement in CF, CC and REDD	CF: high CC: awareness, afforestation REDD: No direct involvement
Suggested level of engagement with RECOFTC	<input type="checkbox"/> Inform <input type="checkbox"/> Consult <input checked="" type="checkbox"/> Partner <input type="checkbox"/> Control
Stakeholder Primary Contact	Name: Gana Bahadur KC. Phone: 071-450095 mobile: 9847037006 Email:
Stakeholder Address	Butwal-15, Belbas Nayagaun
Priorities in relation to CF, CC and REDD	CF: CF has high potential to protect forests and enhance livelihoods CC: No specific activities REDD: No idea
What is the stakeholder involvement in the key issues on CF, CC and REDD?	CF: forest management, silvicultural practice, sustainable use, community development CC: no specific activities REDD: No idea
What might be the stakeholder's position on RECOFTC's priorities?	Capacity building is very important aspects. Whatever is the programme, if it comes through FECOFUN that would be good for users
History of involvement with CF,CC, REDD &/or RECOFTC	CF: Over 12 years of involvement in CF management CC: No specific activity REDD: No specific activity RECOFTC: No specific activity
Expectations of RECOFTC country Program on REDD	Should help to raise awareness
Willingness to engage	Interested to be involved and constructive contribution
Access to or sources of funding	Municipality, forest product sale
Relationships/conflicts with other Stakeholders	Good relation with all SHs
Knowledge & understanding of CF, CC and REDD	CF: <input type="checkbox"/> Leader <input checked="" type="checkbox"/> Good <input type="checkbox"/> Low <input type="checkbox"/> None Give details: women are active in management but have low leadership capacity CC: <input type="checkbox"/> Leader <input type="checkbox"/> Good <input checked="" type="checkbox"/> Low <input type="checkbox"/> None Give details: little knowledge REDD:

	<input type="checkbox"/> Leader <input type="checkbox"/> Good <input type="checkbox"/> Low <input checked="" type="checkbox"/> None
Actual and/or potential to impact on CF, CC and REDD (risks and opportunities)	Positive impacts (opportunities): contribution in conservation and livelihoods Negative impacts (risks): no visible negative impacts
Level at which stakeholder operates	<input type="checkbox"/> Global <input type="checkbox"/> Regional <input type="checkbox"/> National <input type="checkbox"/> Sub-national <input checked="" type="checkbox"/> Community level
Cultural Issues to consider?	
List key position(s) in stakeholder organization for capacity development	Chairperson, secretary, women, poor, indigenous people, Dalits
Practical Issues to consider? (e.g. ability to engage, given resources, staff, other commitments)	Equity and inclusion are important issues to consider
Is it necessary to engage with this stakeholder?	The CFUG is the key SH for all grassroots capacity development intervention
Other comments	

2.Name of Stakeholder	Siddhartha Social Development Centre (SSDC), Kapilvastu
Stakeholder Type 1. State • Legislature <input type="checkbox"/> • Extra judicial <input type="checkbox"/> • Central Govt. <input type="checkbox"/> • Regional Govt. <input type="checkbox"/> • Local Govt. <input type="checkbox"/> 3. Private Sector • Forest management <input type="checkbox"/> • Forest industry <input type="checkbox"/>	2. Civil Society NGO <input checked="" type="checkbox"/> Network <input type="checkbox"/> Academic <input type="checkbox"/> 4. Community Community Mgmt. Body <input type="checkbox"/> Forest User <input type="checkbox"/>
Stakeholder Mission/Objectives	Empowering disadvantaged and marginalized social groups through economic and educational activities
Current level of involvement in CF, CC and REDD	CF: High CC: Little REDD: No specific activities now
Suggested level of engagement with RECOFTC	<input type="checkbox"/> Inform <input type="checkbox"/> Consult <input checked="" type="checkbox"/> Partner <input type="checkbox"/> Control
Stakeholder Primary Contact	Name: Sharad Kumar Chaudhari Phone: 9847036579, 076550116 Email:skumar36579@gmail.com
Stakeholder Address	Gajehada-7, Kapilvastu
Priorities in relation to CF, CC and REDD	CF: CF is the best approach to forest protection CC: Climate is changing, we should be working with communities on the issue REDD: we should understand the issue
What is the stakeholder involvement in the key issues on CF, CC and REDD?	CF: Group formation, wealth ranking, livelihoods activities, plantation, scientific management CC: Raising awareness on CC on the community, REDD: Community level interactions
What might be the stakeholder's position on RECOFTC's priorities?	Capacity development programme should involve all types of SHs including NGO/CBO, this is ensure sustainability of the programme
History of involvement with CF,CC, REDD &/or RECOFTC	CF: 14 yrs CC: A couple of activities since last six months REDD: No specific activity RECOFTC: No specific activity
Expectations of RECOFTC country Program on REDD	RECOFTC could help enhance capacity on climate change and REDD in both the general knowledge and specific skills
Willingness to engage	Interested and enthusiastic
Access to or sources of funding	Forest product sale, LFP/DFID, PAF, UNICEF, MS Nepal
Relationships/conflicts with other Stakeholders	Good relation with all SHs. If some confusion arises, we sit and resolve
Knowledge & understanding of CF, CC and REDD	CF: <input type="checkbox"/> Leader <input checked="" type="checkbox"/> Good <input type="checkbox"/> Low <input type="checkbox"/> None Give details: CC: <input type="checkbox"/> Leader <input checked="" type="checkbox"/> Good <input type="checkbox"/> Low <input type="checkbox"/> None Give details:

	REDD: <input type="checkbox"/> Leader <input type="checkbox"/> Good <input checked="" type="checkbox"/> Low <input type="checkbox"/> None
Actual and/or potential to impact on CF, CC and REDD (risks and opportunities)	Positive impacts (opportunities): important contribution to scientific forest management, poor and marginalized have gained better access to forest resources Negative impacts (risks): No specific impacts
Level at which stakeholder operates	<input type="checkbox"/> Global <input type="checkbox"/> Regional <input type="checkbox"/> National <input checked="" type="checkbox"/> Sub-national <input type="checkbox"/> Community level
Cultural Issues to consider?	Use of local language is important
List key position(s) in stakeholder organization for capacity development	Chairperson Focal person Secretary
Practical Issues to consider? (e.g. ability to engage, given resources, staff, other commitments)	Resources availability is limited
Is it necessary to engage with this stakeholder?	This is an active NGO in Kapilvastu and have diverse programmes with a wide coverage in the district
Other comments	They are seeking to embark on climate change issues

3. Name of Stakeholder	FECOFUN Rupandehi
Stakeholder Type 1. State • Legislature <input type="checkbox"/> • Extra judicial <input type="checkbox"/> • Central Govt. <input type="checkbox"/> • Regional Govt. <input type="checkbox"/> • Local Govt. <input type="checkbox"/> 3.Private Sector • Forest management <input type="checkbox"/> • Forest industry <input type="checkbox"/>	2. Civil Society NGO <input type="checkbox"/> Network <input checked="" type="checkbox"/> Academic <input type="checkbox"/> 4. Community Community Mgmt. Body <input type="checkbox"/> Forest User <input type="checkbox"/>
Stakeholder Mission/Objectives	Protect the rights and interests of the CFUGs in the district
Current level of involvement in CF, CC and REDD	CF: High level CC: Recently started REDD: No specific activity
Suggested level of engagement with RECOFTC	<input type="checkbox"/> Inform <input type="checkbox"/> Consult <input checked="" type="checkbox"/> Partner <input type="checkbox"/> Control
Stakeholder Primary Contact	Name: Dilli Ram Bhandari (Chairperson) Phone:9847279925 Email:
Stakeholder Address	Shivanagar CFUG, Butwal 071543865
Priorities in relation to CF, CC and REDD	CF: CF approach is best for multiple benefits including its conservation, CC: We should be working towards addressing climate change threats REDD: Rights of the local communities should be protected
What is the stakeholder involvement in the key issues on CF, CC and REDD?	CF: working with CFUGs to protect their rights and enhance livelihoods benefits CC: No specific activities yet REDD: No specific activities yet
What might be the stakeholder's position on RECOFTC's priorities?	If RECOFTC is planning to work in capacity building, it should focus on marginalized groups – poor, Dalits, women, indigenous people.
History of involvement with CF,CC, REDD &/or RECOFTC	CF: FECOFUN is active for last 12 years, but personally I am working for last 20 years CC: No specific activities yet REDD: No specific activities yet RECOFTC: No specific activities yet
Expectations of RECOFTC country Program on REDD	It will be helpful in raising awareness among the users on climate change and REDD, it will help communities to find market for carbon
Willingness to engage	Interested
Access to or sources of funding	FECOFUN centre and WATCH
Relationships/conflicts with other Stakeholders	CFUGs, political parties, civil society, DFO, LFP
Knowledge & understanding of CF, CC and REDD	CF: <input checked="" type="checkbox"/> Leader <input type="checkbox"/> Good <input type="checkbox"/> Low <input type="checkbox"/> None Give details: CC: <input type="checkbox"/> Leader <input checked="" type="checkbox"/> Good <input type="checkbox"/> Low <input type="checkbox"/> None Give details: REDD:

	<input type="checkbox"/> Leader <input type="checkbox"/> Good <input checked="" type="checkbox"/> Low <input type="checkbox"/> None
Actual and/or potential to impact on CF, CC and REDD (risks and opportunities)	Positive impacts (opportunities): Significant improvement in CF handover and forest management Negative impacts (risks): no specific impacts
Level at which stakeholder operates	<input type="checkbox"/> Global <input type="checkbox"/> Regional <input type="checkbox"/> National <input checked="" type="checkbox"/> Sub-national <input type="checkbox"/> Community level
Cultural Issues to consider?	Use local language, all documents should be in Nepali, not in English
List key position(s) in stakeholder organization for capacity development	Chairperson Other officials All members of the executive committee
Practical Issues to consider? (e.g. ability to engage, given resources, staff, other commitments)	There is stark lack of resources
Is it necessary to engage with this stakeholder?	This is the key stakeholder in the district, it represents all CFUGs in Rupandehi
Other comments	They have complex and yet strong relation with DFO, LFP and other civil and political actors, therefore could be important ally in this project.

4. Name of Stakeholder	Kalika Self Reliance Social Centre, Kapilvastu
Stakeholder Type 1. State • Legislature <input type="checkbox"/> • Extra judicial <input type="checkbox"/> • Central Govt. <input type="checkbox"/> • Regional Govt. <input type="checkbox"/> • Local Govt. <input type="checkbox"/> 3.Private Sector • Forest management <input type="checkbox"/> • Forest industry <input type="checkbox"/>	2. Civil Society NGO <input checked="" type="checkbox"/> Network <input type="checkbox"/> Academic <input type="checkbox"/> 4. Community Community Mgmt. Body <input type="checkbox"/> Forest User <input type="checkbox"/>
Stakeholder Mission/Objectives	Rights based social mobilization towards an equitable society
Current level of involvement in CF, CC and REDD	CF: Primarily on public land management CC: medium REDD: No specific activities
Suggested level of engagement with RECOFTC	<input type="checkbox"/> Inform <input type="checkbox"/> Consult <input checked="" type="checkbox"/> Partner <input type="checkbox"/> Control
Stakeholder Primary Contact	Name: Sanjaya Lamsal Phone: 076- 560282; 9847092473 Email:lamsalsanjaya@yahoo.com
Stakeholder Address	Kapilvastu Municipality-4, Taulihawa
Priorities in relation to CF, CC and REDD	CF: It is organized group for forest management and utilization and are doing well CC: Farmers dependent on Monsoon have been affected REDD: Is an international effort to address climate change threats
What is the stakeholder involvement in the key issues on CF, CC and REDD?	CF: Forest protection and plantation CC: plantation, river control, public land management, awareness programme REDD: No special programme
What might be the stakeholder's position on RECOFTC's priorities?	NGOs should be the key partners in this programme. The programme should reach to CBOs, local networks including CFUGs, FECOFUN, DFO and others
History of involvement with CF,CC, REDD &/or RECOFTC	CF: public land management for last six years CC: since last year REDD: not yet RECOFTC: not yet
Expectations of RECOFTC country Program on REDD	Technical aspects of forestry and environmental management, linking with carbon market
Willingness to engage	Interested
Access to or sources of funding	DFID/LFP, PAF, MS-Nepal, FundBoard, EU, membership, partnership programme, rent from training hall,
Relationships/conflicts with other Stakeholders	Ongoing conflict with LFP on programme priorities and approach, but helpful in learning
Knowledge & understanding of CF, CC and REDD	CF: <input type="checkbox"/> Leader <input checked="" type="checkbox"/> Good <input type="checkbox"/> Low <input type="checkbox"/> None Give details: have been working in public land management for several years with CF programme CC: <input type="checkbox"/> Leader <input type="checkbox"/> Good <input checked="" type="checkbox"/> Low <input type="checkbox"/> None

	<p>Give details: just begging to start in the field</p> <p>REDD: <input type="checkbox"/> Leader <input type="checkbox"/> Good <input type="checkbox"/> Low <input checked="" type="checkbox"/> None</p> <p>Details:</p>
Actual and/or potential to impact on CF, CC and REDD (risks and opportunities)	<p>Positive impacts (opportunities): plantation and management of 1000 ha of public land and direct livelihoods support to 1500 families</p> <p>Negative impacts (risks): No</p>
Level at which stakeholder operates	<p><input type="checkbox"/> Global <input type="checkbox"/> Regional <input type="checkbox"/> National</p> <p><input checked="" type="checkbox"/> Sub-national <input type="checkbox"/> Community level</p>
Cultural Issues to consider?	Must use local language
List key position(s) in stakeholder organization for capacity development	President, executive board, executive coordinator, focal person
Practical Issues to consider? (e.g. ability to engage, given resources, staff, other commitments)	Lack of financial and human resources
Is it necessary to engage with this stakeholder?	It's location and coverage is strategic as it is working mainly in the southern troubled belt of Terai
Other comments	

5. Name of Stakeholder	Nepal Community Support Group (NECOS)
Stakeholder Type 1. State • Legislature <input type="checkbox"/> • Extra judicial <input type="checkbox"/> • Central Govt. <input type="checkbox"/> • Regional Govt. <input type="checkbox"/> • Local Govt. <input type="checkbox"/> 3. Private Sector • Forest management <input type="checkbox"/> • Forest industry <input type="checkbox"/>	2. Civil Society NGO <input checked="" type="checkbox"/> Network <input type="checkbox"/> Academic <input type="checkbox"/> 4. Community Community Mgmt. Body <input type="checkbox"/> Forest User <input type="checkbox"/>
Stakeholder Mission/Objectives	Community development through sustainable management and utilization of natural resources
Current level of involvement in CF, CC and REDD	CF: high – Public land management CC: recently started REDD: Not specific
Suggested level of engagement with RECOFTC	<input type="checkbox"/> Inform <input type="checkbox"/> Consult <input checked="" type="checkbox"/> Partner <input type="checkbox"/> Control
Stakeholder Primary Contact	Name: Dharma Bahadur Khadka Phone: 9847021185, 071-525633 Email: advocatedharmakdk@yahoo.com
Stakeholder Address	
Priorities in relation to CF, CC and REDD	CF: Is the best way to manage and conserve forests CC: Is really threatening human existence, should be urgently addressed REDD: don't know much
What is the stakeholder involvement in the key issues on CF, CC and REDD?	CF: regenerate forests through public land management CC: We are just trying to understand more on the issue REDD: No specific activity
What might be the stakeholder's position on RECOFTC's priorities?	There must be balance between capacity enhancing of state and non-state actors Seek for better coordination and cooperation between various agencies The government interface should be minimized
History of involvement with CF, CC, REDD &/or RECOFTC	CF: 6 yrs CC: 1 yr REDD: No specific RECOFTC: No specific
Expectations of RECOFTC country Program on REDD	It should enhance the people-centered policies while designing climate change and forest policies, grassroots institutions lack not only human resources but also financial, equipment and other areas, should link with international carbon market
Willingness to engage	Interested
Access to or sources of funding	DFID/LFP, DDC, DFO, VDCVs, NGOs, CBOs and their networks
Relationships/conflicts with other Stakeholders	Occasional conflicts with: LFP, DFO, DSCO, political parties
Knowledge & understanding of CF, CC and REDD	CF: <input type="checkbox"/> Leader <input checked="" type="checkbox"/> Good <input type="checkbox"/> Low <input type="checkbox"/> None Give details: CC: <input type="checkbox"/> Leader <input checked="" type="checkbox"/> Good <input type="checkbox"/> Low <input type="checkbox"/> None Give details:

	<p>REDD:</p> <p><input type="checkbox"/> Leader <input type="checkbox"/> Good <input checked="" type="checkbox"/> Low <input type="checkbox"/> None</p>
Actual and/or potential to impact on CF, CC and REDD (risks and opportunities)	<p>Positive impacts (opportunities): good progress in resource management, organizational building and equitable benefit sharing</p> <p>Negative impacts (risks): Expectation of many poor and marginal groups is not fulfilled</p>
Level at which stakeholder operates	<p><input type="checkbox"/> Global <input type="checkbox"/> Regional <input type="checkbox"/> National</p> <p><input checked="" type="checkbox"/> Sub-national <input type="checkbox"/> Community level</p>
Cultural Issues to consider?	Project intervention should be aware of local language, culture, especially gender situation, religion and current social tension in the region
List key position(s) in stakeholder organization for capacity development	President, Coordinator, Focal Person
Practical Issues to consider? (e.g. ability to engage, given resources, staff, other commitments)	Financial and human resources limitation, access to required information regarding these new issues
Is it necessary to engage with this stakeholder?	This is very experienced and well established NGO in the field of natural resource management and sustainable agriculture
Other comments	

6. Name of Stakeholder	FECOFUN, Kapilvastu
Stakeholder Type 1. State • Legislature <input type="checkbox"/> • Extra judicial <input type="checkbox"/> • Central Govt. <input type="checkbox"/> • Regional Govt. <input type="checkbox"/> • Local Govt. <input type="checkbox"/> 3.Private Sector • Forest management <input type="checkbox"/> • Forest industry <input type="checkbox"/>	2. Civil Society NGO <input type="checkbox"/> Network <input checked="" type="checkbox"/> Academic <input type="checkbox"/> 4. Community Community Mgmt. Body <input type="checkbox"/> Forest User <input type="checkbox"/>
Stakeholder Mission/Objectives	Promote the interests of the forest users in the district. Provide support to institutional aspects of CFUG management.
Current level of involvement in CF, CC and REDD	CF: High CC: Medium REDD: Low
Suggested level of engagement with RECOFTC	<input type="checkbox"/> Inform <input type="checkbox"/> Consult <input checked="" type="checkbox"/> Partner <input type="checkbox"/> Control
Stakeholder Primary Contact	Name: Humanath Bhattarai: 9847082583; Om Lal Giri: 9847048360 Phone: Email:
Stakeholder Address	FECOFUN, Motipur-3 Bangai, Kapilvastu
Priorities in relation to CF, CC and REDD	CF: this is the best approach to forest management as it fully involves local citizens CC: There are real impacts and we must work hard to address these threats REDD: rights of the citizen should be secure, internal governance must be improved
What is the stakeholder involvement in the key issues on CF, CC and REDD?	CF: Forming and supporting groups, legal awareness to CFUGs, institutional support , coordination among groups and with other stakeholders CC: Some awareness programmes REDD: No specific activities
What might be the stakeholder's position on RECOFTC's priorities?	This programme should primarily involve local CBOs, women organizations and youth organizations, but also board on DFO
History of involvement with CF,CC, REDD &/or RECOFTC	CF: 12 yrs institutional involvement, 14 yrs personal involvement CC: in recent years REDD: No history RECOFTC: No history
Expectations of RECOFTC country Program on REDD	It will help develop awareness and institutional capacity among grassroots actors
Willingness to engage	Interested
Access to or sources of funding	FECOFUN, DFO, SSDC, LFP, Kalika Social Dev, political parties
Relationships/conflicts with other Stakeholders	Good relation with all SHs
Knowledge & understanding of CF, CC and REDD	CF: <input checked="" type="checkbox"/> Leader <input type="checkbox"/> Good <input type="checkbox"/> Low <input type="checkbox"/> None Give details: leads the CF process in the district CC: <input type="checkbox"/> Leader <input checked="" type="checkbox"/> Good <input type="checkbox"/> Low <input type="checkbox"/> None

	<p>Give details: A good grasp of the issues</p> <p>REDD:</p> <p><input type="checkbox"/> Leader <input type="checkbox"/> Good <input checked="" type="checkbox"/> Low <input type="checkbox"/> None</p>
Actual and/or potential to impact on CF, CC and REDD (risks and opportunities)	<p>Positive impacts (opportunities): enhanced forests, collaboration and cooperation institutionalized, conflict minimized</p> <p>Negative impacts (risks): negative impacts on timber mafia, encroachers</p>
Level at which stakeholder operates	<p><input type="checkbox"/> Global <input type="checkbox"/> Regional <input type="checkbox"/> National</p> <p><input checked="" type="checkbox"/> Sub-national <input type="checkbox"/> Community level</p>
Cultural Issues to consider?	Should consider the interests and current capacities of the communities
List key position(s) in stakeholder organization for capacity development	Chairperson: Om Lal Giri; Secretary: Humanath Bhattarai; Treasurer: Bedkala Sharma
Practical Issues to consider? (e.g. ability to engage, given resources, staff, other commitments)	Limited finance and human resources
Is it necessary to engage with this stakeholder?	FECOFUN district is the key stakeholder in this district.
Other comments	

7. Name of Stakeholder	FECOFUN, Nawalparasi (Network)
Stakeholder Type 1. State • Legislature <input type="checkbox"/> <input type="checkbox"/> • Extra judicial <input type="checkbox"/> • Central Govt. <input type="checkbox"/> • Regional Govt. <input type="checkbox"/> • Local Govt. <input type="checkbox"/> 3.Private Sector • Forest management <input type="checkbox"/> • Forest industry <input type="checkbox"/>	2. Civil Society NGO <input type="checkbox"/> Network <input checked="" type="checkbox"/> Academic <input type="checkbox"/> 4. Community Community Mgmt. Body <input type="checkbox"/> Forest User <input type="checkbox"/> 5. Others Multilateral/bilateral project
Stakeholder Mission/Objectives	Conservation of forest and environment by ensuring the rights of community people on the natural resources, which they are using and conserving from time immemorial
Current level of involvement in CF, CC and REDD	CF: CC: REDD:
Suggested level of engagement with RECOFTC	<input type="checkbox"/> Inform <input type="checkbox"/> Consult <input checked="" type="checkbox"/> Partner <input type="checkbox"/> Control
Stakeholder Primary Contact	Name: Chattara Paudel Phone: 9845074964 Email:
Stakeholder Address	Kawasoti, Nawalparasi.
Priorities in relation to CF, CC and REDD	CF: Strengthen community rights, institutional support to the CFUGs CC: Educate people on the possible consequences and adaptation strategies REDD- Secure people's rights
What is the stakeholder involvement in the key issues on CF, CC and REDD?	CF: Formation of community forest, registration and handover, forest conservation movement is ongoing CC: Awareness raising activities REDD: securing community people's rights
Key issues in the area	Governance issues such as representation, voice, decision making, benefit sharing, inclusion, equity, etc. Climate change and vulnerability, forest rights and REDD, how can we ensure an equitable distribution
What might be the stakeholder's position on RECOFTC's priorities?	
History of involvement with CF,CC, REDD &/or RECOFTC	CF: CC: REDD: RECOFTC:
Expectations of RECOFTC country Program on REDD	
Willingness to engage	
Collaborators and partners	Central FECOFUN, ForestAction, NEPHHA, Herbals, NEFEJ, DFO, Municipality
Sources of funding	
Relationships/conflicts with other Stakeholders	
Areas of capacity needs	Knowledge, skill, resources in climate change REDD implementation
Actual and/or potential to impact	Positive impacts (opportunities):

on CF, CC and REDD (risks and opportunities)	Negative impacts (risks):
Level at which stakeholder operates	<input type="checkbox"/> Global <input type="checkbox"/> Regional <input type="checkbox"/> National <input checked="" type="checkbox"/> Sub-national <input type="checkbox"/> Community level
Cultural Issues to consider?	
List key position(s) in stakeholder organization for capacity development	Chairperson, secretary, member and coordinator
Organisational challenges/Practical Issues to consider? (e.g. ability to engage, given resources, staff, other commitments)	Limited financial and human resources particularly to facilitate and help capacitate
Is it necessary to engage with this stakeholder?	
Other comments	

8. Name of Stakeholder	Maharaja Range Post, Kawasoti, Nawalparasi
Stakeholder Type 1. State • Legislature <input type="checkbox"/> • Extra judicial <input type="checkbox"/> • Central Govt. <input checked="" type="checkbox"/> • Regional Govt. <input type="checkbox"/> • Local Govt. <input type="checkbox"/> 3. Private Sector • Forest management <input type="checkbox"/> • Forest industry <input type="checkbox"/>	2. Civil Society NGO <input type="checkbox"/> Network <input type="checkbox"/> Academic <input type="checkbox"/> 4. Community Community Mgmt. Body <input type="checkbox"/> Forest User <input type="checkbox"/> 5. Others Multilateral/bilateral project
Stakeholder Mission/Objectives	Promote rural livelihoods, protect people's rights to resources water, forest and land particularly focusing on poor, dalit, janajati and marginalized people
Current level of involvement in CF, CC and REDD	CF: High CC: Low REDD: Low
Suggested level of engagement with RECOFTC	<input type="checkbox"/> Inform <input type="checkbox"/> Consult <input checked="" type="checkbox"/> Partner <input type="checkbox"/> Control
Stakeholder Primary Contact	Name: Sagendra Lal Karn, Assistant forest officer Phone: 9842825224 Email:
Stakeholder Address	Kawasoti, Nawalparasi
Priorities in relation to CF, CC and REDD	CF: forest protection, sustainable management of CF CC: Reduce vulnerable REDD: Ensure protection and associated benefits be reached to target communities
What is the stakeholder involvement in the key issues on CF, CC and REDD?	CF: Formation of user groups, preparation of operational plan and technical support CC: Forest awareness training, advertisement of fire control and tree plantation etc. REDD: Leasehold forest (for poor people) in empty hill/hillock
Key issues in the area	Lack of budget, lack of personal and field equipment, lack of transport
What might be the stakeholder's position on RECOFTC's priorities?	
History of involvement with CF,CC, REDD &/or RECOFTC	CF: CC: REDD: RECOFTC:
Expectations of RECOFTC country Program on REDD	
Willingness to engage	
Collaborators and partners	Central FECOFUN, LFP, HICODEF, Sahamati, CFUGs, HIMAWANTI, local NGOs
Sources of funding	
Relationships/conflicts with other Stakeholders	
Areas of capacity needs	Theoretical knowledge on REDD, reference materials, exposure visit for exchange of experiences

	technical knowledge, support in networking, documents of various treaties
Actual and/or potential to impact on CF, CC and REDD (risks and opportunities)	Positive impacts (opportunities): Negative impacts (risks):
Level at which stakeholder operates	<input type="checkbox"/> Global <input type="checkbox"/> Regional <input type="checkbox"/> National <input checked="" type="checkbox"/> Sub-national <input type="checkbox"/> Community level
Cultural Issues to consider?	
List key position(s) in stakeholder organization for capacity development	Program Officer: Program Coordinator:
Organisational challenges/Practical Issues to consider? (e.g. ability to engage, given resources, staff, other commitments)	No budget, lack of human resources
Is it necessary to engage with this stakeholder?	Key government agency in the district
Other comments	

9. Name of Stakeholder	Samajik Parivartan ka Lagi Sarokar Kendra (Change Nepal)
Stakeholder Type 1. State • Legislature <input type="checkbox"/> • Extra judicial <input type="checkbox"/> • Central Govt. <input type="checkbox"/> • Regional Govt. <input type="checkbox"/> • Local Govt. <input type="checkbox"/> 3. Private Sector • Forest management <input type="checkbox"/> • Forest industry <input type="checkbox"/>	2. Civil Society NGO <input checked="" type="checkbox"/> Network <input type="checkbox"/> Academic <input type="checkbox"/> 4. Community Community Mgmt. Body <input type="checkbox"/> Forest User <input type="checkbox"/> 5. Others Multilateral/bilateral project <input type="checkbox"/>
Stakeholder Mission/Objectives	Holistic development with environment conservation focusing on rural women
Current level of involvement in CF, CC and REDD	CF: medium CC: low REDD: low
Suggested level of engagement with RECOFTC	<input type="checkbox"/> Inform <input type="checkbox"/> Consult <input checked="" type="checkbox"/> Partner <input type="checkbox"/> Control
Stakeholder Primary Contact	Name: Thakur Prasad Pandey Phone: 078-545269 Email:
Stakeholder Address	Amarapuri, Nawalparasi
Priorities in relation to CF, CC and REDD	CF: Support local groups CC: Raising awareness among local people about climate change REDD: Facilitate local dialogue and capacity building
What is the stakeholder involvement in the key issues on CF, CC and REDD?	CF: Facilitate community forest user groups and plantation in open space CC: Awareness against over use of chemical fertilizers, promote bio fertilizer REDD: No specific
Key issues in the area	Poor understanding of the CF management, constraining regulatory framework, weak capacity of the users
What might be the stakeholder's position on RECOFTC's priorities?	
History of involvement with CF,CC, REDD &/or RECOFTC	CF: 5 yrs CC: New REDD: New RECOFTC: No
Expectations of RECOFTC country Program on REDD	All NGOs will find space in the new project
Willingness to engage	Interested
Collaborators and partners	DFO, CFUGs, Heifer International, ForestAction
Sources of funding	Project based
Relationships/conflicts with other Stakeholders	No specific conflict
Areas of capacity needs	a. Introductory knowledge on REDD b. National and international policy processes, negotiations a. Technical aspects: Assessment, monitoring, marketing
Actual and/or potential to impact on	c. Introductory knowledge on REDD

CF, CC and REDD (risks and opportunities)	d. National and international policy processes, negotiations e. Technical aspects: Assessment, monitoring, marketing
Level at which stakeholder operates	<input type="checkbox"/> Global <input type="checkbox"/> Regional <input type="checkbox"/> National <input checked="" type="checkbox"/> Sub-national <input type="checkbox"/> Community level
Cultural Issues to consider?	
List key position(s) in stakeholder organization for capacity development	Program Officer: Management of different programs, projects Community mobilise: Implementation of projects, monitoring
Organisational challenges/Practical Issues to consider? (e.g. ability to engage, given resources, staff, other commitments)	b. Lack of understanding of climate change c. Poor technical knowledge Scarcity of resources
Is it necessary to engage with this stakeholder?	Potential NGO in Nawalparasi, good access with women groups
Other comments	

10. Name of Stakeholder	Indreni Samajik Bikas Manch
Stakeholder Type 1. State • Legislature <input type="checkbox"/> • Extra judicial <input type="checkbox"/> • Central Govt. <input type="checkbox"/> • Regional Govt. <input type="checkbox"/> • Local Govt. <input type="checkbox"/> 3. Private Sector • Forest management <input type="checkbox"/> • Forest industry <input type="checkbox"/>	2. Civil Society NGO <input checked="" type="checkbox"/> Network <input type="checkbox"/> Academic <input type="checkbox"/> 4. Community Community Mgmt. Body <input type="checkbox"/> Forest User <input type="checkbox"/> 5. Others Multilateral/bilateral project <input type="checkbox"/>
Stakeholder Mission/Objectives	Promote rural livelihoods, protect people's rights to resources water, forest and land particularly focusing on poor, dalit, janajati and marginalized people
Current level of involvement in CF, CC and REDD	CF: High CC: Medium REDD: Low
Suggested level of engagement with RECOFTC	<input type="checkbox"/> Inform <input type="checkbox"/> Consult <input checked="" type="checkbox"/> Partner <input type="checkbox"/> Control
Stakeholder Primary Contact	Name: Kuldip Prasad Acharya-Executive Director Phone: 078-580351, 9857025309 Email: indrenif@ntc.net.np
Stakeholder Address	Panchagar, Nawalparasi
Priorities in relation to CF, CC and REDD	CF: Awareness raising, organization strengthening, advocacy for justifiable access and control CC: Awareness raising and capacity enhancement REDD: Awareness raising and capacity enhancement
What is the stakeholder involvement in the key issues on CF, CC and REDD?	CF: Training for awareness and capacity building, discussion for participation of target groups in decision making process CC: Facilitate local dialogue among stakeholders (CFUG, government agencies and political parties) REDD: No specific
Key issues in the area	Limited access and control of marginalized groups on resources Complex government process for registration and handover
What might be the stakeholder's position on RECOFTC's priorities?	Similar perspective, empowering the poor and marginalised forest based people
History of involvement with CF,CC, REDD &/or RECOFTC	CF: 6 yrs CC: New REDD: New RECOFTC: No
Expectations of RECOFTC country Program on REDD	Institutional engagement, institutional strengthening, networking
Willingness to engage	
Collaborators and partners	Action Aid Nepal, CARE Nepal, FAO, Student Partnership worldwide, DDC, DEO, DHO, DFO
Sources of funding	Project based funding
Relationships/conflicts with other Stakeholders	No specific conflict, sometimes with DFO and LFP
Areas of capacity needs	Theoretical knowledge on REDD, reference materials, exposure visit for exchange of experiences technical knowledge, support in networking, documents of various treaties
Actual and/or potential to impact	Positive impacts (opportunities): new groups formed, forest protected

on CF, CC and REDD (risks and opportunities)	Negative impacts (risks):
Level at which stakeholder operates	<input type="checkbox"/> Global <input type="checkbox"/> Regional <input type="checkbox"/> National <input checked="" type="checkbox"/> Sub-national <input type="checkbox"/> Community level
Cultural Issues to consider?	
List key position(s) in stakeholder organization for capacity development	Program Officer: <i>Jungle (Forest)</i> Program Coordinator: <i>Jamin (Land)</i>
Organisational challenges/Practical Issues to consider? (e.g. ability to engage, given resources, staff, other commitments)	Inadequate human & financial resources to provide right information and facilitate effective dialogue Difficult to sustain processes, high expectation among the communities are problematic
Is it necessary to engage with this stakeholder?	Very important
Other comments	

11. Name of Stakeholder	Nepal Paryatan Patrakar Manch
Stakeholder Type 1. State • Legislature <input type="checkbox"/> • Extra judicial <input type="checkbox"/> • Central Govt. <input type="checkbox"/> • Regional Govt. <input type="checkbox"/> • Local Govt. <input type="checkbox"/> 3.Private Sector • Forest management <input type="checkbox"/> • Forest industry <input type="checkbox"/>	2. Civil Society NGO <input checked="" type="checkbox"/> Network <input type="checkbox"/> Academic <input type="checkbox"/> 4. Community Community Mgmt. Body <input type="checkbox"/> Forest User <input type="checkbox"/> 5. Others Multilateral/bilateral project <input type="checkbox"/>
Stakeholder Mission/Objectives	Raise environmental awareness including ecotourism through organised efforts among media people
Current level of involvement in CF, CC and REDD	CF: Medium CC: Low REDD: Low
Suggested level of engagement with RECOFTC	<input type="checkbox"/> Inform <input type="checkbox"/> Consult <input checked="" type="checkbox"/> Partner <input type="checkbox"/> Control
Stakeholder Primary Contact	Name: Phone: Email:
Stakeholder Address	Kawasati, Nawalparasi
Priorities in relation to CF, CC and REDD	CF: Community forest: help communicate best practice CC: Climate change: general awareness REDD: benefit distribution
What is the stakeholder involvement in the key issues on CF, CC and REDD?	CF: Publicise good stories of forest management, utilisation and benefit sharing CC: Collect and prepare news and articles on impacts of climate change REDD: no specific activities
Key issues in the area	Lack of general awareness and understanding on sustainable forest management Differential impacts, more impacts on vulnerable communities Possible consequences of REDD in forest dependent communities
What might be the stakeholder's position on RECOFTC's priorities?	Compatible in general awareness of the public on such important issue
History of involvement with CF,CC, REDD &/or RECOFTC	CF: Recently CC: New REDD: No RECOFTC: No
Expectations of RECOFTC country Program on REDD	Media would be included in this important initiative
Willingness to engage	Interested
Collaborators and partners	DFO, DDC
Sources of funding	Client, advertisement
Relationships/conflicts with other Stakeholders	No specific conflicts, sometimes with authorities
Areas of capacity needs	General information and knowledge on climate change and REDD

Actual and/or potential to impact on CF, CC and REDD (risks and opportunities)	Positive impacts (opportunities): Negative impacts (risks):
Level at which stakeholder operates	<input type="checkbox"/> Global <input type="checkbox"/> Regional <input type="checkbox"/> National <input checked="" type="checkbox"/> Sub-national <input type="checkbox"/> Community level
Cultural Issues to consider?	
List key position(s) in stakeholder organization for capacity development	Chairperson: Bringing out the activities related to forest, environment and climate change to the media publicity. Lead different discussion and interactions
Organisational challenges/Practical Issues to consider? (e.g. ability to engage, given resources, staff, other commitments)	Lack of trained human resources There are other pressing issues, so difficult to raise interests sometimes
Is it necessary to engage with this stakeholder?	Potential agency
Other comments	

12. Name of Stakeholder	Livelihoods and Forestry Project (LFP), Terai
Stakeholder Type 1. State • Legislature <input type="checkbox"/> <input checked="" type="checkbox"/> • Extra judicial <input type="checkbox"/> • Central Govt. <input type="checkbox"/> • Regional Govt. <input type="checkbox"/> • Local Govt. <input type="checkbox"/> 3. Private Sector • Forest management <input type="checkbox"/> • Forest industry <input type="checkbox"/>	2. Civil Society NGO <input type="checkbox"/> Network <input type="checkbox"/> Academic <input type="checkbox"/> 4. Community Community Mgmt. Body <input type="checkbox"/> Forest User <input type="checkbox"/> 5. Others Multilateral/bilateral project
Stakeholder Mission/Objectives	Improvement in the livelihood of poor and marginalized groups through sustainable forest management
Current level of involvement in CF, CC and REDD	CF: High CC: Medium REDD: Low
Suggested level of engagement with RECOFTC	<input type="checkbox"/> Inform <input type="checkbox"/> Consult <input checked="" type="checkbox"/> Partner <input type="checkbox"/> Control
Stakeholder Primary Contact	Name: Phone: 071 527896 Email:
Stakeholder Address	
Priorities in relation to CF, CC and REDD	CF: Sustainable forest management, forest enterprises, plantation, management of public land CC: Alternative energy, awareness REDD: Awareness
What is the stakeholder involvement in the key issues on CF, CC and REDD?	CF: Sustainable forest management in community forest users group, plantation in public land, open space, leasehold forest and private forest CC: Participation in climate change and REDD conference in Copenhagen, training for the team REDD: Preparation for training to DFO staff and partner organizations
Key issues in the area	Productivity and equity are key issues within forest based enterprise development Risk of unsustainable harvesting
What might be the stakeholder's position on RECOFTC's priorities?	Compatible, LFP is increasingly focused on climate change and REDD issues and working at the grassroots level
History of involvement with CF,CC, REDD &/or RECOFTC	CF: 5 yrs CC: recently REDD: No RECOFTC: No
Expectations of RECOFTC country Program on REDD	Partnership, we also work in the same area -Terai
Willingness to engage	Interested, should talk at the central level
Collaborators and partners	Ministry of Forest and Soil Conservation; DFO; DSCO, Ilaka/Range Post; Sahamati and HICODEF Nepskon, Indreni, SSDC and KSDC
Sources of funding	DFID
Relationships/conflicts with other Stakeholders	No specific conflict
Areas of capacity needs	Carbon assessment, institutional issues, Carbon marketing
Actual and/or potential to impact on	Positive impacts (opportunities): Huge livelihoods impacts

CF, CC and REDD (risks and opportunities)	Negative impacts (risks): No
Level at which stakeholder operates	<input type="checkbox"/> Global <input type="checkbox"/> Regional <input checked="" type="checkbox"/> National <input type="checkbox"/> Sub-national <input type="checkbox"/> Community level
Cultural Issues to consider?	
List key position(s) in stakeholder organization for capacity development	Lead role in climate change related activities
Organisational challenges/Practical Issues to consider? (e.g. ability to engage, given resources, staff, other commitments)	Institutional collaboration between DFO, NGOs and local communities have been the major challenge
Is it necessary to engage with this stakeholder?	Very important in the region
Other comments	

13. Name of Stakeholder	Nepal Federation of Indigenous Nationalities (NEFIN)
Stakeholder Type 1. State • Legislature <input type="checkbox"/> • Extra judicial <input type="checkbox"/> • Central Govt. <input type="checkbox"/> • Regional Govt. <input type="checkbox"/> • Local Govt. <input type="checkbox"/> 3. Private Sector • Forest management <input type="checkbox"/> • Forest industry <input type="checkbox"/>	2. Civil Society NGO <input type="checkbox"/> Network <input checked="" type="checkbox"/> Academic <input type="checkbox"/> 4. Community Community Mgmt. Body <input type="checkbox"/> Forest User <input type="checkbox"/> 5. Others Multilateral/bilateral project <input type="checkbox"/>
Stakeholder Mission/Objectives	Strengthening indigenous people's organizations
Current level of involvement in CF, CC and REDD	CF: No specific activities CC: Basic, awareness REDD: Basic, awareness
Suggested level of engagement with RECOFTC	<input type="checkbox"/> Inform <input type="checkbox"/> Consult <input checked="" type="checkbox"/> Partner <input type="checkbox"/> Control
Stakeholder Primary Contact	Name: Pasang Dolma Sherpa Phone: 98511 01564 Email: pdsherpa@wlink.com.np
Stakeholder Address	Post box no. 7803, Kathmandu, Nepal
Priorities in relation to CF, CC and REDD	CF: indigenous people's rights are protected within the CF programme CC: highlight and draw attention on the differential impacts of climate change on indigenous people REDD: Ensure indigenous people's rights within REDD
What is the stakeholder involvement in the key issues on CF, CC and REDD?	CF: CC: REDD: Awareness and capacity building partnership program of the indigenous peoples in Nepal
Key issues in the area	Respecting and securing the rights of indigenous peoples in the policy and program of REDD initiatives in Nepal for the sustainable management of the forest
What might be the stakeholder's position on RECOFTC's priorities?	Seeking partnership
History of involvement with CF, CC, REDD &/or RECOFTC	CF: CC: REDD: Since July 2008 RECOFTC:
Expectations of RECOFTC country Program on REDD	Go side by side
Willingness to engage	Yes
Collaborators and partners	FECOFUN, ForestAction, Ministry of forests
Sources of funding	
Relationships/conflicts with other Stakeholders	Sound relationship
Areas of capacity needs	Awareness and capacity building
Actual and/or potential to impact on	Positive impacts (opportunities): Respecting the contribution of the

CF, CC and REDD (risks and opportunities)	indigenous peoples and local community for the conservation of the forest Negative impacts (risks): Benefit sharing/ the status of the customary practices that attached to the forest
Level at which stakeholder operates	<input checked="" type="checkbox"/> Global <input type="checkbox"/> Regional <input type="checkbox"/> National <input type="checkbox"/> Sub-national <input type="checkbox"/> Community level
Cultural Issues to consider?	Securing the customary practices by the policy and program of REDD
List key position(s) in stakeholder organization for capacity development	The leaders and officers who are engaged directly in the project
Organisational challenges/Practical Issues to consider? (e.g. ability to engage, given resources, staff, other commitments)	The gap in awareness level in terms of technical part of REDD
Is it necessary to engage with this stakeholder?	Yes
Other comments	Practical level of capacity development of the staff who are directly engaged in REDD program is necessary to work in the community level

14. Name of Stakeholder	Department of National Park and Wildlife Conservation (DNPWC)
Stakeholder Type 1. State • Legislature <input type="checkbox"/> • Extra judicial <input type="checkbox"/> • Central Govt. <input checked="" type="checkbox"/> • Regional Govt. <input type="checkbox"/> • Local Govt. <input type="checkbox"/> 2. Private Sector • Forest management <input type="checkbox"/> • Forest industry <input type="checkbox"/>	2. Civil Society NGO <input type="checkbox"/> Network <input type="checkbox"/> Academic <input type="checkbox"/> 5. Others Multilateral/bilateral project <input type="checkbox"/> 4. Community Community Mgmt. Body <input type="checkbox"/> Forest User <input type="checkbox"/>
Stakeholder Mission/Objectives	Biodiversity Conservation/ PA management
Current level of involvement in CF, CC and REDD	CF: high in buffer zone CC: Basic, awareness REDD: Basic, awareness
Suggested level of engagement with RECOFTC	<input type="checkbox"/> Inform <input type="checkbox"/> Consult <input checked="" type="checkbox"/> Partner <input type="checkbox"/> Control
Stakeholder Primary Contact	Name: Shiv Raj Bhatta, Phone: 9841411505 Email: shivbhatta@hotmail.com
Stakeholder Address	Babarmahal, Kathmandu
Priorities in relation to CF, CC and REDD	High priority in forest conservation
What is the stakeholder involvement in the key issues on CF, CC and REDD?	Identification, handover and assisting Management of CF but not as such in CC and REDD
Key issues in the area	Baseline, Planning, Monitoring, Impact evaluation, benefit sharing, dissemination
What might be the stakeholder's position on RECOFTC's priorities?	Seeking partnership
History of involvement with CF, CC, REDD &/or RECOFTC	CF: since 1996 in buffer zone CF CC: REDD: RECOFTC:
Expectations of RECOFTC country Program on REDD	Also involve government agencies in REDD capacity building
Willingness to engage	Yes
Collaborators and partners	CBOS and I/NGOs
Sources of funding	
Relationships/conflicts with other Stakeholders	Sound relationship
Areas of capacity needs	Documentation, management, coordination
Actual and/or potential to impact on CF, CC and REDD (risks and opportunities)	Positive impacts (opportunities): well protected forests Negative impacts (risks): certain social costs
Level at which stakeholder	<input type="checkbox"/> Global <input type="checkbox"/> Regional <input checked="" type="checkbox"/> National

operates	<input type="checkbox"/> Sub-national <input type="checkbox"/> Community level
Cultural Issues to consider?	
List key position(s) in stakeholder organization for capacity development	Ecologist
Organisational challenges/Practical Issues to consider? (e.g. ability to engage, given resources, staff, other commitments)	Limited human and financial resources, legal barriers to get in partnership
Is it necessary to engage with this stakeholder?	Yes, is managing over 15% forests under different Protected Areas
Other comments	

15. Name of Stakeholder	ForestAction Nepal
Stakeholder Type 1. State • Legislature <input type="checkbox"/> • Extra judicial <input type="checkbox"/> • Central Govt. <input type="checkbox"/> • Regional Govt. <input type="checkbox"/> • Local Govt. <input type="checkbox"/> 3. Private Sector • Forest management <input type="checkbox"/> • Forest industry <input type="checkbox"/>	2. Civil Society NGO <input checked="" type="checkbox"/> Network <input type="checkbox"/> Academic <input type="checkbox"/> 5. Others Multilateral/bilateral project <input type="checkbox"/> 4. Community Community Mgmt. Body <input type="checkbox"/> Forest User <input type="checkbox"/>
Stakeholder Mission/Objectives	Enhance productive, sustainable and equitable forests through knowledge based advocacy
Current level of involvement in CF, CC and REDD	CF: Action research and policy advocacy CC: situation analysis, policy analysis REDD: situation analysis and capacity building
Suggested level of engagement with RECOFTC	<input type="checkbox"/> Inform <input type="checkbox"/> Consult <input checked="" type="checkbox"/> Partner <input type="checkbox"/> Control
Stakeholder Primary Contact	Name: Kamal Bhandari Phone: 9841395810 Email: kb@forestaction.wlink.com.np
Stakeholder Address	Post box no. 12207, Kathmandu, Nepal
Priorities in relation to CF, CC and REDD	CF: productive, sustainable and equitable management CC: analysis of policy and practice for better adaptive capacity REDD: Ensure local and indigenous people's rights within REDD
What is the stakeholder involvement in the key issues on CF, CC and REDD?	CF: action research on forest governance policies and practice CC: situation analysis, publication and dissemination REDD: Situation analysis and policy dialogue
Key issues in the area	Deliberative governance of environmental resources including forests
What might be the stakeholder's position on RECOFTC's priorities?	Seeking partnership
History of involvement with CF,CC, REDD &/or RECOFTC	CF: one decade CC: newly REDD: recently RECOFTC: long since early 2000
Expectations of RECOFTC country Program on REDD	Strong contribution to national capacity on REDD
Willingness to engage	Yes
Collaborators and partners	MoFSC, DoF, ICIMOD, FECOFUN, ...
Sources of funding	IDRC, DFID, ...
Relationships/conflicts with other Stakeholders	Sound relationship
Areas of capacity needs	Research capacity, institutional capacity,
Actual and/or potential to impact on CF, CC and REDD (risks and opportunities)	Positive impacts (opportunities): think tank for forest policy process Negative impacts (risks):
Level at which stakeholder operates	<input type="checkbox"/> Global <input type="checkbox"/> Regional <input checked="" type="checkbox"/> National <input type="checkbox"/> Sub-national <input type="checkbox"/> Community level

Cultural Issues to consider?	Securing the customary practices by the policy and program of REDD, consider domestic policy process
List key position(s) in stakeholder organization for capacity development	Executive coordinator, programme co-coordinator, researchers
Organisational challenges/Practical Issues to consider? (e.g. ability to engage, given resources, staff, other commitments)	Inadequate human and financial resources
Is it necessary to engage with this stakeholder?	Yes
Other comments	Potential in research and publication which are key aspects of grassroots capacity building

Annex VII: Pro-Forma Competency Profile

1. Name of organization: Siddhartha Social Development Centre (SSDC), Kapilvastu

Title of role: Chairperson

Number of people in role: 1

Type of stakeholder

1. State	2. Civil Society	3. Private sector	4. Community	5. Others
Legislature <input type="checkbox"/>	NGO <input checked="" type="checkbox"/>	Forest management <input type="checkbox"/>	Comm. Mgmt. Body <input type="checkbox"/>	Bilateral projects <input type="checkbox"/>
Central Govt. <input type="checkbox"/>	Network <input type="checkbox"/>	Forest industry <input type="checkbox"/>	Forest User <input type="checkbox"/>	
Local Govt. <input type="checkbox"/>	Academic <input type="checkbox"/>			

Main function of role: provide overall leadership, provide strategic and programmatic direction, coordinate with stakeholders, develop partnership

Competency indicators (knowledge and skill)	Rank (1-5)*	Competency Description
1. Fundamental knowledge and understanding of climate change		
Level 1: Deals with local level skills and knowledge to observe and recognize the climate change and local methods adapted to respond to them Level 2: Deals with field supervision of the responses adapted by local communities to respond to CC Level 3: Deals mainly with fundamental understanding of CC science and analytical skills to integrate local knowledge and CC science to develop CB modules, management responses and monitoring and evaluation frameworks. Level 4: Deals with skill and knowledge to develop national level policies and legal and administrative framework integrating CC science knowledge and adaptation measures practiced by local communities Level 5: Deals with negotiation skills at national and international level to present and defend the country's position in general and voice the concerns of the most vulnerable groups to contribute to the global debate and finding appropriate solutions to climate change impacts	2	Competent in dealing with indicator level 1 and 2; Can observe local changes and adaptation strategies; Limited understanding of CC science its relation with capacity building, national and international policies.
2. Understanding of REDD in the context of CC		
Level 1: Deals with local level of understanding on roles of forests in providing various environmental services and livelihoods benefits Level 2: Deals with technical skill and knowledge about roles of forest as carbon sink and pool Level 3: Deals with skills and knowledge to measure the carbon emission rates in general and from forest degradation in particular in the country and understanding of capacity building needs to develop REDD mechanism in the country Level 4: Deals with understanding policy perspectives of promoting (community) forestry sector in the country to contribute to	2	Competent in indicator level 1 and knowledge part of indicator level 2 and 4; Competent in managing forestry and livelihoods and community development projects; Limited knowledge on technical issues of REDD and

the evolving REDD mechanism and preparing readiness plans Level 5: Deals with formulating REDD policies and negotiation skills at international level to contribute to the global debate of evolving REDD mechanism		national and international policy processes
3. Integration of REDD mechanism in CFM		
Level 1: Deals with basic understanding of the community forestry concept, and existing management institution at local level Level 2: Working knowledge and skills to setup and promote CF users group, sound understanding of local level socio-economic and cultural values and livelihoods needs of the local communities and develop CF management plans Level 3: Deals with development of forest management plans and their implementation on a landscape level and skill to interpret the forest cover data into carbon accounting for its integration in REDD mechanism Level 4: Deals with development of relevant policies and legislations for forest sector management in general and CFM in particular, with an additional skill to link them evolving mechanism of REDD Level 5: Deals with knowledge of international verification standards and develop suitable policies to respond to these standards and facilitate their implementation at CF level	3	Competent in indicator level 1 and 2; Partially competent in indicator level 4; Limited competency in indicator level 3 and 5.
4. Forest carbon market and trading		
Level 1: Knowledge of its existence and of sources of support Level 2: Knowledge broker on accessing information on Carbon Markets Level 3: Operational knowledge on Carbon Trading Level 4: Have sources of finance and knows and informs the national policy making process Level 5: Standards for trade and carbon finance (insurance and re-insurance) and knows and informs the international policy making process.	1	Partial competence on indicator level 1; Lack of knowledge and skills on indicator levels 2, 3, 4 and 5.
5. Benefit sharing from forest carbon trade		
Level 1: Deals mainly with the sound knowledge of local level socio-economic, environmental and cultural setting with respect to the livelihoods benefits from community forestry Level 2: Deals with skills and knowledge to facilitate the decision making process for benefit sharing at community level and integrating the likely flow of benefits from carbon trade into the overall sharing mechanism Level 3: Deals with the knowledge of FPIC (Free, Prior and Informed Consent) and its integration in the benefit sharing decision making process Level 4: Covers the designing of appropriate policies promoting internationally accepted best practices based benefit sharing at community level	4	Competent in understanding of the issues related to indicator level 1, 2, 3, 4; However partially competent in designing and institutionalizing operational procedures

Note: * = 1 refers poor and 5 refers best competency level

Pro-Forma Competency Profile

2. Name of organization: Nepal Community Support Group (NECOS), Rupandehi

Title of role: **Focal person** (REDD, forestry and climate change)

Number of people in role: **1**

Type of stakeholder

1. State

Legislature ☐
 Extra judicial ☐
 Central Govt. ☐
 Regional Govt. ☐
 Local Govt. ☐

2. Civil Society

NGO ☒
 Network ☐
 Academic ☐

3. Private sector

Forest management ☐
 Forest industry ☐

4. Community

Community Mgmt. Body ☐
 Forest User ☐

Main function of role: **Provide leadership to the programme management and implementation**

Competency indicators (knowledge and skill)	Rank (1-5)*	Competency Description
1. Fundamental knowledge and understanding of climate change		
Level 1: Deals with local level skills and knowledge to observe and recognize the climate change and local methods adapted to respond to them Level 2: Deals with field supervision of the responses adapted by local communities to respond to CC Level 3: Deals mainly with fundamental understanding of CC science and analytical skills to integrate local knowledge and CC science to develop CB modules, management responses and monitoring and evaluation frameworks. Level 4: Deals with skill and knowledge to develop national level policies and legal and administrative framework integrating CC science knowledge and adaptation measures practiced by local communities Level 5: Deals with negotiation skills at national and international level to present and defend the country's position in general and voice the concerns of the most vulnerable groups to contribute to the global debate and finding appropriate solutions to climate change impacts	3	Competent in dealing with indicator level 1 and 2; Can observe local changes and adaptation strategies; Partially competent on knowledge dimension of indicator level 3 and 4; Limited understanding of CC science, national climate change policy process and international negotiation.

2. Understanding of REDD in the context of CC		
<p>Level 1: Deals with local level of understanding on roles of forests in providing various environmental services and livelihoods benefits</p> <p>Level 2: Deals with technical skill and knowledge about roles of forest as carbon sink and pool</p> <p>Level 3: Deals with skills and knowledge to measure the carbon emission rates in general and from forest degradation in particular in the country and understanding of capacity building needs to develop REDD mechanism in the country</p> <p>Level 4: Deals with understanding policy perspectives of promoting (community) forestry sector in the country to contribute to the evolving REDD mechanism and preparing readiness plans</p> <p>Level 5: Deals with formulating REDD policies and negotiation skills at international level to contribute to the global debate of evolving REDD mechanism</p>	2	<p>Competent in indicator level 1 and knowledge part of indicator level 2 and 4;</p> <p>Competent in managing forestry projects particularly addressing livelihoods and community development needs;</p> <p>Limited knowledge on technical issues of REDD and national and international policy processes</p>
3. Integration of REDD mechanism in CFM		
<p>Level 1: Deals with basic understanding of the community forestry concept, and existing management institution at local level</p> <p>Level 2: Working knowledge and skills to setup and promote CF users group, sound understanding of local level socio-economic and cultural values and livelihoods needs of the local communities and develop CF management plans</p> <p>Level 3: Deals with development of forest management plans and their implementation on a landscape level and skill to interpret the forest cover data into carbon accounting for its integration in REDD mechanism</p> <p>Level 4: Deals with development of relevant policies and legislations for forest sector management in general and CFM in particular, with an additional skill to link them evolving mechanism of REDD</p> <p>Level 5: Deals with knowledge of international verification standards and develop suitable policies to respond to these standards and facilitate their implementation at CF level</p>	3	<p>Competent in indicator level 1 and 2;</p> <p>Partially competent in indicator level 3 and 4; limited knowledge and skills to forest cover change with carbon accounting and REDD mechanism</p> <p>Limited competency in indicator level 5.</p>
4. Forest carbon market and trading		
<p>Level 1: Knowledge of its existence and of sources of support</p> <p>Level 2: Knowledge broker on accessing information on Carbon Markets</p> <p>Level 3: Operational knowledge on Carbon Trading</p> <p>Level 4: Have sources of finance and knows and informs the national policy making process</p> <p>Level 5: Standards for trade and carbon finance (insurance and re-insurance) and knows and informs the international policy making process.</p>	1	<p>Partial competence on indicator level 1;</p> <p>Lack of knowledge and skills on indicator levels 2, 3, 4 and 5.</p>
5. Benefit sharing from forest carbon trade		
<p>Level 1: Deals mainly with the sound knowledge of local level socio-economic, environmental and cultural setting with respect to the livelihoods benefits from community forestry</p> <p>Level 2: Deals with skills and knowledge to facilitate the decision making process for benefit sharing at community level and integrating the likely flow of benefits from carbon trade into the overall sharing mechanism</p> <p>Level 3: Deals with the knowledge of FPIC (Free, Prior and Informed Consent) and its integration in the benefit sharing decision making process</p> <p>Level 4: Covers the designing of appropriate policies promoting internationally accepted best practices based benefit sharing at community level</p>	4	<p>Competent in understanding of the issues related to indicator level 1, 2, 3, 4;</p> <p>However, partially competent particularly in the skill dimension of designing and institutionalizing operational procedures</p>

Note: * = 1 refers poor and 5 refers best competency level

Pro-Forma Competency Profile

3. Name of organization: FECOFUN, Rupandehi

Title of role: **Chairperson**

Number of people in role: **1**

Type of stakeholder

1. State

Legislature ☐
Extra judicial ☐
Central Govt. ☐
Regional Govt. ☐
Local Govt. ☐

2. Civil Society

NGO ☐
Network ☒
Academic ☐

3. Private sector

Forest management ☐
Forest industry ☐

4. Community

Community Mgmt. Body ☐
Forest User ☐

Main function of role: **Provide overall leadership to the organization, collaboration and partnership with stakeholders, provide strategic direction to programmes and project**

Competency indicators (knowledge and skill)	Rank (1-5)*	Competency Description
1. Fundamental knowledge and understanding of climate change		
Level 1: Deals with local level skills and knowledge to observe and recognize the climate change and local methods adapted to respond to them Level 2: Deals with field supervision of the responses adapted by local communities to respond to CC Level 3: Deals mainly with fundamental understanding of CC science and analytical skills to integrate local knowledge and CC science to develop CB modules, management responses and monitoring and evaluation frameworks. Level 4: Deals with skill and knowledge to develop national level policies and legal and administrative framework integrating CC science knowledge and adaptation measures practiced by local communities Level 5: Deals with negotiation skills at national and international level to present and defend the country's position in general and voice the concerns of the most vulnerable groups to contribute to the global debate and finding appropriate solutions to climate change impacts	3	Competent in dealing with indicator level 1 and 2; Can observe and interpret local impacts of climate change and emerging community adaptation strategies; Competent on knowledge dimension of indicator level 3 and 4; however, poor in skill dimension; Limited understanding of CC science, national climate change policy process and international negotiation.

2. Understanding of REDD in the context of CC		
Level 1: Deals with local level of understanding on roles of forests in providing various environmental services and livelihoods benefits Level 2: Deals with technical skill and knowledge about roles of forest as carbon sink and pool Level 3: Deals with skills and knowledge to measure the carbon emission rates in general and from forest degradation in particular in the country and understanding of capacity building needs to develop REDD mechanism in the country Level 4: Deals with understanding policy perspectives of promoting (community) forestry sector in the country to contribute to the evolving REDD mechanism and preparing readiness plans Level 5: Deals with formulating REDD policies and negotiation skills at international level to contribute to the global debate of evolving REDD mechanism	2	Competent in indicator level 1 and knowledge part of indicator level 2 and 4; Competent political issues of REDD, particularly in safeguarding biodiversity and livelihoods co-benefits; Limited knowledge on technical issues of REDD and national policy and international negotiations
3. Integration of REDD mechanism in CFM		
Level 1: Deals with basic understanding of the community forestry concept, and existing management institution at local level Level 2: Working knowledge and skills to setup and promote CF users group, sound understanding of local level socio-economic and cultural values and livelihoods needs of the local communities and develop CF management plans Level 3: Deals with development of forest management plans and their implementation on a landscape level and skill to interpret the forest cover data into carbon accounting for its integration in REDD mechanism Level 4: Deals with development of relevant policies and legislations for forest sector management in general and CFM in particular, with an additional skill to link them evolving mechanism of REDD Level 5: Deals with knowledge of international verification standards and develop suitable policies to respond to these standards and facilitate their implementation at CF level	3	Competent in indicator level 1 and 2; Partially competent in indicator level 3 and 4; limited knowledge and skills to forest cover change with carbon accounting and REDD mechanism Limited competency in indicator level 5.
4. Forest carbon market and trading		
Level 1: Knowledge of its existence and of sources of support Level 2: Knowledge broker on accessing information on Carbon Markets Level 3: Operational knowledge on Carbon Trading Level 4: Have sources of finance and knows and informs the national policy making process Level 5: Standards for trade and carbon finance (insurance and re-insurance) and knows and informs the international policy making process.	1	Partial competence on indicator level 1; Lack of knowledge and skills on indicator levels 2, 3, 4 and 5.
5. Benefit sharing from forest carbon trade		
Level 1: Deals mainly with the sound knowledge of local level socio-economic, environmental and cultural setting with respect to the livelihoods benefits from community forestry Level 2: Deals with skills and knowledge to facilitate the decision making process for benefit sharing at community level and integrating the likely flow of benefits from carbon trade into the overall sharing mechanism Level 3: Deals with the knowledge of FPIC (Free, Prior and Informed Consent) and its integration in the benefit sharing decision making process Level 4: Covers the designing of appropriate policies promoting internationally accepted best practices based benefit sharing at community level	4	Competent in understanding of the issues related to indicator level 1, 2, 3, 4; Lack of clear ideas and skills in designing equitable institutional arrangement at local and landscape level

Note: * = 1 refers poor and 5 refers best competency level

Pro-Forma Competency Profile

4. Name of organization: Kalika Self –Reliance Social Centre (KSSC), Kapilvastu

Title of role: **Focal person** (REDD, forestry and climate change)

Number of people in role: **1**

Type of stakeholder

1. State

Legislature ☐
Extra judicial ☐
Central Govt. ☐
Regional Govt. ☐
Local Govt. ☐

2. Civil Society

NGO ☒
Network ☐
Academic ☐

3. Private sector

Forest management ☐
Forest industry ☐

4. Community

Community Mgmt. Body ☐
Forest User ☐

Main function of role: **Provide leadership to the forestry and climate change related programme implementation**

Competency indicators (knowledge and skill)	Rank (1-5)*	Competency Description
1. Fundamental knowledge and understanding of climate change		
Level 1: Deals with local level skills and knowledge to observe and recognize the climate change and local methods adapted to respond to them Level 2: Deals with field supervision of the responses adapted by local communities to respond to CC Level 3: Deals mainly with fundamental understanding of CC science and analytical skills to integrate local knowledge and CC science to develop CB modules, management responses and monitoring and evaluation frameworks. Level 4: Deals with skill and knowledge to develop national level policies and legal and administrative framework integrating CC science knowledge and adaptation measures practiced by local communities Level 5: Deals with negotiation skills at national and international level to present and defend the country's position in general and voice the concerns of the most vulnerable groups to contribute to the global debate and finding appropriate solutions to climate change impacts	3	Competent in dealing with indicator level 1 and 2; Can observe local changes and adaptation strategies; Partial knowledge dimension of indicator level 3 and 4; Limited skill dimension of indicator level 3 and 4; Limited competency on national policy and international negotiation.

2. Understanding of REDD in the context of CC		
Level 1: Deals with local level of understanding on roles of forests in providing various environmental services and livelihoods benefits Level 2: Deals with technical skill and knowledge about roles of forest as carbon sink and pool Level 3: Deals with skills and knowledge to measure the carbon emission rates in general and from forest degradation in particular in the country and understanding of capacity building needs to develop REDD mechanism in the country Level 4: Deals with understanding policy perspectives of promoting (community) forestry sector in the country to contribute to the evolving REDD mechanism and preparing readiness plans Level 5: Deals with formulating REDD policies and negotiation skills at international level to contribute to the global debate of evolving REDD mechanism	2	Competent in indicator level 1 and knowledge part of indicator level 2 and 4; Competent in managing forestry projects particularly addressing livelihoods and community development needs; Limited knowledge on technical issues of REDD and national and international policy processes
3. Integration of REDD mechanism in CFM		
Level 1: Deals with basic understanding of the community forestry concept, and existing management institution at local level Level 2: Working knowledge and skills to setup and promote CF users group, sound understanding of local level socio-economic and cultural values and livelihoods needs of the local communities and develop CF management plans Level 3: Deals with development of forest management plans and their implementation on a landscape level and skill to interpret the forest cover data into carbon accounting for its integration in REDD mechanism Level 4: Deals with development of relevant policies and legislations for forest sector management in general and CFM in particular, with an additional skill to link them evolving mechanism of REDD Level 5: Deals with knowledge of international verification standards and develop suitable policies to respond to these standards and facilitate their implementation at CF level	3	Competent in indicator level 1 and 2; Partially competent in indicator level 3 and 4; limited knowledge and skills to forest cover change with carbon accounting and REDD mechanism Limited competency in indicator level 5.
4. Forest carbon market and trading		
Level 1: Knowledge of its existence and of sources of support Level 2: Knowledge broker on accessing information on Carbon Markets Level 3: Operational knowledge on Carbon Trading Level 4: Have sources of finance and knows and informs the national policy making process Level 5: Standards for trade and carbon finance (insurance and re-insurance) and knows and informs the international policy making process.	1	Partial competence on indicator level 1; Lack of knowledge and skills on indicator levels 2, 3, 4 and 5.
5. Benefit sharing from forest carbon trade		
Level 1: Deals mainly with the sound knowledge of local level socio-economic, environmental and cultural setting with respect to the livelihoods benefits from community forestry Level 2: Deals with skills and knowledge to facilitate the decision making process for benefit sharing at community level and integrating the likely flow of benefits from carbon trade into the overall sharing mechanism Level 3: Deals with the knowledge of FPIC (Free, Prior and Informed Consent) and its integration in the benefit sharing decision making process Level 4: Covers the designing of appropriate policies promoting internationally accepted best practices based benefit sharing at community level	3	Competent in understanding of the issues related to indicator level 1, 2, 3; however, limited skill competency in indicator 3 Limited competency in indicator level 4

Note: * = 1 refers poor and 5 refers best competency level

Pro-Forma Competency Profile

5. Name of organization: FECOFUN, Kapilvastu

Title of role: **Secretary**

Number of people in role: **1**

Type of stakeholder

1. State

Legislature ☐
Extra judicial ☐
Central Govt. ☐
Regional Govt. ☐
Local Govt. ☐

2. Civil Society

NGO ☐
Network ☒
Academic ☐

3. Private sector

Forest management ☐
Forest industry ☐

4. Community

Community Mgmt. Body ☐
Forest User ☐

Main function of role: **Leads the secretariat of the organization, keeps records, promote collaboration and partnership with stakeholders, coordinates programmes and projects**

Competency indicators (knowledge and skill)	Rank (1-5)*	Competency Description
1. Fundamental knowledge and understanding of climate change		
Level 1: Deals with local level skills and knowledge to observe and recognize the climate change and local methods adapted to respond to them Level 2: Deals with field supervision of the responses adapted by local communities to respond to CC Level 3: Deals mainly with fundamental understanding of CC science and analytical skills to integrate local knowledge and CC science to develop CB modules, management responses and monitoring and evaluation frameworks. Level 4: Deals with skill and knowledge to develop national level policies and legal and administrative framework integrating CC science knowledge and adaptation measures practiced by local communities Level 5: Deals with negotiation skills at national and international level to present and defend the country's position in general and voice the concerns of the most vulnerable groups to contribute to the global debate and finding appropriate solutions to climate change impacts	3	Competent in dealing with indicator level 1 and 2; Can observe and interpret local impacts of climate change and emerging community adaptation strategies; Competent on knowledge dimension of indicator level 3 and 4; however, poor in skill dimension; Limited understanding of CC science, national climate change policy process and international negotiation.

2. Understanding of REDD in the context of CC		
Level 1: Deals with local level of understanding on roles of forests in providing various environmental services and livelihoods benefits Level 2: Deals with technical skill and knowledge about roles of forest as carbon sink and pool Level 3: Deals with skills and knowledge to measure the carbon emission rates in general and from forest degradation in particular in the country and understanding of capacity building needs to develop REDD mechanism in the country Level 4: Deals with understanding policy perspectives of promoting (community) forestry sector in the country to contribute to the evolving REDD mechanism and preparing readiness plans Level 5: Deals with formulating REDD policies and negotiation skills at international level to contribute to the global debate of evolving REDD mechanism	2	Competent in indicator level 1 and knowledge part of indicator level 2 and 4; Competent political issues of REDD, particularly in safeguarding biodiversity and livelihoods co-benefits; Limited knowledge on technical issues of REDD and national policy and international negotiations
3. Integration of REDD mechanism in CFM		
Level 1: Deals with basic understanding of the community forestry concept, and existing management institution at local level Level 2: Working knowledge and skills to setup and promote CF users group, sound understanding of local level socio-economic and cultural values and livelihoods needs of the local communities and develop CF management plans Level 3: Deals with development of forest management plans and their implementation on a landscape level and skill to interpret the forest cover data into carbon accounting for its integration in REDD mechanism Level 4: Deals with development of relevant policies and legislations for forest sector management in general and CFM in particular, with an additional skill to link them evolving mechanism of REDD Level 5: Deals with knowledge of international verification standards and develop suitable policies to respond to these standards and facilitate their implementation at CF level	3	Competent in indicator level 1 and 2; Partially competent in indicator level 3 and 4; limited knowledge and skills to forest cover change with carbon accounting and REDD mechanism Limited competency in indicator level 5.
4. Forest carbon market and trading		
Level 1: Knowledge of its existence and of sources of support Level 2: Knowledge broker on accessing information on Carbon Markets Level 3: Operational knowledge on Carbon Trading Level 4: Have sources of finance and knows and informs the national policy making process Level 5: Standards for trade and carbon finance (insurance and re-insurance) and knows and informs the international policy making process.	1	Partial competence on indicator level 1; Lack of knowledge and skills on indicator levels 2, 3, 4 and 5.
5. Benefit sharing from forest carbon trade		
Level 1: Deals mainly with the sound knowledge of local level socio-economic, environmental and cultural setting with respect to the livelihoods benefits from community forestry Level 2: Deals with skills and knowledge to facilitate the decision making process for benefit sharing at community level and integrating the likely flow of benefits from carbon trade into the overall sharing mechanism Level 3: Deals with the knowledge of FPIC (Free, Prior and Informed Consent) and its integration in the benefit sharing decision making process Level 4: Covers the designing of appropriate policies promoting internationally accepted best practices based benefit sharing at community level	3	Competent in understanding of the issues related to indicator level 1, 2, 3; however, limited skill competency in indicator 3 Limited competency in indicator level 4

Note: * = 1 refers poor and 5 refers best competency level

Pro-Forma Competency Profile

6. Name of organization: FECUNFUN, Nawalparasi

Title of role: Executive member

Number of people in role: x

Type of stakeholder

1. State

Legislature ☐
Extra judicial ☐
Central Govt. ☐
Regional Govt. ☐
Local Govt. ☐

2. Civil Society

NGO ☐
Network ☒
Academic ☐

3. Private sector

Forest management ☐
Forest industry ☐

4. Community

Community Mgmt. Body ☐
Forest User ☐

Main function of role: **Leads the secretariat of the organization, keeps records, promote collaboration and partnership with stakeholders, coordinates programmes and projects**

Competency indicators (knowledge and skill)	Rank (1-5)*	Competency Description
1. Fundamental knowledge and understanding of climate change		
Level 1: Deals with local level skills and knowledge to observe and recognize the climate change and local methods adapted to respond to them Level 2: Deals with field supervision of the responses adapted by local communities to respond to CC Level 3: Deals mainly with fundamental understanding of CC science and analytical skills to integrate local knowledge and CC science to develop CB modules, management responses and monitoring and evaluation frameworks. Level 4: Deals with skill and knowledge to develop national level policies and legal and administrative framework integrating CC science knowledge and adaptation measures practiced by local communities Level 5: Deals with negotiation skills at national and international level to present and defend the country's position in general and voice the concerns of the most vulnerable groups to contribute to the global debate and finding appropriate solutions to climate change impacts	2	Competent in dealing with indicator level 1 and 2; Can observe and interpret local impacts of climate change and emerging community adaptation strategies; Limited understanding of CC science, national climate change policy process and international negotiation.

2. Understanding of REDD in the context of CC		
Level 1: Deals with local level of understanding on roles of forests in providing various environmental services and livelihoods benefits Level 2: Deals with technical skill and knowledge about roles of forest as carbon sink and pool Level 3: Deals with skills and knowledge to measure the carbon emission rates in general and from forest degradation in particular in the country and understanding of capacity building needs to develop REDD mechanism in the country Level 4: Deals with understanding policy perspectives of promoting (community) forestry sector in the country to contribute to the evolving REDD mechanism and preparing readiness plans Level 5: Deals with formulating REDD policies and negotiation skills at international level to contribute to the global debate of evolving REDD mechanism	2	Competent in indicator level 1 and knowledge part of indicator level 2; Partially competent in understanding of political implications of REDD, particularly in safeguarding biodiversity and livelihoods co-benefits; Limited knowledge on technical issues of REDD and national policy and international negotiations
3. Integration of REDD mechanism in CFM		
Level 1: Deals with basic understanding of the community forestry concept, and existing management institution at local level Level 2: Working knowledge and skills to setup and promote CF users group, sound understanding of local level socio-economic and cultural values and livelihoods needs of the local communities and develop CF management plans Level 3: Deals with development of forest management plans and their implementation on a landscape level and skill to interpret the forest cover data into carbon accounting for its integration in REDD mechanism Level 4: Deals with development of relevant policies and legislations for forest sector management in general and CFM in particular, with an additional skill to link them evolving mechanism of REDD Level 5: Deals with knowledge of international verification standards and develop suitable policies to respond to these standards and facilitate their implementation at CF level	3	Competent in indicator level 1 and 2; Partially competent in indicator level 3 and 4; limited knowledge and skills to forest cover change with carbon accounting and REDD mechanism Limited competency in indicator level 5.
4. Forest carbon market and trading		
Level 1: Knowledge of its existence and of sources of support Level 2: Knowledge broker on accessing information on Carbon Markets Level 3: Operational knowledge on Carbon Trading Level 4: Have sources of finance and knows and informs the national policy making process Level 5: Standards for trade and carbon finance (insurance and re-insurance) and knows and informs the international policy making process.	1	Partial competence on indicator level 1; Lack of knowledge and skills on indicator levels 2, 3, 4 and 5.
5. Benefit sharing from forest carbon trade		
Level 1: Deals mainly with the sound knowledge of local level socio-economic, environmental and cultural setting with respect to the livelihoods benefits from community forestry Level 2: Deals with skills and knowledge to facilitate the decision making process for benefit sharing at community level and integrating the likely flow of benefits from carbon trade into the overall sharing mechanism Level 3: Deals with the knowledge of FPIC (Free, Prior and Informed Consent) and its integration in the benefit sharing decision making process Level 4: Covers the designing of appropriate policies promoting internationally accepted best practices based benefit sharing at community level	3	Competent in understanding of the issues related to indicator level 1, 2, 3; however, limited skill competency in indicator 3 Limited competency in indicator level 4

Note: * = 1 refers poor and 5 refers best competency level

Pro-Forma Competency Profile

7. Name of organization: Ilaka Forest Office (under District Forest Office), Kawasoti, Nawalparasi

Title of role: Asst. Forest Officer

Number of people in role: 1

Type of stakeholder

1. State

Legislature ☐

Extra judicial ☐

Central Govt. ☒

Regional Govt. ☐

Local Govt. ☐

2. Civil Society

NGO ☐

Network ☐

Academic ☐

3. Private sector

Forest management ☐

Forest industry ☐

4. Community

Community Mgmt. Body ☐

Forest User ☐

Main function of role: Technical and institutional support to CFUGs, Monitoring of forestry activities within the jurisdiction of Ilaka Forest Office, Patrolling for forest protection

Competency indicators (knowledge and skill)	Rank (1-5)*	Competency Description
1. Fundamental knowledge and understanding of climate change		
Level 1: Deals with local level skills and knowledge to observe and recognize the climate change and local methods adapted to respond to them Level 2: Deals with field supervision of the responses adapted by local communities to respond to CC Level 3: Deals mainly with fundamental understanding of CC science and analytical skills to integrate local knowledge and CC science to develop CB modules, management responses and monitoring and evaluation frameworks. Level 4: Deals with skill and knowledge to develop national level policies and legal and administrative framework integrating CC science knowledge and adaptation measures practiced by local communities Level 5: Deals with negotiation skills at national and international level to present and defend the country's position in general and voice the concerns of the most vulnerable groups to contribute to the global debate and finding appropriate solutions to climate change impacts	3	Competent in dealing with indicator level 1 and 2; Can observe and interpret local impacts of climate change and emerging community adaptation strategies; Partially competent in skill dimension of indicator level 3; Limited understanding national climate change policy process and international negotiation.

2. Understanding of REDD in the context of CC		
Level 1: Deals with local level of understanding on roles of forests in providing various environmental services and livelihoods benefits Level 2: Deals with technical skill and knowledge about roles of forest as carbon sink and pool Level 3: Deals with skills and knowledge to measure the carbon emission rates in general and from forest degradation in particular in the country and understanding of capacity building needs to develop REDD mechanism in the country Level 4: Deals with understanding policy perspectives of promoting (community) forestry sector in the country to contribute to the evolving REDD mechanism and preparing readiness plans Level 5: Deals with formulating REDD policies and negotiation skills at international level to contribute to the global debate of evolving REDD mechanism	3	Competent in indicator level 1 and 2; and knowledge part of indicator level 4; Competent in understanding forest cover change but limited skills in assessment and monitoring of carbon emission; Limited knowledge of REDD and national policy and international negotiations
3. Integration of REDD mechanism in CFM		
Level 1: Deals with basic understanding of the community forestry concept, and existing management institution at local level Level 2: Working knowledge and skills to setup and promote CF users group, sound understanding of local level socio-economic and cultural values and livelihoods needs of the local communities and develop CF management plans Level 3: Deals with development of forest management plans and their implementation on a landscape level and skill to interpret the forest cover data into carbon accounting for its integration in REDD mechanism Level 4: Deals with development of relevant policies and legislations for forest sector management in general and CFM in particular, with an additional skill to link them evolving mechanism of REDD Level 5: Deals with knowledge of international verification standards and develop suitable policies to respond to these standards and facilitate their implementation at CF level	3	Competent in indicator level 1 and 2; Partially competent in indicator level 3 and 4; limited knowledge and skills to forest cover change with carbon accounting and REDD mechanism Limited competency in indicator level 5.
4. Forest carbon market and trading		
Level 1: Knowledge of its existence and of sources of support Level 2: Knowledge broker on accessing information on Carbon Markets Level 3: Operational knowledge on Carbon Trading Level 4: Have sources of finance and knows and informs the national policy making process Level 5: Standards for trade and carbon finance (insurance and re-insurance) and knows and informs the international policy making process.	1	Partial competence on indicator level 1; Lack of knowledge and skills on indicator levels 2, 3, 4 and 5.
5. Benefit sharing from forest carbon trade		
Level 1: Deals mainly with the sound knowledge of local level socio-economic, environmental and cultural setting with respect to the livelihoods benefits from community forestry Level 2: Deals with skills and knowledge to facilitate the decision making process for benefit sharing at community level and integrating the likely flow of benefits from carbon trade into the overall sharing mechanism Level 3: Deals with the knowledge of FPIC (Free, Prior and Informed Consent) and its integration in the benefit sharing decision making process Level 4: Covers the designing of appropriate policies promoting internationally accepted best practices based benefit sharing at community level	3	Competent in understanding of the issues related to indicator level 1, 2, 3; however, limited skill competency in indicator 3 Limited competency in indicator level 4

Note: * = 1 refers poor and 5 refers best competency level

Pro-Forma Competency Profile

8. Name of organization: Maharaja Range Post, Kawasoti, Nawalparasi

Title of role: Ranger

Number of people in role: 1

Type of stakeholder

1. State

Legislature ☐

Extra judicial ☐

Central Govt. ☒

Regional Govt. ☐

Local Govt. ☐

2. Civil Society

NGO ☐

Network ☐

Academic ☐

3. Private sector

Forest management ☐

Forest industry ☐

4. Community

Community Mgmt. Body ☐

Forest User ☐

Main function of role: Technical and institutional support to CFUGs, Monitoring of forestry activities within the jurisdiction of Range Post, Patrolling for forest protection

Competency indicators (knowledge and skill)	Rank (1-5)*	Competency Description
1. Fundamental knowledge and understanding of climate change		
Level 1: Deals with local level skills and knowledge to observe and recognize the climate change and local methods adapted to respond to them Level 2: Deals with field supervision of the responses adapted by local communities to respond to CC Level 3: Deals mainly with fundamental understanding of CC science and analytical skills to integrate local knowledge and CC science to develop CB modules, management responses and monitoring and evaluation frameworks. Level 4: Deals with skill and knowledge to develop national level policies and legal and administrative framework integrating CC science knowledge and adaptation measures practiced by local communities Level 5: Deals with negotiation skills at national and international level to present and defend the country's position in general and voice the concerns of the most vulnerable groups to contribute to the global debate and finding appropriate solutions to climate change impacts	2	Competent in dealing with indicator level 1 and 2; Can observe climate variability at local level; Limited competency on indicator level 3, 4 and 5.

2. Understanding of REDD in the context of CC Level 1: Deals with local level of understanding on roles of forests in providing various environmental services and livelihoods benefits Level 2: Deals with technical skill and knowledge about roles of forest as carbon sink and pool Level 3: Deals with skills and knowledge to measure the carbon emission rates in general and from forest degradation in particular in the country and understanding of capacity building needs to develop REDD mechanism in the country Level 4: Deals with understanding policy perspectives of promoting (community) forestry sector in the country to contribute to the evolving REDD mechanism and preparing readiness plans Level 5: Deals with formulating REDD policies and negotiation skills at international level to contribute to the global debate of evolving REDD mechanism	2	Competent in indicator level 1 and knowledge part of indicator level 2 and 4; Limited knowledge of REDD including its national policy and international negotiations
3. Integration of REDD mechanism in CFM Level 1: Deals with basic understanding of the community forestry concept, and existing management institution at local level Level 2: Working knowledge and skills to setup and promote CF users group, sound understanding of local level socio-economic and cultural values and livelihoods needs of the local communities and develop CF management plans Level 3: Deals with development of forest management plans and their implementation on a landscape level and skill to interpret the forest cover data into carbon accounting for its integration in REDD mechanism Level 4: Deals with development of relevant policies and legislations for forest sector management in general and CFM in particular, with an additional skill to link them evolving mechanism of REDD Level 5: Deals with knowledge of international verification standards and develop suitable policies to respond to these standards and facilitate their implementation at CF level	3	Competent in indicator level 1 and 2; Partially competent in indicator level 3 and 4; limited knowledge and skills to forest cover change with carbon accounting and REDD mechanism Limited competency in indicator level 5.
4. Forest carbon market and trading Level 1: Knowledge of its existence and of sources of support Level 2: Knowledge broker on accessing information on Carbon Markets Level 3: Operational knowledge on Carbon Trading Level 4: Have sources of finance and knows and informs the national policy making process Level 5: Standards for trade and carbon finance (insurance and re-insurance) and knows and informs the international policy making process.	1	Partial competence on indicator level 1; Lack of knowledge and skills on indicator levels 2, 3, 4 and 5.
5. Benefit sharing from forest carbon trade Level 1: Deals mainly with the sound knowledge of local level socio-economic, environmental and cultural setting with respect to the livelihoods benefits from community forestry Level 2: Deals with skills and knowledge to facilitate the decision making process for benefit sharing at community level and integrating the likely flow of benefits from carbon trade into the overall sharing mechanism Level 3: Deals with the knowledge of FPIC (Free, Prior and Informed Consent) and its integration in the benefit sharing decision making process Level 4: Covers the designing of appropriate policies promoting internationally accepted best practices based benefit sharing at community level	3	Competent in understanding of the issues related to indicator level 1, 2, 3; however, limited skill competency in indicator 3 Limited competency in indicator level 4

Note: * = 1 refers poor and 5 refers best competency level

Pro-Forma Competency Profile

9. Name of organization: Maharaja Range Post, Kawasoti, Nawalparasi

Title of role: **Forest Guard**

Number of people in role: **5**

Type of stakeholder

1. State

Legislature ☐
 Extra judicial ☐
Central Govt. ☒
 Regional Govt. ☐
 Local Govt. ☐

2. Civil Society

NGO ☐
 Network ☐
 Academic ☐

3. Private sector

Forest management ☐
 Forest industry ☐

4. Community

Community Mgmt. Body ☐
 Forest User ☐

Main function of role: Technical and institutional support to CFUGs, Monitoring of forestry activities within the jurisdiction of Range Post, Patrolling for forest protection

Competency indicators (knowledge and skill)	Rank (1-5)*	Competency Description
1. Fundamental knowledge and understanding of climate change		
Level 1: Deals with local level skills and knowledge to observe and recognize the climate change and local methods adapted to respond to them Level 2: Deals with field supervision of the responses adapted by local communities to respond to CC Level 3: Deals mainly with fundamental understanding of CC science and analytical skills to integrate local knowledge and CC science to develop CB modules, management responses and monitoring and evaluation frameworks. Level 4: Deals with skill and knowledge to develop national level policies and legal and administrative framework integrating CC science knowledge and adaptation measures practiced by local communities Level 5: Deals with negotiation skills at national and international level to present and defend the country's position in general and voice the concerns of the most vulnerable groups to contribute to the global debate and finding appropriate solutions to climate change impacts	2	Competent in dealing with indicator level 1 and 2; Can observe climate variability at local level; Lack of competency on indicator level 3, 4 and 5.
2. Understanding of REDD in the context of CC		
Level 1: Deals with local level of understanding on roles of forests in providing various environmental services and livelihoods benefits Level 2: Deals with technical skill and knowledge about roles of forest as carbon sink and pool Level 3: Deals with skills and knowledge to measure the carbon emission rates in general and from forest degradation in particular in the country and understanding of capacity building needs to develop REDD mechanism in the country Level 4: Deals with understanding policy perspectives of promoting (community) forestry sector in the country to contribute to the evolving REDD mechanism and preparing readiness plans Level 5: Deals with formulating REDD policies and negotiation skills at international level to contribute to the global debate of evolving REDD mechanism	1	Competent in indicator level 1; Limited knowledge of REDD including its national policy and international negotiations

3. Integration of REDD mechanism in CFM		
Level 1: Deals with basic understanding of the community forestry concept, and existing management institution at local level Level 2: Working knowledge and skills to setup and promote CF users group, sound understanding of local level socio-economic and cultural values and livelihoods needs of the local communities and develop CF management plans Level 3: Deals with development of forest management plans and their implementation on a landscape level and skill to interpret the forest cover data into carbon accounting for its integration in REDD mechanism Level 4: Deals with development of relevant policies and legislations for forest sector management in general and CFM in particular, with an additional skill to link them evolving mechanism of REDD Level 5: Deals with knowledge of international verification standards and develop suitable policies to respond to these standards and facilitate their implementation at CF level	2	Competent in indicator level 1 and 2; Partially competent in indicator level 3 and 4; limited knowledge and skills to forest cover change with carbon accounting and REDD mechanism Limited competency in indicator level 5.
4. Forest carbon market and trading		
Level 1: Knowledge of its existence and of sources of support Level 2: Knowledge broker on accessing information on Carbon Markets Level 3: Operational knowledge on Carbon Trading Level 4: Have sources of finance and knows and informs the national policy making process Level 5: Standards for trade and carbon finance (insurance and re-insurance) and knows and informs the international policy making process.	1	Partial competence on indicator level 1; Lack of knowledge and skills on indicator levels 2, 3, 4 and 5.
5. Benefit sharing from forest carbon trade		
Level 1: Deals mainly with the sound knowledge of local level socio-economic, environmental and cultural setting with respect to the livelihoods benefits from community forestry Level 2: Deals with skills and knowledge to facilitate the decision making process for benefit sharing at community level and integrating the likely flow of benefits from carbon trade into the overall sharing mechanism Level 3: Deals with the knowledge of FPIC (Free, Prior and Informed Consent) and its integration in the benefit sharing decision making process Level 4: Covers the designing of appropriate policies promoting internationally accepted best practices based benefit sharing at community level	2	Competent in understanding of the issues related to indicator level 1, 2; Limited competency in indicator level 3 and 4.

Note: * = 1 refers poor and 5 refers best competency level

Pro-Forma Competency Profile

10. Name of organization: Madhya Bindu FM Radio, Kawasoti, Nawalparasi

Title of role: Radio Patrika Coordinator

Number of people in role: 1

Type of stakeholder

1. State

Legislature ☐
Extra judicial ☐
Central Govt. ☐
Regional Govt. ☐
Local Govt. ☐

2. Civil Society

NGO ☐
Network ☐
Academic ☐
Media ☒

3. Private sector

Forest management ☐
Forest industry ☐

4. Community

Community Mgmt. Body ☐
Forest User ☐

Main function of role: Collect and disseminate news, views and reports on community forestry, REDD and climate change

Competency indicators (knowledge and skill)	Rank (1-5)*	Competency Description
1. Fundamental knowledge and understanding of climate change		
Level 1: Deals with local level skills and knowledge to observe and recognize the climate change and local methods adapted to respond to them Level 2: Deals with field supervision of the responses adapted by local communities to respond to CC Level 3: Deals mainly with fundamental understanding of CC science and analytical skills to integrate local knowledge and CC science to develop CB modules, management responses and monitoring and evaluation frameworks. Level 4: Deals with skill and knowledge to develop national level policies and legal and administrative framework integrating CC science knowledge and adaptation measures practiced by local communities Level 5: Deals with negotiation skills at national and international level to present and defend the country's position in general and voice the concerns of the most vulnerable groups to contribute to the global debate and finding appropriate solutions to climate change impacts	2	Competent in dealing with indicator level 1 and 2; Can observe climate variability at local level; Lack of competency on indicator level 3, 4 and 5.

2. Understanding of REDD in the context of CC		
Level 1: Deals with local level of understanding on roles of forests in providing various environmental services and livelihoods benefits Level 2: Deals with technical skill and knowledge about roles of forest as carbon sink and pool Level 3: Deals with skills and knowledge to measure the carbon emission rates in general and from forest degradation in particular in the country and understanding of capacity building needs to develop REDD mechanism in the country Level 4: Deals with understanding policy perspectives of promoting (community) forestry sector in the country to contribute to the evolving REDD mechanism and preparing readiness plans Level 5: Deals with formulating REDD policies and negotiation skills at international level to contribute to the global debate of evolving REDD mechanism	1	Competent in indicator level 1; Limited competency on indicator level 2, 3 and 4.
3. Integration of REDD mechanism in CFM		
Level 1: Deals with basic understanding of the community forestry concept, and existing management institution at local level Level 2: Working knowledge and skills to setup and promote CF users group, sound understanding of local level socio-economic and cultural values and livelihoods needs of the local communities and develop CF management plans Level 3: Deals with development of forest management plans and their implementation on a landscape level and skill to interpret the forest cover data into carbon accounting for its integration in REDD mechanism Level 4: Deals with development of relevant policies and legislations for forest sector management in general and CFM in particular, with an additional skill to link them evolving mechanism of REDD Level 5: Deals with knowledge of international verification standards and develop suitable policies to respond to these standards and facilitate their implementation at CF level	2	Competent in indicator level 1 and 2; Limited competency in indicator level 3, 4 and 5.
4. Forest carbon market and trading		
Level 1: Knowledge of its existence and of sources of support Level 2: Knowledge broker on accessing information on Carbon Markets Level 3: Operational knowledge on Carbon Trading Level 4: Have sources of finance and knows and informs the national policy making process Level 5: Standards for trade and carbon finance (insurance and re-insurance) and knows and informs the international policy making process.	1	Partial competence on indicator level 1; Lack of knowledge and skills on indicator levels 2, 3, 4 and 5.
5. Benefit sharing from forest carbon trade		
Level 1: Deals mainly with the sound knowledge of local level socio-economic, environmental and cultural setting with respect to the livelihoods benefits from community forestry Level 2: Deals with skills and knowledge to facilitate the decision making process for benefit sharing at community level and integrating the likely flow of benefits from carbon trade into the overall sharing mechanism Level 3: Deals with the knowledge of FPIC (Free, Prior and Informed Consent) and its integration in the benefit sharing decision making process Level 4: Covers the designing of appropriate policies promoting internationally accepted best practices based benefit sharing at community level	2	Competent in understanding of the issues related to indicator level 1 and 3; Limited competency in indicator level 2 and 4.

Note: * = 1 refers poor and 5 refers best competency level

Pro-Forma Competency Profile

11. Name of organization: Indreni Social Development Forum (ISDF), Nawalparasi

Title of role: Programme Coordinator – Forestry

Number of people in role: 1

Type of stakeholder

1. State

Legislature ☐
Extra judicial ☐
Central Govt. ☐
Regional Govt. ☐
Local Govt. ☐

2. Civil Society

NGO ☒
Network ☐
Academic ☐

3. Private sector

Forest management ☐
Forest industry ☐

4. Community

Community Mgmt. Body ☐
Forest User ☐

Main function of role: Coordinate programmes and projects under Forestry and Climate Change, develop partnership with other stakeholders and communities

Competency indicators (knowledge and skill)	Rank (1-5)*	Competency Description
1. Fundamental knowledge and understanding of climate change		
Level 1: Deals with local level skills and knowledge to observe and recognize the climate change and local methods adapted to respond to them Level 2: Deals with field supervision of the responses adapted by local communities to respond to CC Level 3: Deals mainly with fundamental understanding of CC science and analytical skills to integrate local knowledge and CC science to develop CB modules, management responses and monitoring and evaluation frameworks. Level 4: Deals with skill and knowledge to develop national level policies and legal and administrative framework integrating CC science knowledge and adaptation measures practiced by local communities Level 5: Deals with negotiation skills at national and international level to present and defend the country's position in general and voice the concerns of the most vulnerable groups to contribute to the global debate and finding appropriate solutions to climate change impacts	2	Competent in dealing with indicator level 1 and 2; Can observe local changes and adaptation strategies; Limited understanding of CC science its relation with capacity building, national and international policies.

2. Understanding of REDD in the context of CC		
Level 1: Deals with local level of understanding on roles of forests in providing various environmental services and livelihoods benefits Level 2: Deals with technical skill and knowledge about roles of forest as carbon sink and pool Level 3: Deals with skills and knowledge to measure the carbon emission rates in general and from forest degradation in particular in the country and understanding of capacity building needs to develop REDD mechanism in the country Level 4: Deals with understanding policy perspectives of promoting (community) forestry sector in the country to contribute to the evolving REDD mechanism and preparing readiness plans Level 5: Deals with formulating REDD policies and negotiation skills at international level to contribute to the global debate of evolving REDD mechanism	2	Competent in indicator level 1 and knowledge part of indicator level 2 and 4; Competent in managing forestry and livelihoods and community development projects; Limited knowledge on technical issues of REDD and national and international policy processes
3. Integration of REDD mechanism in CFM		
Level 1: Deals with basic understanding of the community forestry concept, and existing management institution at local level Level 2: Working knowledge and skills to setup and promote CF users group, sound understanding of local level socio-economic and cultural values and livelihoods needs of the local communities and develop CF management plans Level 3: Deals with development of forest management plans and their implementation on a landscape level and skill to interpret the forest cover data into carbon accounting for its integration in REDD mechanism Level 4: Deals with development of relevant policies and legislations for forest sector management in general and CFM in particular, with an additional skill to link them evolving mechanism of REDD Level 5: Deals with knowledge of international verification standards and develop suitable policies to respond to these standards and facilitate their implementation at CF level	3	Competent in indicator level 1 and 2; Partially competent in indicator level 4; Limited competency in indicator level 3 and 5.
4. Forest carbon market and trading		
Level 1: Knowledge of its existence and of sources of support Level 2: Knowledge broker on accessing information on Carbon Markets Level 3: Operational knowledge on Carbon Trading Level 4: Have sources of finance and knows and informs the national policy making process Level 5: Standards for trade and carbon finance (insurance and re-insurance) and knows and informs the international policy making process.	1	Partial competence on indicator level 1; Lack of knowledge and skills on indicator levels 2, 3, 4 and 5.
5. Benefit sharing from forest carbon trade		
Level 1: Deals mainly with the sound knowledge of local level socio-economic, environmental and cultural setting with respect to the livelihoods benefits from community forestry Level 2: Deals with skills and knowledge to facilitate the decision making process for benefit sharing at community level and integrating the likely flow of benefits from carbon trade into the overall sharing mechanism Level 3: Deals with the knowledge of FPIC (Free, Prior and Informed Consent) and its integration in the benefit sharing decision making process Level 4: Covers the designing of appropriate policies promoting internationally accepted best practices based benefit sharing at community level	3	Competent in understanding of the issues related to indicator level 1, 2, 3, 4; However partially competent in designing and institutionalizing operational procedures

Note: * = 1 refers poor and 5 refers best competency level

Pro-Forma Competency Profile

12. Name of organization: Livelihoods and Forestry Programme (LFP), Nawalparasi

Title of role: **Field Facilitator**

Number of people in role: **1**

Type of stakeholder

Type of stakeholder

1. State

Legislature ☐
Extra judicial ☐
Central Govt. ☐
Regional Govt. ☐
Local Govt. ☐

2. Civil Society

NGO ☐
Network ☐
Academic ☐
4. Others ☐
Bilateral Aid Project ☒

3. Private sector

Forest management ☐
Forest industry ☐

4. Community

Community Mgmt. Body ☐
Forest User ☐

Main function of role: **Facilitate field programmes, support partner organizations, CFUGs and their activities**

Competency indicators (knowledge and skill)	Rank (1-5)*	Competency Description
1. Fundamental knowledge and understanding of climate change		
Level 1: Deals with local level skills and knowledge to observe and recognize the climate change and local methods adapted to respond to them Level 2: Deals with field supervision of the responses adapted by local communities to respond to CC Level 3: Deals mainly with fundamental understanding of CC science and analytical skills to integrate local knowledge and CC science to develop CB modules, management responses and monitoring and evaluation frameworks. Level 4: Deals with skill and knowledge to develop national level policies and legal and administrative framework integrating CC science knowledge and adaptation measures practiced by local communities Level 5: Deals with negotiation skills at national and international level to present and defend the country's position in general and voice the concerns of the most vulnerable groups to contribute to the global debate and finding appropriate solutions to climate change impacts	2	Competent in dealing with indicator level 1 and 2; Can observe local changes and adaptation strategies; Limited understanding of CC science its relation with capacity building, national and international policies.

2. Understanding of REDD in the context of CC		
Level 1: Deals with local level of understanding on roles of forests in providing various environmental services and livelihoods benefits Level 2: Deals with technical skill and knowledge about roles of forest as carbon sink and pool Level 3: Deals with skills and knowledge to measure the carbon emission rates in general and from forest degradation in particular in the country and understanding of capacity building needs to develop REDD mechanism in the country Level 4: Deals with understanding policy perspectives of promoting (community) forestry sector in the country to contribute to the evolving REDD mechanism and preparing readiness plans Level 5: Deals with formulating REDD policies and negotiation skills at international level to contribute to the global debate of evolving REDD mechanism	2	Competent in indicator level 1 and knowledge part of indicator level 2 and 4; Competent in managing forestry and livelihoods and community development projects; Limited knowledge on carbon monitoring and other technical issues of REDD and national and international policy processes
3. Integration of REDD mechanism in CFM		
Level 1: Deals with basic understanding of the community forestry concept, and existing management institution at local level Level 2: Working knowledge and skills to setup and promote CF users group, sound understanding of local level socio-economic and cultural values and livelihoods needs of the local communities and develop CF management plans Level 3: Deals with development of forest management plans and their implementation on a landscape level and skill to interpret the forest cover data into carbon accounting for its integration in REDD mechanism Level 4: Deals with development of relevant policies and legislations for forest sector management in general and CFM in particular, with an additional skill to link them evolving mechanism of REDD Level 5: Deals with knowledge of international verification standards and develop suitable policies to respond to these standards and facilitate their implementation at CF level	3	Competent in indicator level 1 and 2; Limited competency in indicator level 3, 4 and 5.
4. Forest carbon market and trading		
Level 1: Knowledge of its existence and of sources of support Level 2: Knowledge broker on accessing information on Carbon Markets Level 3: Operational knowledge on Carbon Trading Level 4: Have sources of finance and knows and informs the national policy making process Level 5: Standards for trade and carbon finance (insurance and re-insurance) and knows and informs the international policy making process.	1	Partial competence on indicator level 1; Lack of knowledge and skills on indicator levels 2, 3, 4 and 5.
5. Benefit sharing from forest carbon trade		
Level 1: Deals mainly with the sound knowledge of local level socio-economic, environmental and cultural setting with respect to the livelihoods benefits from community forestry Level 2: Deals with skills and knowledge to facilitate the decision making process for benefit sharing at community level and integrating the likely flow of benefits from carbon trade into the overall sharing mechanism Level 3: Deals with the knowledge of FPIC (Free, Prior and Informed Consent) and its integration in the benefit sharing decision making process Level 4: Covers the designing of appropriate policies promoting internationally accepted best practices based benefit sharing at community level	4	Competent in understanding of the issues related to indicator level 1, 2, 3, 4; However partially competent in designing and institutionalizing operational procedures

Note: * = 1 refers poor and 5 refers best competency level

Pro-Forma Competency Profile

13. Name of organization: Nepal Federation of Indigenous Nationalities (NEFIN)

Title of role: **Programme Coordinator – Forestry**

Number of people in role: **1**

Type of stakeholder

1. State

Legislature ☐
Extra judicial ☐
Central Govt. ☐
Regional Govt. ☐
Local Govt. ☐

2. Civil Society

NGO ☐
Network ☒
Academic ☐

3. Private sector

Forest management ☐
Forest industry ☐

4. Community

Community Mgmt. Body ☐
Forest User ☐

Main function of role: **Coordinate programmes and projects under Forestry and Climate Change, develop partnership with other stakeholders and communities**

Competency indicators (knowledge and skill)	Rank (1-5; poor to best)	Competency Description
1. Fundamental knowledge and understanding of climate change		
Level 1: Deals with local level skills and knowledge to observe and recognize the climate change and local methods adapted to respond to them Level 2: Deals with field supervision of the responses adapted by local communities to respond to CC Level 3: Deals mainly with fundamental understanding of CC science and analytical skills to integrate local knowledge and CC science to develop CB modules, management responses and monitoring and evaluation frameworks. Level 4: Deals with skill and knowledge to develop national level policies and legal and administrative framework integrating CC science knowledge and adaptation measures practiced by local communities Level 5: Deals with negotiation skills at national and international level to present and defend the country's position in general and voice the concerns of the most vulnerable groups to contribute to the global debate and finding appropriate solutions to climate change impacts	4	Involved from local to global scale and provide training on REDD and indigenous people, good knowledge and skills on almost every aspects, good negotiation skills and understand the politics behind it

2. Understanding of REDD in the context of CC		
Level 1: Deals with local level of understanding on roles of forests in providing various environmental services and livelihoods benefits Level 2: Deals with technical skill and knowledge about roles of forest as carbon sink and pool Level 3: Deals with skills and knowledge to measure the carbon emission rates in general and from forest degradation in particular in the country and understanding of capacity building needs to develop REDD mechanism in the country Level 4: Deals with understanding policy perspectives of promoting (community) forestry sector in the country to contribute to the evolving REDD mechanism and preparing readiness plans Level 5: Deals with formulating REDD policies and negotiation skills at international level to contribute to the global debate of evolving REDD mechanism	4	A fair knowledge and skills in all indicator levels; slightly difficulty in measuring carbon emission
3. Integration of REDD mechanism in CFM		
Level 1: Deals with basic understanding of the community forestry concept, and existing management institution at local level Level 2: Working knowledge and skills to setup and promote CF users group, sound understanding of local level socio-economic and cultural values and livelihoods needs of the local communities and develop CF management plans Level 3: Deals with development of forest management plans and their implementation on a landscape level and skill to interpret the forest cover data into carbon accounting for its integration in REDD mechanism Level 4: Deals with development of relevant policies and legislations for forest sector management in general and CFM in particular, with an additional skill to link them evolving mechanism of REDD Level 5: Deals with knowledge of international verification standards and develop suitable policies to respond to these standards and facilitate their implementation at CF level	4	A fair level of understanding in all indicator levels, sound knowledge on the link between REDD mechanism and forest management, requires additional capacity to carbon accounting
4. Forest carbon market and trading		
Level 1: Knowledge of its existence and of sources of support Level 2: Knowledge broker on accessing information on Carbon Markets Level 3: Operational knowledge on Carbon Trading Level 4: Have sources of finance and knows and informs the national policy making process Level 5: Standards for trade and carbon finance (insurance and re-insurance) and knows and informs the international policy making process.	3	not adequate knowledge on marketing, local capacity to deal with operational issues of carbon trading
5. Benefit sharing from forest carbon trade		
Level 1: deals mainly with the sound knowledge of local level socio-economic, environmental and cultural setting with respect to the livelihoods benefits from community forestry Level 2: deals with skills and knowledge to facilitate the decision making process for benefit sharing at community level and integrating the likely flow of benefits from carbon trade into the overall sharing mechanism Level 3: deals with the knowledge of FPIC (Free, Prior and Informed Consent) and its integration in the benefit sharing decision making process Level 4: covers the designing of appropriate policies promoting internationally accepted best practices based benefit sharing at community level	4	Relatively good knowledge in equity implications of carbon trade, have actively involved in designing suitable mechanisms for equitable distribution of REDD benefits

Pro-Forma Competency Profile

14. Name of organization: Department of National Park and Wildlife Conservation (DNPWC)

Title of role: **Ecologist**

Number of people in role: **1**

Type of stakeholder

1. State

Legislature ☐
Extra judicial ☐
Central Govt. ☒
Regional Govt. ☐
Local Govt. ☐

2. Civil Society

NGO ☐
Network ☐
Academic ☐

3. Private sector

Forest management ☐
Forest industry ☐

4. Community

Community Mgmt. Body ☐
Forest User ☐

Main function of role: **Coordinate ecosystem management and help in planning from ecological dimension**

Competency indicators (knowledge and skill)	Rank (1-5; poor to best)	Competency Description
1. Fundamental knowledge and understanding of climate change		
Level 1: Deals with local level skills and knowledge to observe and recognize the climate change and local methods adapted to respond to them	4	Good knowledge and observation on impacts of climate change and adaptation strategies, little knowledge on national and international policies and negotiations
Level 2: Deals with field supervision of the responses adapted by local communities to respond to CC		
Level 3: Deals mainly with fundamental understanding of CC science and analytical skills to integrate local knowledge and CC science to develop CB modules, management responses and monitoring and evaluation frameworks.	4	
Level 4: Deals with skill and knowledge to develop national level policies and legal and administrative framework integrating CC science knowledge and adaptation measures practiced by local communities	2	
Level 5: Deals with negotiation skills at national and international level to present and defend the country’s position in general and voice the concerns of the most vulnerable groups to contribute to the global debate and finding appropriate solutions to climate change impacts	2	
2. Understanding of REDD in the context of CC		
Level 1: Deals with local level of understanding on roles of forests in providing various environmental services and livelihoods benefits	4	A fair knowledge on understanding on the environmental services, but weak in carbon accounting and its policy issues
Level 2: Deals with technical skill and knowledge about roles of forest as carbon sink and pool		
Level 3: Deals with skills and knowledge to measure the carbon emission rates in general and from forest degradation in particular in the country and understanding of capacity building needs to develop REDD mechanism in the country	1	
Level 4: Deals with understanding policy perspectives of promoting (community) forestry sector in the country to contribute to the evolving REDD mechanism and preparing readiness plans	2	
Level 5: Deals with formulating REDD policies and negotiation skills at international level to contribute to the global debate of evolving REDD mechanism	1	

3. Integration of REDD mechanism in CFM		
Level 1: Deals with basic understanding of the community forestry concept, and existing management institution at local level	4	A good knowledge on sustainable forest management and its contribution to carbon sequestration
Level 2: Working knowledge and skills to setup and promote CF users group, sound understanding of local level socio-economic and cultural values and livelihoods needs of the local communities and develop CF management plans	4	
Level 3: Deals with development of forest management plans and their implementation on a landscape level and skill to interpret the forest cover data into carbon accounting for its integration in REDD mechanism	4	
Level 4: Deals with development of relevant policies and legislations for forest sector management in general and CFM in particular, with an additional skill to link them evolving mechanism of REDD	3	
Level 5: Deals with knowledge of international verification standards and develop suitable policies to respond to these standards and facilitate their implementation at CF level	1	
4. Forest carbon market and trading		
Level 1: Knowledge of its existence and of sources of support	1	Little knowledge on finance and carbon trading
Level 2: Knowledge broker on accessing information on Carbon Markets	1	
Level 3: Operational knowledge on Carbon Trading	1	
Level 4: Have sources of finance and knows and informs the national policy making process	1	
Level 5: Standards for trade and carbon finance (insurance and re-insurance) and knows and informs the international policy making process.	1	
5. Benefit sharing from forest carbon trade		
Level 1: deals mainly with the sound knowledge of local level socio-economic, environmental and cultural setting with respect to the livelihoods benefits from community forestry	3	A fair level of knowledge on equity issues in benefit sharing
Level 2: deals with skills and knowledge to facilitate the decision making process for benefit sharing at community level and integrating the likely flow of benefits from carbon trade into the overall sharing mechanism	3	
Level 3: deals with the knowledge of FPIC (Free, Prior and Informed Consent) and its integration in the benefit sharing decision making process	2	
Level 4: covers the designing of appropriate policies promoting internationally accepted best practices based benefit sharing at community level	3	

Pro-Forma Competency Profile

15. Name of organization: ForestAction

Title of role: **Programme officer: REDD and climate change**

Number of people in role: **1**

Type of stakeholder

1. State

Legislature ☐
 Extra judicial ☐
 Central Govt. ☐
 Regional Govt. ☐
 Local Govt. ☐

2. Civil Society

NGO ☒
 Network ☐
 Academic ☐

3. Private sector

Forest management ☐
 Forest industry ☐

4. Community

Community Mgmt. Body ☐
 Forest User ☐

Main function of role: **Coordinate programmes and projects under Forestry and Climate Change, develop partnership with other stakeholders and communities**

Competency indicators (knowledge and skill)	Rank (1-5; poor to best)	Competency Description
1. Fundamental knowledge and understanding of climate change		
Level 1: Deals with local level skills and knowledge to observe and recognize the climate change and local methods adapted to respond to them Level 2: Deals with field supervision of the responses adapted by local communities to respond to CC Level 3: Deals mainly with fundamental understanding of CC science and analytical skills to integrate local knowledge and CC science to develop CB modules, management responses and monitoring and evaluation frameworks. Level 4: Deals with skill and knowledge to develop national level policies and legal and administrative framework integrating CC science knowledge and adaptation measures practiced by local communities Level 5: Deals with negotiation skills at national and international level to present and defend the country's position in general and voice the concerns of the most vulnerable groups to contribute to the global debate and finding appropriate solutions to climate change impacts	3	Involved from local to national level provide training on REDD and indigenous people, a fair level of knowledge on national policies but little on international negotiations

2. Understanding of REDD in the context of CC		
Level 1: Deals with local level of understanding on roles of forests in providing various environmental services and livelihoods benefits Level 2: Deals with technical skill and knowledge about roles of forest as carbon sink and pool Level 3: Deals with skills and knowledge to measure the carbon emission rates in general and from forest degradation in particular in the country and understanding of capacity building needs to develop REDD mechanism in the country Level 4: Deals with understanding policy perspectives of promoting (community) forestry sector in the country to contribute to the evolving REDD mechanism and preparing readiness plans Level 5: Deals with formulating REDD policies and negotiation skills at international level to contribute to the global debate of evolving REDD mechanism	3	A fair knowledge and skills in all indicator levels; slightly difficulty in measuring carbon emission
3. Integration of REDD mechanism in CFM		
Level 1: Deals with basic understanding of the community forestry concept, and existing management institution at local level Level 2: Working knowledge and skills to setup and promote CF users group, sound understanding of local level socio-economic and cultural values and livelihoods needs of the local communities and develop CF management plans Level 3: Deals with development of forest management plans and their implementation on a landscape level and skill to interpret the forest cover data into carbon accounting for its integration in REDD mechanism Level 4: Deals with development of relevant policies and legislations for forest sector management in general and CFM in particular, with an additional skill to link them evolving mechanism of REDD Level 5: Deals with knowledge of international verification standards and develop suitable policies to respond to these standards and facilitate their implementation at CF level	4	A fair level of understanding in all indicator levels, sound knowledge on the link between REDD mechanism and forest management, requires additional capacity to carbon accounting
4. Forest carbon market and trading		
Level 1: Knowledge of its existence and of sources of support Level 2: Knowledge broker on accessing information on Carbon Markets Level 3: Operational knowledge on Carbon Trading Level 4: Have sources of finance and knows and informs the national policy making process Level 5: Standards for trade and carbon finance (insurance and re-insurance) and knows and informs the international policy making process.	2	Poor knowledge and skills in carbon marketing, weak capacity to deal with operational issues of carbon trading
5. Benefit sharing from forest carbon trade		
Level 1: deals mainly with the sound knowledge of local level socio-economic, environmental and cultural setting with respect to the livelihoods benefits from community forestry Level 2: deals with skills and knowledge to facilitate the decision making process for benefit sharing at community level and integrating the likely flow of benefits from carbon trade into the overall sharing mechanism Level 3: deals with the knowledge of FPIC (Free, Prior and Informed Consent) and its integration in the benefit sharing decision making process Level 4: covers the designing of appropriate policies promoting internationally accepted best practices based benefit sharing at community level	4	Relatively good knowledge in equity implications of carbon trade, have actively involved in designing suitable mechanisms for equitable distribution of REDD benefits

Annex VIII: Photos from the field

