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Scoping Study of Good Practices for Strengthening Women's Inclusion in Forest and Other Natural Resource Management Sectors

Joint Regional Initiative for Women's Inclusion in REDD+

August 2013

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Executive Summary

Women Organizing for Change in Agriculture and Natural Resource Management (WOCAN), The United Nations Collaborative Programme on Reducing Emissions from Deforestation and Forest Degradation in developing countries (UN-REDD) Programme, and the USAID-funded Lowering Emissions in Asia's Forests (LEAF) program initiated a Joint Initiative in 2012 in response to the need to identify practical entry points for women's inclusion in Reducing Emissions from Deforestation and Forest Degradation (REDD+). Although there has been a growing recognition of the importance of gender equality in the United Nations Framework Convention on Climate Change (UNFCCC) meetings since Bali, there remains a limited amount of positive action in determining methods to materialize the goals currently in the process of development at the international level. The aim of this scoping report, therefore, is to examine the diversity of good practices within the forest and other land-use sectors on women's inclusion with a view to draw out key enabling conditions that have facilitated women to participate and benefit from policies, institutions and practices –both formal and informal at all levels.

These practices are organized into those identified as government policies, institutional policies or practices of government departments, NGOs, local authorities or private companies, and those developed by communities themselves. Through the scoping study, ten such enabling factors or interventions were identified. These offer insights and practical interventions for ensuring effective women's inclusion in REDD+ initiatives. The scoping report primarily covers experiences from within Asia, but also includes additional exemplary cases from outside the region.

Specifically, this report provides a basis upon which multi-sectorial- stakeholder dialogues and workshops in three selected countries (Cambodia, the Philippines, and Sri Lanka) will be the next step of the Joint Initiative. The dialogues aim to stimulate reflection on the reasons behind the persistence of women's exclusion from the forest sector; the subsequent workshops with policy makers aim to develop country-level action plans for creating effective women's inclusion in REDD+ initiatives.

The aim of this Scoping Study, identifying the enabling factors, and the subsequent dialogues is to provide those actors responsible for REDD+ design and implementation with suggestions for practical entry points, and to generate national and global attention to the need for these actions. By doing so, the Joint Initiative hopes to contribute to steps that reverse the historic exclusion of women in the forest sector, and ultimately to improve the overall effectiveness of REDD+.

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List of Acronyms

AMAN	Aliansi Masyarakat Adat Nusantara: Indigenous Peoples Alliance of the Archipelago (Indonesia)
CFUG	Community Forest Users Group (Nepal)
CIFOR	Center for International Forestry Research
FECOFUN	Federation of Community Forestry Users of Nepal
FPIC	Free, Prior and Informed Consent
CliPAD/GIZ	Climate Protection through Avoided Deforestation/Deutsche Gesellschaft für Internationale Zusammenarbeit
HIMAWANTI	Himalayan Grassroots Women's Natural Resource Management Association (Nepal)
ICIMOD	International Centre for Integrated Mountain Development
IFPRI	International Food Policy Research Institute
IUFRO	International Union of Forest Research Organizations
LEAF	Lowering Emissions in Asia's Forests
MFSC	Ministry of Forest and Soil Conservation Nepal
MRV	Monitoring, Reporting and Verification
RECOFTC	The Center for People and Forests
REFACOF	African Women's Network for Community Management of Forests
REDD+	Reducing Emissions from Deforestation and Forest Degradation
SFM	Sustainable Forest Management
SEWA	Self-Employed Women's Association
SNV	SNV Netherlands Development Organization
UN-REDD	United Nations Reducing Emissions from Deforestation and Forest Degradation
USAID	United States Agency for International Development
WOCAN	Women Organizing for Change in Agriculture and Natural Resource Management

I. The Purpose of the Scoping Study

1. The Joint Initiative of UN-REDD, WOCAN and LEAF

At the Sixteenth session of the Conference of the Parties (COP-16) meetings of the United Nations Framework Convention on Climate Change (UNFCCC) in Cancun, 2010 on Reducing Emissions from Deforestation and Forest Degradation (REDD+), the Parties recognized the importance of good governance systems for the successful implementation of REDD+. It was agreed that the following could help ensure that social and environmental risks (including the exacerbation of existing inequalities) are minimized and co-benefits through REDD+ activities are maximized:

- REDD+ safeguards
- including transparency
- the full and effective participation of relevant stakeholders
- biodiversity conservation
- protection of the rights of local people.

Paragraph 72[1] of the Cancun agreement also stated the need to address gender considerations when developing and implementing national strategies and action plans on REDD+. In light of this and against the emerging evidence of prevalent gender gaps and women's exclusion in early REDD+ initiatives (USAID 2011), women's inclusion in REDD+ is a key safeguard issue. Thus, the UN-REDD Programme WOCAN and USAID-funded LEAF considers women's inclusion in REDD+ a priority.

On the basis of these arguments, a Joint Initiative was established by the UN-REDD, WOCAN, and LEAF to identify practical entry points for women's inclusion and gender perspectives in REDD+ in Asia-Pacific. This involves further examination of:

- specific challenges and barriers that prevent the integration of gender perspectives in REDD+ in Asia-Pacific;
- collating relevant evidence of good practices of women's inclusion in forest and other land use sectors; and
- knowledge sharing for replication of successful practices.

As such, the overall goal of the Initiative is to enhance the complete effectiveness of REDD+ through greater inclusion of women and gender perspectives in all relevant policies and practices.

This scoping report is the second step of this Initiative to conduct a review of good practices on women's inclusion within forest sector and REDD+, as well as other land use sectors to identify the enabling conditions that support women's inclusion−primarily in the Asian region. This builds on the outcomes and recommendations of the Scoping Dialogue on "Exclusion and Inclusion of Women in the Forest Sector" organized by WOCAN and The Forest Dialogue in September 2012.

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[1] ***Paragraph 72***:
Also requests developing country Parties−when developing and implementing their national strategies or action plans−to address inter alia, the drivers of deforestation and forest degradation, land tenure issues, forest governance issues, gender considerations and the safeguards identified in paragraph 2 of appendix I to this decision. This would ensure the full and effective participation of relevant stakeholders, inter alia indigenous peoples and local communities.

The scoping report also provides:

I) An overview of the current status and effectiveness of policies and practices related to women's inclusion in the forest sector and REDD+ Readiness efforts.
II) An analysis of success stories within the country of the inclusion of women in the forest and other land-use sectors to identify the enabling conditions behind their development and implementation.
III) An analysis of gaps (knowledge, policy, institutional structure, and capacity) present in improving women's inclusion in REDD+.
IV) A set of recommendations based on the identified gaps. A common research approach and methodology will be used by all three studies.

Following a brief review of the current status of the broader agenda on women's inclusion in REDD+, the scoping dialogue on "The Exclusion and Inclusion of Women in the Forest Sector" presented key recommendations. The objective and methodology of this scoping report are outlined against this background. This is followed by a section that described several good practices that led to both women's inclusion and overall improvement in program implementation and sustainability, organized into ten categories of 'key interventions' that are presented in Table 3. Finally, this report discusses the relevance of these lessons for REDD+ with the aim to promote women's inclusion and better integration of gender perspectives.

2. Current Status of Interventions for Women's Inclusion in Sustainable Forest Management and REDD+ Initiatives

There have been a few key publications and dialogues that have pushed forward the agenda on gender and REDD+. The call for addressing gender equality in REDD+, especially in Asia, has gained attention after USAID's publication on *Getting REDD+ Right for Women.* The publication concluded that women had not been systematically identified as key stakeholders or beneficiaries of REDD+ because of their invisibility in the forest sector–largely viewed as a masculine domain (Gurung et al. 2011).The report sets out the present constraints as well as opportunities for women's participation in REDD+ design, governance, implementation, and benefit sharing.

The subsequent *Business Case for Gender Mainstreaming in REDD+* (UN-REDD Programme, 2011) identified four key areas that would benefit from gender mainstreaming:

1. Capturing the different roles, rights and responsibilities of men and women, as well as their particular use patterns and knowledge of forests;
2. ensuring the accuracy of drivers of deforestation and forest degradation and methods for conservation, sustainable management of forests and enhancement of forest carbon stocks;
3. improving the equitable sharing of benefits from REDD+;
4. ensuring consistency with the human rights-based approach to development.

The most recent development has been the scoping dialogue organized in Sept 2012 in Kathmandu by WOCAN and The Forests Dialogue (discussed in the next section).

There has been growing recognition that women's inclusion within REDD+ Readiness initiatives in Asia and elsewhere is necessary for achieving sustainable forest management (SFM) as well as co-benefits including improving governance, alleviating poverty, promoting gender equality, and moving towards a

low carbon economy (Gurung, Hytönen and Pathak 2012; Nhantumbo and Chiwona-Karltun 2012).The last two years have seen gender concerns increasingly reflected in the analysis of drivers of deforestation and forest degradation, and the content of Free Prior and Informed Consent (FPIC) guidelines, safeguards, measurement, reporting and verification (MRV) systems, and benefit sharing mechanisms. More recently, on-going work commissioned by UN-REDD identifies specific practical steps through which gender mainstreaming within the UN-REDD Programme can be enabled; this includes the preparation of a guidance note for all key stakeholders. The FAO-Finland Forestry Programme, as well as FAO's National Forest Monitoring Assessment Programme is developing rigorous gender-specific indicators to support forest policies and programs (FAO 2013).

In parallel with the growth of interest in gender and REDD+, there has been a broader momentum in the last year or two to review the current status of gender and forestry work, develop more action research and stronger insights, and disseminate findings widely (Agarwal 2010a; Aguilar et al. 2011, Buchy 2012; CIFOR 2012, 2013; Colfer and Minarchek 2012; Lidestav 2013; Manfre and Rubin 2012; Mwangi and Mai 2011; Saxena 2011). Likewise, a growing number of organizations have been working on various dimensions of gender, SFM and REDD+, including WOCAN, LEAF, International Union of Forest Research Organizations (IUFRO), The Center for People and Forests (RECOFTC), The International Union for Conservation of Nature (IUCN), Women's Environment & Development Organization (WEDO), Global Gender and Climate Alliance, Center for International Forestry Research (CIFOR), International Institute for Environment and Development (IIED), Care International, and The Indigenous Peoples' International Centre for Policy Research and Education (Tebtebba). Particularly in Asia, addressing gender issues is increasingly on the radar of many organizations including UN-REDD, LEAF, WOCAN, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), RECOFTC, IUFRO, CIFOR, and The International Centre for Integrated Mountain Development (ICIMOD). Additionally, some of the noted developments on addressing gender concerns in REDD+ are seen in Vietnam, Indonesia, Myanmar and Nepal (Table 1).

Table 1: Key initiatives on Gender in REDD+ in Asia

Organizations	Key initiatives
LEAF, UNREDD, WOCAN	The Joint initiative that maps the existing knowledge gaps through evidenced based research and provides key entry points for women's inclusion in REDD+ and other natural resource management sectors.
LEAF	Systemic integration of gender perspectives in personnel, M&E and interventions ranging from capacity building, curricula development, REDD+ relevant policy support, support to women's leadership; provision of women-friendly technologies such as improved cook stoves; development of toolkit for Gender Mainstreaming Strategy and Checklist for REDD+ programme.
WOCAN	Development of Women's Carbon standard (WCS) that specifically includes measures to integrate and measure women's empowerment and participation in carbon mitigation projects. Implementation of ADB project, "Harnessing Climate Change Mitigation Initiatives to Benefit Women" to pilot a model to develop low carbon projects with women's empowerment and gender-equality benefits and demonstrate how climate financing can provide benefits to women for their contributions to GHG reductions.
RECOFTC	Gender seminar on Forestry, REDD+ and Climate change in Lao PDR and Vietnam; consultation with civil society groups to identify gender-specific concerns on

	Thailand R-PP; research on integration of gender into national forest policies in six countries in Asia region in collaboration with the UN Food and Agriculture Organization (FAO).
IUFRO	Use of research to capture gender-desegregated information in its work; research on global review and synthesis of gender and reward for environmental services; Research to better design gender-responsive landscape management interventions that benefit both men and women.
CIFOR	Review of forestry and gender studies to indicate the gaps, production of toolkits such as A Gender Strategy for Pro-poor Climate Change Mitigation.
CliPAD/GIZ	Scoping study on “Cash for Work initiative” with a specific focus to identify and reward women’s and men’s contributions to those activities that help reduce/sequestrate greenhouse gas emissions. Gender is an integral component of the provincial level FPIC work as well as in provincial REDD+ strategy development.
Indonesia	Integrated women-specific criteria and indicators in the national and province level safeguards standards.
Cambodia	Gender analysis of Oddar Meanchy Project conducted by PACT and WOCAN to identify key interventions for the implementation phase of the project.
Vietnam	Gender analysis for the UN-REDD Programme in Vietnam, to inform the planning for Phase 2; Benefit Distribution Sharing Systems (BDS) recommends a set of follow-up policy recommendations against women’s discrimination for VNFOREST to consider; gender is factored in the formula to calculate carbon emissions.
Nepal	Integrating gender in REDD+ safeguards and standards, FCPF guidelines for women's inclusion, Forest Carbon Trust REDD+ project verified and distributed carbon money to communities.
Myanmar	Included women in its initial consultations for the REDD roadmap; conducted stakeholder mapping to identify women's groups and gender and development organizations.

Despite these positive developments, women’s exclusion in REDD+ continues. A recently prepared assessment of gender and women’s exclusion in Nepal’s REDD+ program indicates there has been minimal consideration of gender in the REDD+ process including in the REDD Readiness Proposal, the Interim Strategy and REDD+ pilots (WOCAN 2012). Particularly, less than 10% of the apex body members and the REDD+ Working Group are women. In Cambodia, a gender assessment of the Oddar Meanchey Community Forestry REDD+ Project indicates that some 80% of elected seats on local forest management committee are held by men (Bradley et al. 2012). Despite decades of research and an overwhelming amount of evidence underlining the important roles women play in forest use, management, and protection, there is a prevailing stereotypic impression that women do not have much to contribute to forest management (CIFOR 2012). As such, women are still largely excluded from the forest sector within local management systems, professional and institutional structures, and in influencing policy-making. This thereby leaves many domains of forest management such as law, policy,

and governance; benefit sharing, capacity building, education, and employment opportunities *defacto,* demonstrating gender bias and discrimination.

These biases are also found within current REDD+ Readiness efforts. Existing biases in the forest sector that do not recognize women's significant role in forest management may result in REDD+ implementation scenarios whereby calls for women's inclusion and gender equality are easily ignored.

The result is thus obvious and point to the need to gather knowledge of existing cases of women's inclusion in forest and other relevant natural resource sectors to inform and develop REDD+ policies and measures. Additionally, since most of the positive gender-specific interventions in REDD+ are still at an early stage, there has been little guidance on how to achieve the goal of ensuring that women are fully integrated into various dimensions of the REDD+ policies and measures. The next step, therefore involves the identification of potential interventions for translating policies and gender equality principles into relevant practical actions, which this scoping study sets out to achieve.

3. Scoping Dialogue on the Exclusion and Inclusion of Women in the Forest Sector

In partnership with WOCAN, The Forests Dialogue organized a scoping dialogue on the Exclusion and Inclusion of Women in the Forest Sector in Kathmandu, Nepal in September 2012 to:

- Create a better understanding of the perceived advantages of and the constraints to including women in the governance of natural resource management
- Identify areas of agreement as well as disagreement and to further develop recommendations that address specific stakeholder questions around gender and forestry
- Draw up mutually agreed upon recommendations on how to include women at all levels in ways that can benefit forest-dependent communities and climate change interventions

Thirty-three participants (22 women and 11 men) representing indigenous peoples, local communities, forest-based industries, investors, development assistance agencies, forestry departments of national governments, intergovernmental organizations, women's groups, researchers and non-governmental organizations attended from 13 countries.
The event's background paper sets out the key impediments[2] and recommended actions[3] to promote women's inclusion and gender equality in Sustainable Forest Management (SFM) and REDD+. These are presented in Table 2.

[2]http://environment.yale.edu/tfd/uploads/TFD%20E&IW%20Background%20paper.pdf
[3] http://environment.yale.edu/tfd/uploads/TFD_EIW_Nepal_Co-ChairsSummary_en.pdf

Table 2: Key Impediments and Recommended Actions to Promote Women's Inclusion and Gender Equality in the Forestry Sector

Key Impediments	Recommended Actions
• Forestry is still very much associated with timber and men • Women's use of forests are deemed insignificant and passive • Women's exclusion is primarily as a result of socio-cultural factors • Forestry institutions lack awareness of gender issues • Women's rights are not directly linked with property rights and customary rights • There is a lack of champions for women's rights	• Combine women-only and mixed groups approaches • Build the "business case" for women's inclusion • Invest in education and leadership training for women at all levels • Raise awareness among both men and women of women's exclusion and of the benefits of women's inclusion • Create more networking opportunities for women • Governments, international organizations, and donors should create guidelines and requirements to support women's inclusion • Women's inclusion should be part of forest certification systems as well as other standards • Closer monitoring of funding expenditures is needed to ensure resources allocated for women and women's groups reach their target

4. Scoping Study Objective and Methodology

The overall objective of the scoping study is to identify existing good practices for women's inclusion in REDD+ Readiness initiatives through examination of the diverse practices within forest and other land-use sectors to draw out the key enabling conditions that have contributed to program effectiveness. Drawing on information gathered through desk review and communication with experts, the scoping study:

- Mapped early interventions on gender and REDD+ Readiness in Asia;
- Reviewed and analyzed diverse practices within forest and other land-use sectors where the active participation of women has led to effective implementation of projects and policies in both forest and other land-use sectors at the policy, institutional and community levels;
- Analyzed the application of key interventions for women's inclusion in REDD+ Readiness Initiatives.

The selected good practices emerge from a range of interventions including government policies, institutions (NGOs, private companies and development agencies) and projects or community initiatives. Some of the good practices describe tried and tested sustainable development approaches that have led to both improved environmental conditions as well as livelihood benefits. In addition, some early initiatives to address gender issues and women's inclusion in REDD+ are also included despite the fact that these may not yet have resulted into demonstrable outcomes. These good practices cover cases from both forest and other land-use sectors.

The aim of the exercise is to provide a framework of key enabling conditions to address the knowledge gap of practical solutions and to inform the next stage of the Joint Initiative – the national stakeholder dialogues. The dialogues will determine the relevance of these practices to identify and commit to action plans and interventions to reduce the systemic, institutional and individual barriers that continue

to hinder the full and effective inclusion of women in SFM and REDD+ initiatives. The scoping report therefore aims to inform and contribute to women-inclusive and gender-equitable REDD+ in Asia.

While it is important to have an operational definition of 'good practice', it is debatable whether there is a single 'best' approach, especially with approaches constantly evolving. Thus, a good practice can simply be a process or a methodology that represents the most effective way of achieving a specific objective. Another way of defining a good practice is one that has been proven to work well and produce good results. For these reasons, we have kept our definition and criteria for best cases broad. Additionally, in selecting these good practices, we kept in mind that they would be of relevance to some key aspects of REDD+ such as rights and participation, forest monitoring, and benefit sharing. These are described specifically in later sections and the recommendations of this report.

A desk review of operational documents of projects, journals, grey articles, and policy briefs in forest and land-use sectors provided for the primary identification of these good practices. The scoping study also sought the consultations of key experts to gather unreported evidence (Annex1).The main limitation of the scoping study is that it did not include travel to the countries to verify the information.

This report forms the first volume of the scoping study that synthesizes the relevant lessons for REDD+ from the collated good practices. The details of these good practices are provided in Volume II.

II. Good Practices in Enhancing Women's Inclusion: Lessons from Forestry and Other Natural Resource Management Sectors

From a wide range of cases, the scoping study has identified 10 key enabling interventions and enabling factors that have contributed to women's inclusion in the forest and other land use sectors. Further details on these interventions in government policies, NGO/Development Agency Institutions and Community Initiatives are found in the next section.

Table 3: Intervention Matrix: Evidence of Good Practices for Promoting Effective Women's Inclusion in Forest and other Land Use Sectors

Key Intervention	Government Policies	NGO/Development Agency Institutional Interventions	Community Initiatives
1. Ensuring women's representation and participation	a. Legal recognition of women as forest users: - Issuance of individual land titles through forest land use planning to women and men (Philippines) b. Establishment of mandatory quota for women's membership in the executive committee: - Nepal: 50% quota - India: state level requires 1/3 women members in executive committees in Andra Pradesh c. Gender Mainstreaming: - Gender and Social Inclusion Strategy of the Ministry of Forest and Soil Conservation (MFSC) Nepal	- Local government unit's gender and development team facilitated women obtaining individual rights (Philippines) - Nepal Swiss Community Forestry Project's specific mandate to have 50% women as service providers - N M Sadguru Water and Development Foundation amended law to enable women (who were not landowners) to participate on board of Lift Irrigation Cooperatives (India) - Vasundhara addressed logistical details of meetings such as location, time, and seating arrangements so that women could attend and fully participate (India)	-Federation of Community Forestry Users, Nepal (FECOFUN) constitution mandates 50% women in the Community Forest Users Group (CFUG) executive committee (Nepal) -Joint listing of men and women's names at household level within CFUG (Nepal) -Strength of women's group in Ban Thung Yao Community Forest led to 1/3 women in zoning planning board (Thailand)
2. Facilitation and capacity building for women's participation		- Women professionals supporting grassroots women in Leasehold Forestry Project (Nepal) - Irrigation system organized women-only facilitator group (India) -Women-only caucus established to support women delegate in Ok Tedi Mining (Papua New Guinea)	
3.Skill building			-Technical training on water engineering, wastelands regeneration, agro-forestry and fruit production

			(Gujarat, India)
4. Gender-disaggregated Analysis and Planning to Meet Women's Livelihood Needs		-MICAIA Foundation conducted baseline survey that included gender-specific information on drivers of deforestation and degradation in REDD+ pilot(Mozambique) -Annual data collection on gendered differences in uses of forests by FAO-Finland Forestry Programme, and FAO's National Forest Monitoring Assessment Programme -FAO recognition of need to analyze gendered value chains in forest sector to improve women's livelihoods	-Ban Thung Yao CF members examined the contribution of Non-Timber Forest Products (NTFPs) to household needs, then established a new set of rules on NTFP harvesting based on women's needs for food security and income generation (Thailand) - Maintain gender-disaggregated records on attendance of meetings and women's inputs
5.Labour-saving & time-reducing technologies		- Biogas and improved cook stoves introduced by SNV Netherlands Development Organization (SNV) and other NGOs have reduced women's time and labor in collecting fuel wood freeing women for economically productive activities (Nepal, Bangladesh and Vietnam) - Family Welfare Movement promotes and supports home gardens for women to improve food security, health of families, and generate income but also reduces labor inputs (Indonesia)	-Women ownership and construction of household rainwater harvesting systems by the Self-Employed Women's Association (SEWA), within Women, Work and Water Millennium campaign (Gujarat, India)
6. Women-Only Groups		-The Social Action for Rural and Tribal In-Habitats of India Organization (SARTHI) set up small women's groups to manage wasteland regeneration, obtained "no-objection certifications" to work on land in exchange for usufruct rights; formed savings groups; expanded into federation (India) -Deccan Development Society facilitates women joint farming groups through renting/purchasing land; joint pooling of labor and resources;	- 1,000 of 18,000 Nepal's CFUGs are women-only groups - Mama Watoto Women's Group plants trees to address their firewood problem; success in this domain led them to extend into fodder production, manure generation, vegetable cultivation, medicinal plants, and bee-keeping (Kenya)

		formation of grain fund (India)	
7.Women's networks and federations		-The African Women's Network for Community Management of Forests (REFACOF) advocates for inclusion of women-specific needs (16 countries of west and central Africa) - Kenya's Green Belt Movement organizes women to plant trees to increase fuel sources for cooking, generate income, reduce soil erosion -WOCAN advocates for women's inclusion in Sustainable Forest Management (SFM)/REDD+, conducts gender assessments, strengthens capacities of women's groups for leadership, gender analysis and planning in forest sector organizations	The Himalayan Grassroots Women's Natural Resource Management Association (HIMAWANTI) is a federation of women led CFUGS that advocates for equitable distribution; involved in policy advocacy at national and global levels (Nepal) - Popenguine Women's Group for the Protection of Nature formed a cooperative to manage nurseries, forests, indigenous tree planting, fuel distribution, small dam, food banks, tourism, and vegetable plots (Senegal)
8.Presence of women leaders and male and female gender champions		- REFACOF (West and Central Africa) -Green Belt Movement (Kenya) -UN-REDD (Thailand) -LEAF (Thailand)	- HIMAWANTI (Nepal) - Aliansi Masyarakat Adat Nusantara: Indigenous Peoples Alliance of the Archipelago (AMAN) Women (Indonesia) - FECOFUN (Nepal)
9.Equitable benefit sharing mechanisms	Community Forestry Guidelines (2009) require CFUGS to assign 35% of income for pro-poor, women livelihood improvement (Nepal)	-Nepal's Forest Carbon Trust Fund has criteria to provide carbon payments based on men-women ratio, 15% of community REDD+ Fund goes to women's empowerment -OK Tedi Mine Agreement provides 10% of mine royalties to dedicated funds for women; women are co-signatories on bank accounts; scholarships for women and girls; (Papua New Guinea) -Bolsa Floresta makes payments directly to women for reduced emissions, invests in health and education (Brazil) - Women's Carbon Standard includes measures to promote, integrate and measure women's empowerment in carbon	

		mitigation projects, will provide carbon revenues to women's groups	
10.Enterprise development and Credit Provision		-Maa Maninag Jungle Surakhya Parishad Central Women's Committee improved conditions for kendu leaf processing by women; advocacy led to establishment of local collection centers (India) - Solar Sister clean energy women entrepreneurs have a direct sales network; use micro consignment approach to reduce risk (Africa) -Helvetas/SNV supported capacity strengthening of women farmers and rice millers (Lao PDR) -The National Program for Community Empowerment led to the formation of numerous women's cooperatives with micro-finance support to start small enterprises in order to alleviate poverty (Indonesia)	-Ban Thung Yao Women's Group generated about USD $33,000 from NTFPs -Eudafano Women's Cooperative(Namibia) sell marula oil to international cosmetic industry buyers -Shea butter production through women's federation; engaged in forest conservation; developing processing facilities and business plan with support of private companies (Burkina Faso) -Andhra Pradesh federated women self-help groups are linked to CFUGs to help offset lost income from reduced firewood and forest grazing activities (India)

1. **Ensuring Women's Representation and Participation**

There is growing number of research indicating the merits of women's participation in executive committees. Research in India and Nepal found that groups which had a higher percentage of women in their executive committees showed significantly greater improvements in forest conditions, with substantial positive effects on regulating illicit grazing and felling (Agrawal et al. 2006), increased institutional effectiveness and transparent use of fund management (Jain and Jain 2002; Agrawal Arun et al. 2006; Acharya and Gentle 2006; Agarwal 2010; Mehra 2011). Based on a review of some projects implemented in areas of buffer zones of national parks and watershed areas in Vietnam, Thi Huyen (2003) notes that women's involvement resulted in strong impacts on public awareness of environmental issues. Another research by Uganda's National Forest Authority shows that areas where village councils have at least three women members yield less forest degradation than in those where only one woman member exist; with higher numbers of members, deforestation levels are reduced even further (CIFOR 2012).

Broadly speaking, the primary method to improve women's representation within community based forestry management committees has been to establish a mandatory quota on women's membership in the executive committee. The experience across Asia indicates that this can be initiated either through a central or provincial government law or policy, by those managing forest resources at the community level themselves, or through NGO facilitation. In the case where the forest land being managed is not owned by the individual households or village, but rather, is state forest land made available to communities, such participatory quotas are not related directly to land ownership patterns. However, in those contexts where membership rights in the forest or natural resource management system itself are contingent on land tenure rights, it becomes necessary –given that women's land tenure rights are

typically weak or non-existent− to facilitate that process of formally securing those rights for women in households. In contexts where this is not possible, it becomes necessary to break this tight linkage between formal land tenure and participatory rights through innovative options such as lease or land titles for women, advocacy programs for women's rights and NGO mandates on women's inclusion. This then opens the door to rules on women membership in the executive committee. Women's inclusion into decision-making structures such as executive committees becomes a springboard for women's increased influence, having widespread impacts. For this to occur there is a need for supportive facilitation.

Legal Recognition of Women's Roles and Mandates in Nepal:
As indicated in the case of Nepal's Community Forestry Program, legal recognition of women as primary forest users and mandatory rules on gender equitable representation in executive committees can increase women's representation and participation in forest management. The mandatory rules established by FECOFUN with over 18,000 CFUGs require 50% of the executive committee (from CFUG to central level) to be made up of women, with the key positions rotated each electoral cycle. This aims to counter the gender-caste-class discrimination whereby high caste, land-rich males have dominated CFUG leadership (Buchy and Rai 2008). As a result of this grassroots initiative, the Community Forestry Guidelines re-issued by the Government in 2009 included the very same provisions (WOCAN 2012). Other practices such as the joint listing of both women and men's name of households in CFUG membership exist to strengthen gender-balanced participation. Indeed, over the last 20 years, the percentage of women involved in CFUG executive committees has seen steady increase to a national average of about 26% (Carter, Pokharel and Rai Parajuli 2011). This target has not yet been met but even so, it is clear that CFUG executive committees and general assemblies have gradually become a platform for social change as women learn to contest the dynamics of decision-making (Giri and Darnhofer 2010). Moreover, as more male members of CFUGs out-migrate and as more women become confident about participating in making decisions about forest management, women are taking up the roles earlier played by men (Giri, Pokharel, and Darnhofer 2008). Within district-level projects supported by development agencies in Nepal, other forms of intervention have also served to transform the situation; the Nepal Swiss Community Forestry Project requires that 50% of service providers be women (Nightingale 2007). Likewise, Nepal's Ministry of Forest and Soil Conservation Gender and Social Inclusion Strategy includes established targets for a range of interventions to move towards gender equality in the forest sector.

Women's Representation in JFM, India:
Women's inclusion within Joint Forest Management (JFM) systems in India is more uneven: the JFM policy established in the late 1980s by the federal government has led to different states issuing resolutions that require one-third of village forest management committee members to be women (Saxena 2011). In practice, though, this level is seldom reached for a host of power dynamic, socio-cultural and practical reasons (Sarin et al. 2003). This significant lack of attention to women's inclusion is also reflected in the lack of any national gender mainstreaming strategy in India's Ministry of Environment and Forests. Yet there have been some initiatives from NGOs to include and empower women (Jain and Jain 2002).

Along with the provision of immediate access and representation in decision-making structures, the role of women's formal forest or land tenure rights for opening the door to participation in natural resource management is also of pivotal importance. In particular, with the growing male out-migration, the issue of formalizing land rights for women has become a growing necessity. In addition, it is also clear that a legally established system such as Nepal's community forestry under the 1993 Forest Act provides

greater security than a management system such as India's JFM which has been promoted through an administrative order. Additionally, beyond tenure rights over forest lands, the gendered dimensions of tree tenure–itself highly complex–needs careful attention especially as attempts to formalize ownership or introduce statutory laws may inadvertently marginalize women (FAO 2013).

In terms of the JFM rules on women's participation in JFM forest committees, each state has its own rules in India. Therefore, it varies. In Andhra Pradesh, the rule is 30% of the executive committee membership must be women.

Reducing Conflicts through Women's Representation and Tenurial Rights:
An example from the Philippine's autonomous region of Muslim Mindanao exemplifies the benefits that stem from tenure security for women (Butardo-Toribio et al. 2011). The local government unit's gender and development team facilitated women obtaining individual rights (on a 25-year lease basis) as part of the Forest Land Use Planning process. With some 20% of total tenure holders being women, these rights holders were able to actively participate in technical training, livelihood support projects, resource management planning, and forest land-use plan implementation activities. Most importantly, the women have been more active than men in attending meetings and participating in natural resource conservation projects. A woman was also popularly selected to head the Banga Watershed Farmer's Cooperative that became the local government's partner in forest co-management. In turn, 5 of the 21 members of the newly reconstituted Municipal Environment and Natural Resources Council were women. The overall results of these developments were impressive:

- illegal logging activities covering more than 2000 hectares of watershed were halted; land conflicts that had previously disadvantaged women-led households were halted;
- 240 hectares of bare forestland were turned into productive farms;
- unsustainable upland monoculture was transformed into conservation-oriented agroforestry with endemic perennials;
- deforestation was prevented annually for about 40 hectares of natural forest;
- estimated carbon benefits of nearly 9000 tons/year were produced from avoided deforestation and carbon sequestration.

Women's Representation in Tendu Leaf Operation in India:
Vasundhara, an NGO based in Orissa has strengthened women's involvement women in tendu leaf picking operations for income generation by addressing logistical details of meetings such as location, time, and seating arrangements so that women could attend and fully participate. This is done by providing well trained facilitators from female forest department staff, the government's local women's coordinator, or women NGO leaders; the development of meeting protocols such that women are addressed first and explicitly consulted during meetings; the development of gender-sensitive media and training materials; the organization of a women-only pre-meeting to help prepare for the mixed gender meeting; the maintenance of gender-disaggregated records on attendance, agreements and minutes; and lastly, where appropriate, permitting external parties such as NGOs, community groups, women's professional groups or government audit units to observe the meetings, to bring a level of trust to the process.(Singh 2011) (see Volume II for more details).

2. Facilitation and Capacity Building for Women's Participation

One of the lessons from attempts to improve formal women's representation in executive committees of natural resource management groups is that women's active involvement needs additional facilitative support. This takes one of two main forms: support for ensuring the effectiveness of women's role in

consultation and decision-making (capacity building), or the development of a supplementary women's wing or caucus that provides back-up support to women members of executive committees of National Resource Management (NRM) systems.

Linking Women Professionals to Grassroots Women in Nepal:
The Hills Leasehold Forestry and Forage Development Project (HLFFDP) in Nepal provided leased forestry lands to the poorest communities to improve their livelihoods and regenerate forest lands. A "gender team" composed of experienced women staff, with the full support of senior male managers established a cadre of women group promoters, providing them with leadership and gender training, and establishing a support system of gender focal persons in the collaborating line agencies. The project thus developed an innovative approach that linked women professionals with grassroots women for leadership training, coaching, mentoring and support. The results have been impressive: not only was the forest well protected, but the livelihood means of the communities had improved and the attitudes and behaviors of male forestry staff improved. Moreover, the grassroots women now serve in several leadership positions. In some cases, men have also begun to share household work and childcare tasks so that women can attend group meetings, visit banks and engage in other project activities (Gurung and Lama, 2002).

NGO Facilitation for Women in Water Management Association in India:
A good practice was identified in a water management project by the N M Sadguru Water and Development Foundation among the Bhils in Panchmahals (where there were high levels of male out-migration) in India. A law that only allowed formal land owners (male) to be members of Lift Irrigation Cooperatives was overruled in 1996 by NGO activism, opening the way for women to join the cooperatives and serve on Executive Boards (Krishna 2008). In irrigation water management, one of the major problems for women's inclusion is the tight linkage between formal land ownership and the right to participate in collective water management (Benda-Beckmann and Benda-Beckmann 2006). When a new Water User Association is formed for a newly constructed irrigation system, women are typically excluded from joining the irrigation management system even though they may play an active role in irrigation water use as they rarely have land ownership. At best, single women heading a household or a widow may be given permission to participate given their extenuating circumstances. The interventions of the NGO facilitated women's membership.

A similar good practice was found in Nepal's Irrigation Management Transfer Project wherein a pilot project was established to form a women-only facilitator group as a formal arm of the water user association (WUA) (which had its own group savings account). This was necessary when the newly constructed Panchakanya Irrigation System that aimed to build gender-responsive WUA could not meet the target for 20% women members (ADB 2004). The WUA Constitution was then amended to allow membership by wives and adult children of landowners, resulting in a jump of 60% women's participation within one year. A new WUA policy to have one woman WUA member at each tier of the irrigation system helped to further ensure women's participation. Not only was there any increase in effectiveness of water use, fairness in water distribution and less conflict, but food security levels have risen as well as greater participation of girls in schools. The larger effect has been that women have switched from mono-cropping to multi-cropping, and increased their access to improved livestock feed leading to greater economic empowerment.

The support of a women's caucus behind a single woman delegate selected for the re-negotiation of the Community Mine Continuation Agreement led to the establishment of a fund for women in the Ok Tedi Mine in Papua New Guinea. This women-only caucus was meant to provide the delegate with the

knowledge and strategic thinking necessary to negotiate in the interests of women in the community. In the end, the most unprecedented agreement in favor of women was obtained; 10% of the mine royalties were to be devoted to a ring-fenced fund for the use of women and children (Menzies and Harley 2012).

3. Skill Building

Good practices in skill building for women includes the provision in India of training in water management, nursery construction, agroforestry, and orchard management ; in Nepal of tree biomass measurement; and in other areas, literacy, numeracy and leadership.

Technical Training in Water Management in India:

Technical training was a central component of the very successful "Women, Water and Work Campaign" launched in 1995 by SEWA, India's largest self-employed women's union (with about 800,000 members) in semi-arid districts of Gujarat in western India (Kapoor 2003; Ahmed 2005; Panda and Sannabhadti 2012; (see Volume II for more details). When the Gujarat Water Supply and Sewerage Board invited SEWA to use its grassroots network to strengthen village water committees in 1985, both a movement and a development intervention began, covering 11 districts, 200,000 women in 500 villages.

Their aim was to:

- establish local water user groups (with 70% women membership)
- build awareness of the multiple dimensions of water management
- increase capacity to tackle technical issues related to water provisioning
- create a lateral learning process
- build ownership of household rainwater collection tanks in women's names
- create linkages with other organizations (national and international) to promote gender-responsive water policies.

Central to this work was technical training to understand water engineering, watershed recharge methods, nursery construction and orchard management, and vermicomposting facilities. In certain locations, this technical training enabled self-help groups to be formed that worked on hand-pump repairs, agroforestry, sanitation, and health insurance.

4. Gender-Disaggregated Analysis and Planning to Meet Women's Livelihood Needs

This is a broad category that underscores the necessity of recording, collecting, and analyzing gender-disaggregated data and its implementation for planning in order to tailor benefits to men and women whilst also tracking the changes of policies, programs and practices that enhance women's inclusiveness in NRM work. Starting from seemingly small practices such as recording the attendance of women and men to executive committee or FPIC meetings to the maintenance of meeting minutes that record women's inputs, this buildup of documentation helps to track both the consultative inputs as well as changes in women's participation.

Women's and men's roles in forest management:

All too often, women's knowledge, use and care of the forest in its changing cycles is not acknowledged by men developing operational management plans in the community. Therefore, there is an explicit need to recognize gendered needs and contributions to forest management itself. Women's knowledge is typically linked to household food consumption and health, especially crucial during food crises (Edmunds et al. 2013; FAO 2013). In addition, they demonstrate interest in non-timber forest products (NTFPs) that can form an additional source of income. Thirty-six long-term studies of forest-related

communities in 25 countries across Africa, Asia and Latin America, consisting of more than 8000 households, confirm that women and men generally collect different forest products (Sunderland 2011). More often, men collect products that earn them signification income such as timber, whereas women opt for products that help them to meet other household needs such as supplemental forest foods/fruits and medicines.

Such differentiated knowledge not only assist with the careful design of a set of rules to accommodate differential immediate and long-term needs/benefits, but also provides important tips for sustainable forest management. For example, in South Asia, protecting sal trees for both timber needs as well as overall forest conservation shades out the growth of lower level leaves that women need to harvest for the production of sal leaf plates (a common source of income for poor women) (Sarin et al. 2003). If the goals of forest management preclude women from extracting fuel wood, NTFPs and fodder from nearby forests, then women will inevitably have to walk even further to meet their daily needs. Thus, the need to create gender-responsive management plans is crucial to avoid undue hardships as well as risks for women.

NTFPs for Women's Needs in Thailand:

The example of the Ban Thung Yao Women's Group in Thailand suggests ways to strengthen women's use of the forest to establish household food security though use of NTFPs as well as provide effective environmental monitoring. After a study to examine the contribution of NTFPs to household needs, the community forestry group decided to change their management rules to develop rules that govern timber production but also the more regenerative NTFPs that are of most interest to women.[4]

Women's Enhanced Food Security in Kenya:

Along with a management plan, the provision of immediate and long-term benefits is equally crucial. The 'Kenya Agriculture Carbon Project' provides an exemplary case that involves the adoption of sustainable agricultural land management practices by small-holder farmer groups – mostly led by women- which have resulted in increased crop yields, farm productivity and soil carbon. An important component of the project intervention includes farmer enterprise development initiatives during the trainings to increase farm yields as a means to securing immediate and short-term benefits for the farmers. This diversifies and increases the income levels among the group members, most of who are women.

Women Guards in India:

In India, the creation of women guard teams has made it possible to protect the forest more effectively in areas where it is difficult for male guards to enforce the rules with female forest offenders (Sarin et al. 2003). Gender-disaggregated rules are also helpful for the prevention of potential risks. Male guards find it difficult to enforce such rules for fear of harassment accusations. Studies show that participation of women in forest protection committees, meetings, and forest management and protection itself has led to 25% higher controls on illicit grazing than in communities where women do not participate (Saxena 2011).

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[4]http://www.recoftc.org/site/resources/Women-as-Drivers-of-Change-in-Ban-Thung-Yao-s-Community-Forest.php
http://www.recoftc.org/site/resources/A-walk-in-the-forest-.php

5. Labour-Saving and Time-Reducing Technologies

It is evident that if women are to actively participate within NRM systems, they must be relieved of some of their labor-intensive duties managing households and farms, and caring for family members. There are a number of technologies that reduce women's workloads while also reducing fuel wood consumption. Some good practices include:

Biogas to Save Time and Fuel Wood:

The use of household biogas plants and improved cook stoves in Nepal, Bangladesh and Vietnam have reduced the time and labor of women and girls in collecting fuel wood and other biomass fuels, enabling them more time for economically productive activities[5].

Women and Home Gardens in Indonesia:

Home gardens, being close to home, enable women to provide many of the family's needs with efficient time input. Quite often, although home gardens can be very minimal in size they are remarkably productive in growing a combination of legumes, vegetables, fuel wood and medicinal plants that can fulfill the bulk of a family's food and health needs. One study in eastern Nigeria found them to occupy only 2% of a household's farmland, yet provide half of the farm's total production. In Indonesia, home gardens provide more than 20% of household income and 40% of domestic food supplies. The Family Welfare Movement has been utilized to help women establish home gardens and obtain alternative medicine through planting medicinal species (Setyowati et al. 2012).

Water Harvesting Systems in India:

Women, Water and Work campaign develops water harvesting systems: The campaign developed by the Self-Employed Women's Association (SEWA) in Gujarat (see Volume II for more details) included an important component of establishing rainwater harvesting systems near homes owned by women. This can considerably reduce the stress women face in obtaining daily water needs, especially during dry seasons.

6. Women-Only Groups

There is mounting evidence that women-only groups are a necessary part of developing women's influence and inclusiveness in NRM practices. Comprehensive examination of 46 men's, women's, and mixed groups in 33 rural programs in 20 countries (across Africa, Asia and Latin America) for group maturity and NRM achievements concluded that collaboration (both inside and outside the group), solidarity, and conflict resolution all increased where women were present in the groups. Women's presence also produced a higher capacity for self-sustaining collective action, particularly in women's groups. These findings were similar in group activity and performance despite differences in geographical locations and types of rural programs (Westermann and Ashby 2005). More recently, there has been a call to understand the existence and effectiveness of women-only organizations as part of a wider strategy for developing gender-equitable NRM practices (Agarwal 2000; Arora-Jonsson 2010). A good example of this is an International Food Policy Research Institute (IFPRI) project over a ten-year period which found that targeting women's groups rather than households in promoting agricultural technologies (vegetable and poly-culture fish production) together with supportive micro-finance in rural Bangladesh was the more effective way to address gender equity (Quisumbing and Kumar 2012).

Women-Only Forest User Groups:

[5] www.energia.org; www.SNVWorld.org

In Nepal, about 1000 out of the 18,000 CFUGs are women-only groups. Whilst the development of these groups appears to have been motivated by the interests of donor agencies or the government departments (Buchy and Rai 2008), these groups have produced better forest regeneration and canopy growth than other groups, even though they received much smaller and degraded forest allocations (Agarwal 2009). Nationally, mixed CFUGs have 0.73 hectares per household whereas women-only CFUGs have 0.34 ha. The presence of older women in the executive committee, as well as employment of male guards also assisted in outcome improvements. Women's leadership not only assists in the improvement of forest protection but also in the improvement of compliance through their knowledge of the forest, methods of collection, stricter rules, and greater cooperative working style, (Agarwal 2009). There are, however, concerns that within mixed-caste women-only CFUGs, the powerful women are from higher castes and are land-rich even though the majority of forest users are from food-insecure, poorer families (Buchy and Rai 2008). Even so, these CFUGs partially fund such public welfare facilities as the salary of the local government schoolteachers.

A similar approach was taken by SARTHI (an Indian NGO) that formed women's groups among tribal Bhil communities in the Panchamahals of Gujarat to work on ecological restoration. These groups obtained "no-objection" certificates from the local male *panchayat* (village council) leaders giving them the right to work on the land and benefit from usufruct rights (Krishna 2008). The success of this approach has led to its expansion into other wasteland areas.

In Kenya, women's groups such as the Mama Watoto in the Western Province began to plant trees to address their firewood problem; success in this domain led them to extend into fodder production, manure generation, vegetable cultivation, medicinal plants, and bee-keeping.

Recent research based on data from 290 forest user groups in Kenya, Uganda, Bolivia and Mexico indicates that groups dominated by women are more likely to have rights to trees, and to collect more fuel and less timber than groups where men predominate or in gender-balanced groups (Sun et al. 2011). Female-dominated groups participate less in decision making, sanction less and are less likely to exclude people from using the forest. In Nepal and India where women make up a third or more of the committee's members, they regenerate forest and reduce illegal extraction of timber to a greater extent than committees with fewer women (Argawal 2010).

Studies from around the world have found that the male-female balance in groups influences the extent to which women are included in making and enforcing rules, and denied the use of forest resources. The accepted critical mass of women in public forums and organizations is one-third. Women's participation in decision making has been found to significantly improve forest regeneration (Agarwal 2010) and reduce the incidence of illegal harvesting and other unsanctioned activities (Agarwal 2009). Their presence in forest user groups have shown to enhance the capacity of user groups to manage and resolve conflicts (Westerman and Ashby 2005).

Mixed groups participate more in decision making regarding forests and are more likely to have exclusive use of forests than groups with less women (Mwangi et al., 2011). This may be because women and men complement each other by tapping into different sources of knowledge. But what is not clear is how the balance of men and women in a group affects how well a group manages forests. The relationship between the gender composition of groups and forest governance is not simple (Sun, et al. 2012).Therefore, there is a need to carefully examine the context within which women-only CFUGs operate.

Women Groups for Joint Farming:
In the agricultural sector, the Deccan Development Society in Andhra Pradesh (India) has created small women-only groups for joint farming. Consisting of small groups of 10-20 women who collectively lease or purchase land, they are typically socio-economically homogenous (Agarwal 2010a). These have been very successful initiatives since the advantages of pooled efforts include: access to production land helps to reduce risks, helps to address problems of male out-migration through sharing of knowledge, making joint investments in equipment, and develop community grain funds available to members at low prices. These groups are participatory, rights-oriented and voluntary with effective systems of governance involving a fair distribution of benefits with checks, penalties, and accountability.

7. Women's Networks and Federations

The creation of forest or NRM federations at national, regional and international levels play a highly significant role in not only developing effective policy advocacy with governments and donor agencies, but also in promoting learning, capacity building, and innovations within the federation itself. Women's networks or federations can serve as a valuable means for championing women's interests if well-organized and well-resourced. They can build members' capacities; sensitize women to the particular demands; reduce transaction costs; scope new market opportunities; connect women to policy processes; develop women and men as gender champions and influence the shape of reforms – including tenure reforms, enterprise development and organizational culture.

HIMAWANTI. An example of a national level federation of women's forest user groups existing in Nepal. The Himalayan Grassroots Women's Natural Resource Management Association (HIMAWANTI) creates networks among grassroots women to promote access to natural resources and their equitable distribution. Increasingly, it is involved in policy advocacy with the government, and national and international organizations. It was one of the key members of the committee that formed Nepal's Gender and Social Inclusion strategy for the Ministry of Forests and Soil Conservation in 2007.

The Popenguine Women's Group for the Protection of Nature is an example from Senegal. Initially started as a small group of women who afforested the degraded landscape of a government nature reserve, they later joined forces with women in 8 nearby villages to form a cooperative, COPRANAT. Now, with over 1500 members, the cooperative engages in both forest restoration as well as livelihood improvement activities: growing an indigenous tree species that provides excellent firewood; growing fruit and ornamental trees for income; constructing small dams and stone barriers for watershed protection; collecting waste and composting; constructing latrines; and developing cereal banks, family vegetable plots, and eco-tourism ventures.

REFACOF: On a regional scale, the African Women's Network for Community Management of Forests (REFACOF) is a network of women involved in sustainable forest resource management in 16 countries of west and central Africa. Its aim is to both advocate for governments' and international organizations' inclusion of women-specific needs, constraints and needs, including ownership rights to land and forest resources. At its 2nd Regional Workshop on "Gender and Tenure in Africa" in Ouagadougou, Burkina Faso in October 2012, a position document on REDD+ (REFACOF 2012) was issued that emphasized the importance of rural and indigenous women's access to ownership of land and forest. It recommended the creation of a special fund for financing climate change mitigation and adaptation activities for African women; prioritization of REDD+ programs that provide mechanisms for efficient and equitable distribution of benefits; development of capacity building for rural/indigenous women and access to gender-sensitive quantitative and qualitative information for decision-making.

Kenya's Green Belt Movement: Founded by Wangari Maathai in 1977, this well-known NGO organizes women to plant trees and carry out forest restoration in order to increase fuel sources for cooking, generate income, reduce soil erosion, and promote eco-tourism, and fair economic development. Overall, it strengthened advocacy and empowerment for women. Over 30,000 women have been involved in this movement planting over 50 million trees.

WOCAN: At the international level, WOCAN aims to build women's leadership through organizational and individual transformation. It has played a leading role in pushing for women's inclusion in REDD+ at all levels through advocacy, gender assessments of REDD+ initiatives in Nepal's national program as well as in Cambodia's Oddar Meanchey Pilot Project, and the promotion of REDD+ safeguards for women in Indonesia. It supports the capacity building of HIMAWANTI and REFACOF, and advocates for women's inclusion in global events related to SFM, climate change and REDD+.

8. Presence of Gender Champions and Women Leaders

The need for strong and effective gender champions and women leaders in the forest sector cannot be understated. In the agriculture sector, the lack of women leaders in rural producer organizations has been explicitly recognized with the acknowledgement that the problem becomes worse as one moves from local to national level (IFAD 2010a).

This scoping study identified several women leaders within women-led forest-related organizations, including those of Kenya's Green Belt Movement, REFACOF, and HIMAWANTI. These women – and the many others not documented in this report – have been responsible for innovations and initiatives that resulted in policy changes, the creation of new organizations (both formal and informal) and enhanced gender-responsiveness within existing organizations, and community level interventions that contributed to women's inclusion and improved forest management outcomes. There are also many women leaders within mainstream forest-related organizations, including those of IUCN, LEAF and others. These individuals are not described herewith, but their persistent advocacy for policies, programs and funds for the inclusion of women and gender issues within their organizations is a very critical factor.

Cécile Ndjebet President of REFACOF, Africa:
Cécile Ndjebet has been very active not only as the Coordinator of Cameroon Ecology but has, through her leadership, also supported the development of a strategic plan for REFACOF that brings together grassroots women (rather than just elite women) to share research, develop advocacy plans, and mobilize programs to promote women's rights and benefits in community forestry. The network is rapidly growing with her charismatic leadership. In addition, she is very active in international forums related to forest tenure rights such as the Rights and Resources Initiative, women's rights such as WOCAN, and REDD+ initiatives such as the Forest Carbon Partnership Facility (see Volume II).

Rukmini Toheke in AMAN, Indonesia:
Most recently, in Indonesia's Central Sulawesi's REDD+ Working Group, Rukmini Toheke is emerging as a woman leader in forestry work (Setyowati et al. 2012). She is a 42-year-old indigenous woman who has long been pushing for indigenous women's rights and promoting their participation in decision-making processes. Within Indonesia's major national organization promoting indigenous people's rights, Aliansi Masyarakat Adat Nusantara (AMAN), she has been recently very actively involved in the creation of "Women AMAN" (*Perempuan AMAN).* Moreover, as a member of the FPIC Working Group, she advocated for training both women and men facilitators with REDD+ pilot villages.

Of equal importance are male gender champions within forest-related government departments, international organizations, NGOs, and private sector companies. In recent years, male champions for gender equality have emerged in UN-REDD and LEAF (evidenced through their support of the Joint Initiative for Women's Inclusion in the Forest Sector), The Forest Dialogue and IUCN, notably. Though the study has identified few such male gender champions to date, there are bound to be many more at the local, national, regional and international levels. These men can play strategic roles within their organizations to influence their colleagues and scale up programs that support for women's inclusion and equitable benefit sharing within REDD+ and the forest sector.

9. Equitable Benefit Sharing Mechanisms

Within community forestry and other NRM programs, a number of benefit sharing mechanisms have been established to promote gender-equitable distribution. Within REDD+ pilot initiatives, this includes not only the extent to which communities will benefit from the carbon payments (Madeira et al. 2012), but also how gender-equitable this flow can be.

Equitable Benefits of Forest Carbon Trust Fund, Nepal:

ICIMOD, FECOFUN, and the Asia Network for Sustainable Agriculture and Bio resources (ANSAB) initiated the Forest Carbon Trust Fund (FCTF) to provide seed grants for carbon payments to 105 CFUGS within three watersheds in Nepal for contributions to sustainable conservation and management of forests as part of a Norwegian Agency for Development Cooperation (NORAD) funded pilot REDD+ project which began in 2010. The FCTF operational guidelines state that the distribution of funds will be based on a range of criteria that include the following:

a) forest carbon enhancement (40%)
b) ethnic diversity and Dalit households (25%)
c) sex ratio: number of women population in CFUG and in watershed (15%)
d) poverty level through wellbeing ranking (20%).

There are also guidelines set by the project on how payments can be spent:

- at least 40% of payment should go towards conservation/project management;
- at least 15% towards activities related to women's empowerment and needs;
- at least 20% towards meeting the needs of the poorest in the community.[6]

This approach builds on the requirements of the Community Forestry Guidelines (2009) for CFUGs to allocate 35% of their income to benefit the extremely poor including women (Carter, Pokharel and Rai Parajuli 2011).

Bolsa Floresta REDD+ Programme in Brazil:

In Brazil's Bolsa Floresta, currently the world's largest program of payment for environmental services run by Amazonas Sustainable Foundation, an innovative payment arrangement is part of a four part program:

a) cash payments for those who make a commitment to zero deforestation (with direct payments to women as well as men)

[6] http://www.communityredd.net/assets/files/REDD-FCTF-Operational-Guidelines-English.pdf

b) support for sustainable income generation
c) investments in education, health, and transportation (where women are actively involved in identification of priorities)
d) promotion of community empowerment by support for grassroots organizations [7](Nhantumbo and Chiwona-Karltun 2012).

REDD+ pilot schemes in Tanzania:
In the REDD+ pilot schemes in Kilosa and Lindi, payments are being delivered for forest conservation to men, women and children (Nhantumbo and Chiwona-Karltun 2012). By monitoring how to distribute these payments appropriately between genders and generations, the Tanzania Forest Conservation Group is studying how decision-making and bargaining power is affected within households. In addition, researchers have found that households in the Kilosa area prefer other forms of compensation such as increased employment and better social services rather than direct payments.[8]

Ok Tedi Mine in Papua New Guinea:
Outside the forest sector, the benefit sharing agreement most in favor of women is the Ok Tedi Mine case in Papua New Guinea (Menzies and Harley 2012; see Volume II). As discussed above, a woman delegate was invited to join the re-negotiations of the Community Mine Continuation Agreements. Together with the support of a woman's caucus, this resulted in 10% of the mine royalties being devoted to a dedicated fund for women and children. Additionally, women became co-signatories on newly created family bank accounts (instead of money directed into clan accounts), women's representation in village development committees became mandatory, and educational scholarships were provided for girls and women among other provisions. Despite the fact that 10% of the fund is not in balance with the two-thirds of the population made up of women and children, the large sums involved fundamentally transformed the landscape of gender relations. Women in other mines in Papua New Guinea are now eager to establish the same agreement conditions in their areas.

Women's Carbon Standard:
WOCAN has recently launched the Women's Carbon Standard (WCS), which is a set of project design and implementation requirements that complement existing compliance or voluntary carbon standards such as the Verified Carbon Standard (VCS), the Clean Development Mechanism (CDM) and others. The WCS specifically includes measures to promote, integrate and measure women's empowerment and participation in carbon mitigation projects, and aims to provide carbon revenues to women's groups participating in the projects.[9].

The "Great Women Brand":
Recently launched in the Philippines is one such consolidated brand, under which micro, small and medium enterprises of women groups related to food products, home textile accessories, couture and fashion accessories, and home décor pieces could use[10]. Through this one brand, a marketing platform and brand position can strategically bring the products to niche or specialty markets. Being part of the Great Women Brand links them to retailers, designers, product developers and merchandisers, and even microfinance institutions.

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[7]http://www.isecoeco.org/conferences/isee2012/pdf/sp25.pdf
[8]http://www.iied.org/redd-what-is-needed-to-make-it-work-for-poor
[9]http://www.womenscarbon.org
[10]The Great Women Project, *Convergence* Magazine, January 2013

At the policy level, as the case of Nepal's Swiss Community Forestry Program suggests, strong gender mandates such as those of the Gender and Pro-Poor Strategy also provide ways to provide a fair share of benefits to women. A full 50% of all service providers contracted by NSCFP to implement its programs are women – a criterion insisted upon by NSCFP (NSCFP 2007).

10. Enterprise Development and Credit Provision

The primary objectives of women's access to forests is to meet household needs for fuel, fodder, medicinal needs; however, once these needs are met, they become important vehicles through which income generating opportunities and enterprises can be developed. The products gathered can range from essential oils, medicinal plants, gum Arabic, rattan, bamboo, natural honey, edible nuts, mushrooms, various types of fiber, Shea, wild nuts and seeds, wild fruits and other types of forest product used for cooking, skin care and other uses (FAO 2013; IFAD 2008). Women in forest communities are sometimes able to generate more than 50% of their income from forests, compared with about a third for men; they are the primary collectors of fuel wood, medicinal and aromatic plants, and other NTFPs from forest and agro-forest landscapes (CIFOR 2012).

There are numerous examples of women-focused forest-based enterprises and cooperatives. Given the remoteness of forest areas, the low prices offered by traders, and the lack of information about market conditions, it is especially necessary for women to form cooperatives to develop strength and power for negotiations along supply chains (FAO 2012). In this way, better market access, bargaining for higher prices, obtaining cheaper inputs, and securing appropriate technology can be facilitated. This requires both the development of secure tenure rights, an enabling legal framework, supportive government policies to facilitate cooperative development, information access, and appropriate forest extension activities. In Nepal, for example, most CFUGs additionally support a range of additional income-generating activities (such as biogas, electricity generation, housing for elderly, pig production etc.) by leveraging forest-based income (Barnhart 2011). In Ethiopia and Burkina Faso, gum Arabic is an important source of income for women in forest areas.

<u>NTFP Incomes in Thailand</u>:
In 1998, the Women's Group in Ban Thung Yao, Thailand decided to study the amount of the entire village's additional income from the forest's NTFPs. Through daily surveys, they realized that the village gathered about USD$33,350 worth of goods that year (in today's prices). This helped to clarify the importance of NTFPs to their overall livelihood: although the main purpose of the forest was for food needs, half of the direct users were able to garner additional products to sell in the market (see Volume II).

<u>Solar Sister Enterprise in East Africa</u>:
Solar Sister is an award-winning enterprise that was formed with the exclusive mission to build an Africa-wide network of women clean energy entrepreneurs. The provision of solar energy for rural women allows them to direct their labor away from fuel wood collection to other political or economic activities. Solar Sister offers life transforming clean energy technologies (such as portable solar lights, mobile phone chargers, and radio chargers with plans to move into clean cook stoves and mobile phone charging equipment) marketed through a women's direct sales network[11]. They place much emphasis on ensuring that clean energy can reach rural customers where traditional distribution infrastructure does

[11] http://www.solarsister.org

not exist. They use a "micro-consignment" innovation to reduce start-up business risk for women. Such a pre-packaged business model makes it easier for women to enter the market. Launched in early 2010 by training 10 women in rural Uganda, it now has a network of 171 entrepreneurs in Uganda, Rwanda and South Sudan reaching over 31,000 Africans. Programme expansion efforts in other parts of East Africa (Tanzania and Kenya) and West Africa (Nigeria) are also underway.

Promoting Women Entrepreneurs in Rice in Lao PDR:
In Lao PDR, Helvetas/SNV supported a rice project to increase the supply of good quality milled rice for domestic consumption and trade. A key component of the intervention was the capacity strengthening of farmers and rice millers, especially women, by providing gender inclusive training and extension support. The extension program facilitated strengthening of farmers' groups with special attention to the promotion of women in steering committees, strengthening business linkages between farmers and rice millers, and enhancing the policy environment by linking rice miller groups with concerned national and provincial agencies. The results were impressive: an additional 30,000 tonnes of high quality paddy rice were produced in the target region. All 20 rice mills that received SNV support (half of which were women-owned) were able to measurably improve their operational capacity. The three progressive miller groups - two of them led by female millers - organized 17 public-private dialogues in 2010-2011 that helped to enhance rice production and trading both locally and regionally and resulted in significant reviews to local regulations and application of policy, for instance relating to expert quotas and provincial trading regulations.

Women's Cooperative for Marula Oil in Namibia:
Women from the Eudafano Women's Cooperative in Namibia have been able to sell marula oil (processed from marula tree fruit) to international buyers who use it in global cosmetic brands (FAO 2012). In this way, the 5,000 cooperative members have been able to establish a sustainable enterprise that pays the education and medical fees of its families. The cooperative was able to establish a processing factor that produces marula oil to international standards, and is developing new techniques for mechanical removal of the kernel from the fruit.

Private Sector Partnership for Shea butter production in Burkina Faso:
Women from Sissili and Ziro provinces in Burkina Faso set up a women's union for producers of Shea products, the NUNUNA Federation, in 2011. Shea butter production is a customary practice with harvesting taking place on public lands through customary rights (Macqueen 2013). NUNUNA's aim was to improve the livelihoods of its women producers, many of whom are illiterate. Three main actions helped to improve the overall conditions for Shea butter production, processing and marketing:

a) establishment of a sustainable source of Shea trees
b) improvement of business management capacities
c) improved processing facilities

The NGO Tree Aid collaborated with the government to establish secure rights to forest areas to ensure the possibilities of forest restoration with Shea trees; NUNUNA members established informal practices to protect and conserve the 3,345 ha of tree areas. Subsequently, the cosmetics company L'Occitane agreed to purchase Shea from 600 women beginning in 2003. This led to further support from technical partners such as the Centre for International Studies and Cooperation, the International Cocoa Organization, and the international NGO SNV. It developed a new business model with SNV's help that included a proposal for building a small Shea butter processing factory. The Argidius Foundation provided an investment to construct a fully mechanized and efficient facility. Capacity rose, and costs of production per kilo fell by 95%. In 2006, about 32 groups obtained Fair-trade certification and the whole

federation received organic certification in 2007. The result has been a substantial income for 4,000 members.

The availability of credit is crucial for the establishment of new opportunities to increase income. There are many forms through which credit can be obtained: the formation of savings groups, the formation of self-help groups, micro-credit banking, and regular banking.

Self-help groups and community forestry in Andhra Pradesh:
Cooperation between community forestry management groups and women-administered micro-finance institutions can help to ameliorate the conditions that make it hard for them to gain economic benefits:

a) inadequate capitalization and financial management capability
b) lack of market information
c) insufficient authority to make management decisions.

In Andhra Pradesh, some community forestry management committees have been linked to village-level women's self-help groups (SHGs) within the International Fund for Agricultural Development (IFAD) and World Bank projects. In some situations, women's SHGs were given contracts by various development agencies to manage reforestation and watershed restoration projects. In north-east India, Community Forestry International payments for environmental services for forest conservation and restoration activities are utilized to establish and capitalize women-run SHGs. This not only helps to offset costs of lost income from forest grazing, fuel wood collection and other activities, but also helps to establish capital assets for small enterprises such as the raising of pig and poultry, horticulture, handicrafts, and small food processing enterprises. Women, in turn, funnel money into health clinics, schools, as well as training and support for other enterprises (Poffenberger 2011).

III. Key Lessons for Women's Inclusion in REDD+

The aim of this Scoping Study, the identification of enabling factors, and the subsequent dialogues are to provide those actors responsible for REDD+ design and implementation with suggestions for practical entry points, and to generate national and global attention to the need for these actions.

From the analysis of the good practices described above, there are two main implications for REDD+:

1. Women's inclusion in REDD+ is itself a crucial safeguard issue that warrants immediate attention. Considering that most of the Asian countries are still developing their REDD+ Readiness and implementation plans, the time is right to consider and implement specific interventions to include women in key aspects of REDD+ architecture.

2. Some of the cases used in the report suggest that women's inclusion exhibits the likelihood to improve forest conditions, and control illicit felling and grazing. These factors hold crucial relevance for REDD+ performance, whilst also suggesting the need to include women in the development and implementation of REDD+ policies and measures.

REDD+ Readiness initiatives have a number of key components that make up the program cycle. The need to consider women's inclusion at all stages, from assessment of drivers of deforestation and forest degradation, stakeholder engagement, communications and consultations, development of policies and measures, design and implementation of demonstration activities, to performance monitoring is critical to ensure the long-term viability and success of REDD+.

The section below will demonstrate how specific good practices and interventions gleaned from the scoping study apply to three relevant aspects of REDD+ where women's inclusion is critical to ensure the effectiveness and sustainability of REDD+ namely: 1) stakeholder engagement in the decision making of policies and measures; 2) forest monitoring, and 3) benefit distribution, including that of multiple benefits.

Table 4: Key Interventions most relevant to REDD+ Components

Key Interventions	Relevant REDD+ Component
1. Ensuring women's representation and participation	Stakeholder engagement
2. Facilitation and capacity building for women's participation	Stakeholder engagement
3. Skill building	Forest monitoring and benefit distribution
4. Gender-disaggregated Analysis and Planning to Meet Women's Livelihood Needs	Stakeholder engagement, forest monitoring
5. Labour-saving & time-reducing technologies	Stakeholder engagement, benefit distribution
6. Women-Only Groups	Stakeholder engagement
7. Women's networks and federations	Stakeholder engagement
8. Presence of women leaders and gender champions	Stakeholder engagement
9. Equitable benefit sharing mechanisms	Benefit distribution
10. Enterprise development and Credit Provision	Benefit distribution

Stakeholder Engagement:

Within the most recent draft guidelines on FPIC issued by UNREDD in January 2013 that now include "Annex III: Stakeholder Engagement: Effective and Equitable Gendered Participation and Representation in Decision-Making" (UNREDD 2013), the recommendation is that "whenever possible while maintaining respect for the customary laws and practices of the community or peoples in question, a participatory REDD+ initiative would take appropriate steps to ensure that women have appropriate and adequate representation in decision-making." A warning is needed here, though, as customary laws and practices may in fact be the very factors that are presenting barriers to women's inclusion.

The Guidelines offer suggestions for gender-responsive participatory processes including the use of women-only interviews, gender-specific focus groups and group consultations, as well as the use of methods that are not meeting-based. In addition, it is advocated that records of the result/decision of FPIC meetings be disaggregated by gender and income level if possible. This forms a basis upon which a more detailed sequential approach to enhancing women's inclusion in FPIC can be established.

Many of the identified interventions described above are appropriate for such REDD+ processes as obtaining Free, Prior, and Informed Consent (FPIC) from communities. Most relevant are the Key Interventions related to:

1. Ensuring women's representation and participation
2. Facilitation and capacity building for women's participation
3. Gender-disaggregated Analysis and Planning to Meet Women's Livelihood Needs
4. Labor-saving & time-reducing technologies

5. Women-Only Groups
6. Women's networks and federations.
7. Presence of women leaders and gender champions

Specific interventions that have shown to be good practices include:

- The development of policies that mandate quotas for women's representation in key meetings and executive committees, such as is done by Nepal and FECOFUN.
- The provision of conditions that facilitate women's active engagement and decision making, as done by Vasundhara in India.
- The provision of labor and time saving technologies to reduce women's workloads so that they are available to attend meetings.
- The identification of practices that impede women's tenure rights to forest land, even when the legal framework is supportive, and provide leasehold rights, or list women's names along with men's as CFUGs in Nepal have done.

Forest Monitoring
Most relevant to Forest Monitoring are key interventions related to:

1. Skill building
2. Gender-disaggregated Analysis and Planning to Meet Women's Livelihood Needs

Specific interventions that have shown to be good practices include:

- The deployment of women in forest protection schemes as forest guards.
- The provision of leases or forest titles in the women's names, when forest areas are distributed amongst community members for protection.
- The training of women in REDD+ related technical skills on safeguards, mensuration and carbon measurement, map reading, record keeping, etc.

Benefit Distribution
Most relevant to Benefit Sharing are the key interventions related to:

1. Ensuring women's representation and participation in decision making
2. Skill building
3. Gender-disaggregated Analysis and Planning to Meet Women's Livelihood Needs
4. Labor-saving & time-reducing technologies
5. Women-Only Groups
6. Women's networks and federations
7. Equitable benefit sharing mechanisms

Specific interventions that have shown to be good practices include:

- The active participation of women's groups, federations and networks in developing REDD+ safeguards to ensure that women are identified as beneficiaries and key players in the implementation of the REDD activities.
- The provision of women's groups with technical training and support for enterprise development and credit provision.

- The use of gender analysis and value chain analysis to determine women's roles and contributions to forest management and protection. The recognition of women as primary forest users paved the way for successive gender-friendly policies, regulations and organizations as mandated by Nepal's Forestry Act.
- The formation and support of self-help groups and micro-credit low-interest loans.
- The use of existing mechanisms to assure benefit distribution to women (e.g., use of gender-responsive pay for performance methodologies, as was done in Nepal with the Forest Carbon Fund) or the Women's Carbon Standard.
- The development of policies that mandate a fair share of access to benefits through policies and program strategies such as is done by the Nepal Government's Gender and Social Inclusion Strategy.

IV. Conclusion

This scoping report identifies the range of strategies and interventions that have provided positive outcomes in improving women's inclusion in forest and other land use sectors. Although the push to include women within forest management is not an easy one, these good practices highlighted in this report demonstrate how a range of well-thought out interventions can produce improvements both for the environment as well as for women's livelihoods and empowerment.

However, as can easily be seen from the Table 4 of Key Interventions, the good practices identified overwhelmingly stem from community or institutional level interventions. Policies to support women's inclusion and benefit sharing seem to be few. These points to the need (and opportunities) to develop and support new policies that build on the lessons learned from the ground up.

Since the aim of this Joint Initiative is to provide assistance in enhancing the overall effectiveness of REDD+ through a greater inclusion of women in all relevant policies, institutions and practices, it is expected that this report will stimulate multi-sectorial and stakeholder dialogues in countries to discuss how to best develop national action plans for ensuring the effective inclusion of women in REDD+ initiatives. Yet good policies alone are insufficient to achieve results; the best and most sustainable results would be achieved in cases where these interventions are consistent and supporting one another, across all levels of policy, institutional and community levels. Strong women's leadership, networks and gender champions are required to bring about changes in the forest sector, which has demonstrated high levels of resistance to women's inclusion over many decades.

Through this scoping study, we have seen cases that demonstrate that when significant numbers of forest user group members are women (at least 33%) who have tenure rights, receive technical training, obtain benefits that reduce their burdens and provide income generating opportunities, and participate in planning activities, there is less forest degradation, fewer incidents of illegal logging and forest land conflicts, and protected forests and productive farms. Clearly it is not a simple matter to enable all of these conditions simultaneously, yet it is the hope of this Joint Initiative that the articulation of this vision may provide catalytic stimulus to REDD+ implementers to take concrete actions to bring this to fruition.

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