



**Strengthening the Environment, Forestry and Climate
Change Capacities of the Ministry of Environment and
Forests and its Agencies GCP/BGD/053/USA**



September 2014

Project Management Unit (PMU)

Bana Bhaban

4th floor, Room # 517

Agargaon, Dhaka-1207

Bangladesh.

Tel : 88 2 8181004, Fax : 88 2-58152025

Web : www.fao.org/asiapacific/bangladesh

TABLE OF CONTENTS

I. Introduction	1
I.I. Rationale	1
I.II. Purpose, focus and target audience of Gender Strategy.....	2
II. Project overview	3
III. Key challenges and gaps.....	4
IV. Gender strategy objectives	6
V. Implementation mechanisms	6
V.I. Objective : Produce a gender-sensitive and gender-equitable Country Investment Plan for the EFCC sectors	7
V.II. Objective : Increase the awareness and capacities of MoEF and related agencies to mainstream gender equality and women’s empowerment.....	10
V.III. Objective : Improve gender equality and women’s participation in decision-making in the MoEF and related agencies' workplaces	12
VI. Knowledge management, advocacy and communications.....	13
VII. Accountability framework.....	14
VIII. Budget and human resources requirements	16

LIST OF ANNEXES

Annex 1 : Glossary of gender terms	18
Annex 2: Policy and programming context	19
Annex 3: Summary of alignment of gender strategy objectives with project results and activities..	23
Annex 4 : Summary table of alignment of gender strategy objectives with FAO and USAID gender policies	25
Annex 5 : References.....	27

ACCRONYMS

BCCGAP: Bangladesh	Bangladesh Climate Change and Gender Action Plan
CCAFS	CGIAR Research Program on Climate Change, Agriculture and Food Security
CIP	Country Investment Plan
CTA	Chief Technical Advisor
DoE	Department of Environment
FD	Forestry Department
DRM	Disaster Risk Management
EFCC	Environment, Forestry, Climate Change
FAO	Food and Agriculture Organization of the United Nations
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GoB	Government of Bangladesh
FUG	Forest User Group(s)
IUCN	International Union for Conservation of Nature
MoEF	Ministry of Environment and Forests
MoWCA	Ministry of Women and Children Affairs
OECD	Organization for Economic Co-operation and Development
REDD	United Nations Collaborative Programme on Reducing Emissions from Deforestation and Forest Degradation in Developing Countries
TAG	Technical Advisory Group
UNDP	United Nations Development Programme
USAID	United States Agency for International Development

I. Introduction

I.I. Rationale

1. This Gender Strategy has been prepared for the ‘Strengthening the Environment, Forestry and Climate Change Capacities of the Ministry of Environment and Forests and its Agencies’ Project (henceforth referred to as the ‘Project’) in response to three imperatives.
2. Firstly, the United States Agency for International Development (USAID), which is financing the Project, and the Food and Agriculture Organization of the United Nations (FAO), which is implementing the Project in partnership with the Ministry of Environment and Forests (MoEF), are all committed to gender equality and women’s empowerment. This commitment is driven by a recognition that gender equality and women’s empowerment are important goals in themselves:

‘Gender equality and female empowerment are core development objectives, fundamental for the realization of human rights and key to effective and sustainable development outcomes. No society can develop successfully without providing equitable opportunities, resources, and life prospects for males and females so that they can shape their own lives and contribute to their families and communities. Although many gender gaps have narrowed over the past two decades, substantial inequalities remain across all sectors in which USAID works, particularly in low-income and conflict-affected countries and among disadvantaged groups. (USAID, 2012).

The Government of Bangladesh (GoB) similarly prioritizes gender equality and women’s empowerment in its Vision 2021, which raises the importance of gender balance and gender-sensitive programming:

‘The thrust will be to make public expenditure more pro-poor, gender sensitive and environment friendly’ (GoB, 2012).

The FAO also has a dedicated Policy on Gender Equality (FAO, 2012) – this is discussed below.

3. Secondly, the links between gender equality and women’s empowerment and the environment, forestry and climate change (EFCC) sectors are increasingly recognized. For example, when gender inequality is high, forest depletion, air pollution and other measures of environmental degradation are also high (UNDP, 2011). With regard to forests, a study on ‘Getting REDD+ Right for Women’ commissioned by USAID highlights the need to understand differences in how women and men use forest resources, as well as the importance of increasing women’s access to decision-making and resources in order to mobilize their unique knowledge of forests and to ensure that women’s men benefit from programmes¹. Similarly, the Global Gender and Climate Alliance highlights women’s greater vulnerability than men to climate change as well as women’s unique but often untapped knowledge in the context of climate change².
4. Thirdly, various international frameworks relating to the EFCC sectors and to gender equality/ women’s empowerment, and to which Bangladesh is a party, entail specific commitments to integrate gender equality/ women’s empowerment concerns into EFCC national legislation and programming.

¹ Getting REDD+ Right for Women. An analysis of the barriers and opportunities for women’s participation in the REDD+ sector in Asia, USAID-2011.

² COP19 Gender and Climate Factsheet. Global Gender and Climate Alliance, 2013.

5. These three imperatives therefore require the Project to ensure that gender concerns and priorities are fully reflected in its implementation. The Project’s main goal is ‘strengthened human and organizational capacity in the country to deliver more effective, coordinated, sustainable, equitable, and country-driven investment programs in environmental protection, sustainable forest management and climate change adaptation and mitigation.’ In this context, developing gender-sensitive capacities in policymaking and programming is an integral part of strengthening human and organizational capacity to deliver more sustainable and equitable environment, forest and climate change (EFCC) investment programmes within a broader enabling policy framework.

I.II. Purpose, focus and target audience of Gender Strategy

6. The **purpose** of this Gender Strategy is to enable the Project to promote gender equality and women’s empowerment in the EFCC sectors in Bangladesh. It sets out Project commitments expressed in (a) the Project Document and (b) the gender policies of USAID, FAO and the GoB. The Gender Strategy also sets out the main implementation mechanisms to deliver on its objectives, as well as an accountability framework. More detailed implementation guidelines/action plan will also be prepared.
7. The overarching commitments of the USAID and FAO gender policies are set out below, and these frame the Project’s Gender Strategy.

FAO Policy on Gender Equality (2012)	USAID Policy on Gender Equality and Female Empowerment (2012)
<p>Objectives:</p> <ul style="list-style-type: none"> • Women participate equally with men as decision-makers in rural institutions and in shaping laws, policies and programmes. • Women and men have equal access to and control over decent employment and income, land and other productive resources. • Women and men have equal access to goods and services for agricultural development, and to markets. • Women’s work burden is reduced by 20 percent through improved technologies, services and infrastructure. • The share of total agricultural aid committed to projects related to women and gender equality is increased to 30 percent. 	<p>Outcomes:</p> <ul style="list-style-type: none"> • Reduce gender disparities in access to, control over and benefit from resources, wealth, opportunities, and services – economic, social, political, and cultural. • Reduce gender-based violence and mitigate its harmful effects on individuals and communities, so that all people can live healthy and productive lives. • Increase capability of women and girls to realize their rights, determine their life outcomes, and influence decision-making in households, communities, and societies.

Whilst some of these objectives related to FAO appear to refer primarily to agriculture, they also apply to the EFCC sectors.

8. The Project is also framed by the main GoB gender-related policy, the National Women’s Policy (2011), which states ‘equal participation in environment preservation policy and ‘programs reflecting women’s perspectives’ as priorities. However, a rapid policy review carried out for this Gender Strategy (see Annex 2) identifies variability in the extent to which gender is reflected in EFCC policies and programming, as well as a need to ensure that gender policies and programming also reflect EFCC issues. Finally this Gender Strategy is framed by gender commitments set out in international frameworks (see Annex 2).

9. The overall **target audience** for this Gender Strategy will be a subset of that for the whole project: 'environment, forestry and climate change professionals, decision makers and policy makers who will benefit from capacity strengthening through the Project. The secondary beneficiaries will be the divisional, district and field-level staff of FD, DoE and affiliated departments/agencies (BFRI, BFIDC and BNH) of the MoEF and partners, who will benefit from a much clearer direction and improved working conditions in the implementation of environment, forestry and climate change management projects according to international best practice – using modern approaches and technologies.'³ Specifically, this Gender Strategy will target those male and female staff and professionals who influence: (a) the extent to which EFCC policy and programming is gender-sensitive and (b) gender equality and women's empowerment in the MoEF and its agencies' workplaces.
10. The **focus** of the Gender Strategy is on Phase 1 of the project (2013 to 2016). The Project priorities with regard to gender equality and women's empowerment can be summarized as follows:
- To ensure that the Country Investment Plan in the Environment, Forestry and Climate Change (EFCC) sectors, a key project outcome, is gender-sensitive and gender-equitable⁴
 - To increase the awareness and capacities of MoEF and related agencies in mainstreaming gender equality and women's empowerment in their policies and programming
 - To improve gender equality and women's participation in decision-making in the MoEF and related agencies' workplaces.

These priorities therefore form the basis of the three objectives of this Gender Strategy, which are set out in section D.

II. Project overview

This section sets out a brief overview of the Project.

11. Bangladesh faces many environmental and forest-related challenges. These include increases in the frequency and severity of extreme climatic events, increased scarcity of natural resources, and degradation of the natural environment. Effective investments in environment and forestry sectors are needed in order to address these challenges. For these investment operations to attain their desired impact, capacities for designing and managing environment and forestry programmes in Bangladesh need strengthening.
12. In this context, the Project 'carried out a "Situation Analysis and Capacity Need Assessment of the Ministry and its Agencies" (2012). A joint meeting at the MoEF between GoB and development partners (March 2013) highlighted the priority need of having a GoB-Development Partner framework for EFCC coordination in the country. This led to a Project proposal with an initial focus on developing a Country Investment Plan (CIP) for the EFCC sectors, and sustainable capacity development in the MoEF and its agencies.
13. The main goal of the project is to strengthen human and organizational capacity in the country to deliver more effective, coordinated, sustainable and country-driven investment programmes in environmental protection, sustainable forest management and climate change adaptation and mitigation. Progress on this goal will contribute positively to improved environmental management, forestry, and climate change mitigation and adaptation.
14. This goal is expected to be achieved through the delivery of three Outputs and fourteen Activities, namely:

³Project Document for Project. FAO, 2013. FD: Forest Department, DoE: Department of Environment. BFRI: Bangladesh Forest Research Institute. BFIDC: Bangladesh Forest Industries. BNH: Bangladesh National Herbarium.

⁴ Gender equity means fairness and impartiality in the treatment of women and men in terms of rights, benefits, obligations and opportunities (<http://www.fao.org/gender/gender-home/gender-why/why-gender/en/>) and gender sensitive interventions take into account the different needs and priorities of women and men.

Output 1: Environment, Forestry and Climate Change (EFCC) Sectors Country Investment Plan (CIP) developed, adopted, implemented and monitored

- Activity 1.1: Formulate the Strategic framework for coordination and monitoring environment and forestry Development and climate change adaptation and mitigation interventions
- Activity 1.2: Design and develop a Country Investment Plan (CIP)
- Activity 1.3: Provide support to sustainable implementation of the CIP and its results-based monitoring
- Activity 1.4: Provide support for Training/Workshops/Seminars/Meetings related to CIP development, Adoption, implementation and monitoring

Output 2: Improved functional and organizational capacity in the MoEF to efficiently address emerging national and global environmental, forestry and climate change issues

- Activity 2.1: Support the development of new functions and organizational structures for the MoEF
- Activity 2.2: Assist in the establishment of an effective partnership to manage the sectors
- Activity 2.3: Develop information management and documentation capacity
- Activity 2.4: Reinforce capacity of the Development Wing within the MoEF
- Activity 2.5: Provide support for Training/Workshops/Seminars/Meetings related to improvement of functional and organizational capacity of the MoEF

Output 3: Enhanced technical capacities and know-how in the MoEF and its agencies

- Activity 3.1: Develop HRD Plans on Environment, Forestry and Climate Change for the Ministry and its Agencies
- Activity 3.2: Develop Training Plan on Environment, Forestry and Climate Change for the Ministry and its Agencies
- Activity 3.3: Deliver short, medium and long-term pilot training programmes for technical capacity building
- Activity 3.4: Develop a Research Master Plan to reinforce/restructure current research infrastructure in different Departments and BFRI under the MoEF
- Activity 3.5: Improve Gender Equity and framework for coordinating gender mainstreaming in environment, forestry and climate change interventions.

15. Gender is mainstreamed throughout a number of Project Activities, as well as prioritized through the dedicated Activity 3.5. This Gender Strategy builds on gender commitments mentioned throughout the Project Document, as well as makes explicit the linkages between Activity 3.5 and the overall Project goal. Implementation Guidelines or a Gender Action Plan will subsequently be developed to highlight the gender dimensions of each Activity and sub-activity within the context of this strategy.

16. The implementation of the Project will be structured, participatory and consultative in a multi-sectoral arena. The MoEF is the lead counterpart government agency for implementing the project. MoEF will form a Project Steering Committee (PSC) chaired by the Secretary of the MoEF and co-chaired by the FAO Representative, and a Ministerial Working Group (MWG) for overall guidance, and to coordinate crosscutting and overlapping issues. The MoEF will also organize four Technical Advisory Groups (TAGs) to ensure quality and relevance of technical outputs to be produced by the project: CIP-TAG, HRD-TAG, Research Grant-TAG and Gender-TAG. The 3-year project (05 August 2013-04 August 2016) is funded by a USAID grant of US\$ 4.5 million.

III. Key challenges and gaps

17. This section sets out the three main challenges or gaps from a gender perspective in relation to the 'Strengthening the Environment, Forestry and Climate Change Capacities of the Ministry of Environment and Forests and its Agencies' Project. These gaps were identified during a rapid desk review of project documents and consultations (June 2014); they present opportunities to strengthen gender-sensitive policy and programming in the EFCC sectors in Bangladesh.

18. As the overview of international frameworks and national policies/ programming in the EFCC sectors in Annex 2 shows, there is a lack of **integration of gender into EFCC policy and programming in Bangladesh**. This is also an opportunity for the Project to make EFCC sector policies more gender-sensitive. The BCCGAP sets out clear recommendations in this regard – indeed its objective is to ‘mainstream gender concerns into climate change-related policies, strategies and interventions ensuring access to, participation in, contributions towards and benefits for the diverse group of stakeholders for the sustainable and equitable development of Bangladesh’⁵. The Project presents a critical entry point to put into practice these recommendations and deliver on the BCCGAP objective through the CIP that is envisaged. The BCCGAP covers the environment and forest sectors to some extent given its cross-cutting nature, but there is a specific opportunity to undertake the thorough analysis and consultations and that mark the BCCGAP as an achievement, and to produce an equivalent policy instrument for the forest and environment sectors that fully reflects international commitments. The GoB initiative to revise the national environment and forest policies provide key entry points, as well as the gender action plan that the Project will prepare for the CIP-EFCC. Another dimension of the challenge with regard to gender-sensitive policy and programming in EFCC is the need to increase the evidence base in this area; the gender reviews of policy/ programming in the EFCC sectors and consultations for the CIP gender action plan foreseen by the Project will contribute to this evidence base.
19. A second and related key challenge can be summarized as low capacities **of MoEF and its agencies in understanding the implications of and practical mechanisms for gender equality and women’s empowerment in their programming**. International agencies have played an important role in supporting EFCC policies and programmes to be gender-sensitive – for example, the International Union for Conservation of Nature (IUCN) played a leading role in supporting MoEF to develop the BCCGAP, and USAID has contributed to women’s empowerment through the programmes it supports. However, as identified during project formulation and confirmed during consultations for this Strategy, the Project presents an important opportunity to further internalize the experience of working on the BCCGAP (as well as build on the momentum this has generated) and to strengthen the capacities of MoEF and its agencies in gender-sensitive programme planning, implementation and monitoring.
20. A third challenge is the **low number of women in decision-making and senior positions in the MoEF and related agencies**. The Project has yet to carry out a baseline study of the proportion of women in senior positions and the barriers for women in reaching those positions, as well as the barriers they face once there. Nevertheless, despite none of the agencies has met the minimum level of 30 percent women in decision-making positions as set out in the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979) to which Bangladesh is a party (see Annex 2). Barriers vary from agency to agency but include the following:
- Gender stereotypes of women and men, where men are more associated with leadership roles and women with caring roles and ‘women’s issues’
 - Unequal workload of women, who have to balance work and domestic duties/ need for policies to allow flexible working hours
 - Lack of maternity leave that starts from before the birth, which could improve pregnant officials’ health and safety.
 - Lack of basic facilities that respond to the biological and practical needs of women as well as men e.g. separate washrooms
 - Women’s access to training tends to be limited to subjects traditionally considered ‘women’s subjects’.⁶
21. These barriers echo those identified by an extensive study by the UNDP on gender equality in the Bangladesh civil service⁷, which also confirms that MoEF and its agencies are by no means unique in this in Bangladesh, consultations for this Strategy confirmed the desire of MoEF and its agencies to take steps to increase the number of women in decision-making as well as their need for technical support to do so. This Project presents an opportunity to support this priority, as well as to create greater awareness of why this is important.

⁵Bangladesh Climate Change and Gender Action Plan.GoB. MoEF, 2013.

⁶ Source: Focus group discussions with the DoE and FD. June 2014

⁷Gender Equality in Public Administration: Bangladesh Case Study. UNDP. 2014.

IV. Gender strategy objectives

22. Following on from the gaps and opportunities identified in the previous sections, this Gender Strategy has three objectives:
- Objective 1: Produce a gender-sensitive and gender-equitable Country Investment Plan for the EFCC sectors.
 - Objective 2: Increase the awareness and capacities of MoEF and related agencies to mainstream gender equality and women's empowerment in their policies and programming.
 - Objective 3: Improve gender equality and women's participation in decision-making in the MoEF and related agencies' workplaces.

The three overall objectives are inter-related; for example capacity development in gender-sensitive policy and programming in EFCC and mobilizing women's voice in MoEF and related agencies will support a gender-sensitive CIP.

V. Implementation mechanisms

23. This section sets out the implementation mechanisms for each of the above objectives. The Project document includes an Activity that focuses on furthering gender-related goals, and also mainstreams gender considerations throughout activities, such as capacity development and the CIP. The following section does not set out detailed implementation mechanisms for each project activity, although the project may develop a more detailed guidance note that does this. The emphasis is rather on the broad strategic thrust at the level of the Project. Annex 3 provides a summary of how the Gender Strategy Objectives and Actions support Project Results and Activities. Annex 4 provides a summary of how the Gender Strategy Objectives and Actions contribute to the FAO and USAID gender policies.
24. Almost all Project activities and sub-activities as detailed in the Project Document have gender dimensions; whilst the Gender Strategy necessarily maintains a focus on the top priorities from a gender perspective, Implementation Guidelines will highlight gender dimensions of all Project Activities and sub-activities.
25. The Project will implement this Gender Strategy in the manner set out below, and ensure that all work plans and budgets reflect these commitments. As stated above, the FAO and USAID gender strategy objectives/outcomes will guide the implementation of the Gender Strategy and all other Project Activities (equal participation and voice, equal access to productive resources and benefits, reduced workload, eliminating gender-based violence). Three supporting Project strategies will be to:
- maintain a focus on **reducing gender gaps**, where one sex is disadvantaged compared to the other
 - **gender analysis** of different roles, priorities, capacities and vulnerabilities of women and men underpins implementation and
 - **engage with men as well as women**; whilst a focus on reducing gender gaps will often involve a focus on women's empowerment given their historical disadvantages compared to men in many spheres of life, the Project will engage with men at all levels as key partners in achieving gender equality and women's empowerment.

V.I. Objective : Produce a gender-sensitive and gender-equitable Country Investment Plan for the EFCC sectors

26. This objective centers around the importance of bringing the perspectives of women and men to bear on the CIP so that it responds to their priorities, as well as to create opportunities for equal participation in benefits arising.
27. **Implementation.** The MoEF and related institutions will lead implementation, supported by consultants and experts mobilized by the Project as required. The Project will establish a Technical Advisory Group for gender (TAG-Gender), comprising officials responsible for ensuring that gender issues are fully integrated into the CIP (as well as the rest of the Project). The MoWCA will be a key member of this TAG. Members will be of an appropriate level of seniority and reflect a gender balance; they will also have taken part in gender-related capacity development and/or have a clear expertise and mandate regarding gender in their institutions. The Project will prioritize gender training at its expense for TAG-Gender members that have not had such training, and encourage all other TAG members to undertake gender training in order to help them understand gender dimensions of their respective responsibilities.
28. **Target audience.** MoEF and its agencies, gender experts with experience in EFCC sectors in Bangladesh and relevant countries.
29. **Timing and sequencing.** The CIP will be informed by preparatory gender analyses, consultations and capacity development, so that MoEF can draw on these processes.
30. **Implementation actions.** The following actions will be taken in order to achieve Objective 1.
31. **Action 1. Carry out (i) a gender analysis of the EFCC policy and institutional framework, including implementation mechanisms such as projects, and (ii) include a gender analysis in all project studies related to the CIP.** The purpose of this step is (a) to ensure that the CIP reflects existing national and international commitments with regard to gender equality and women's empowerment in the EFCC sectors, as well as addresses gaps (b) identifies lessons learned, good practices and scalable models.
32. Key opportunities for the Project to strengthen gender dimensions exist in ongoing revisions to the national policies for forestry and the environment. Specifically, the Project will consider how to support MoEF and its agencies to carry out the extensive review and consultation process that was commissioned for the Bangladesh Climate Change and Gender Action Plan (BCCGAP) in 2013, and the equivalent of a BCCGAP for the environment and forest sectors. These sector-specific gender action plans may be drafted as an integral part of the EFCC CIP that the Project is charged with preparing. Some specific actions relating to international and national policies are set out below.
33. The Project will draw on the analyses in national reports for international gender frameworks as part of its planned gender review of national policies, specifically **CEDAW and the Beijing Declaration and Platform for Action (1995)**. The Project will also contribute to national reporting for future national reports through sharing the results of relevant studies and consultations.
34. **United Nations Collaborative Programme on Reducing Emissions from Deforestation and Forest Degradation in Developing Countries + (REDD+) Readiness Roadmap (2012)** The Project will explore opportunities to make the REDD+ process more gender-sensitive rather than only gender-neutral.^{8,9}

⁸ The UN Inter-governmental Panel on Climate Change concludes that 'climate change impacts will be differently distributed among different regions, generations, age classes, income groups, occupations, and genders' (IPCC, 2001). The term 'gender-sensitive' means that the different priorities, capacities and vulnerabilities of women and men are taken into account, whereas 'gender-neutral' means that this is not the case. Given historical gender inequalities, a 'gender-neutral' approach without active measures to address gender gaps may in fact result in gender inequalities being perpetuating.

⁹ The Project will draw on recommendations in the publication 'Getting REDD+ Right for Women: An analysis of the barriers and opportunities for women's participation in the REDD+ sector in Asia' (USAID, 2011).

35. **National Adaptation Programme (NAP)** The Project will liaise with the UNDP to ensure that its experience and results of drafting a gender-sensitive CIP is scaled up in the NAP¹⁰.
36. In 2013, the MoEF released a **Bangladesh Climate Change and Gender Action Plan (CCGAP)**; the gender analysis in this key document will provide a basis for CIP development and related activities related to climate change, the environment and forests. The BCCGAP includes the following goals of relevance to the Project – the project will take these as a reference to guide CIP development:
- Specifying allocation for women both in revenue and development budget for the MoEF
 - Ensuring training of gender focal points and other relevant staff of MoEF
 - Making Gender and Environment Impact Assessments mandatory for all projects and programs of the MoEF
 - Improve women’s knowledge on climate change mitigation issues
 - Mainstream gender considerations in coastal and social forestry programs or initiatives
 - Develop gender responsive programs to reduce greenhouse gas emission at the household level, while ensuring women’s access to energy and power technologies.

The wide dissemination of the BCCGAP in Bengali to MoEF and other stakeholders will also be a key part of Project capacity building.

37. **National Environmental Policy (1992)** The MoEF is leading a review of this and the draft National Environment Policy 2013 has incorporated women’s roles and right to benefits¹¹. The Project will work with the MoEF and other agencies, including the Ministry of Women and Children Affairs (MoWCA), to further strengthen gender dimensions as appropriate, by mobilizing technical expertise to identify opportunities to fully reflect international commitments, and by supporting poor rural women and men to contribute to public consultations on the draft. The Project will also assess how the Country Investment Plan for the EFCC sectors could contribute to operationalizing any commitments that are adopted during its implementation period.
38. **National Forest Policy (1994)** As the MoEF is also engaged in reviewing the National Forest Policy, the Project will contribute to making the updated National Forest Policy fully gender-sensitive and aligned with international commitments. As with the National Environment Policy, this will be achieved through contributing technical expertise and mobilizing poor rural women as well as men to express their priorities. The Project will also carry out a gender analysis of the **Forestry Sector Master Plan (1995-2015)** and make recommendations for strengthening its gender-sensitivity.
39. Projects: The gender action plans and results from USAID, FAO and other relevant projects will inform the development of the CIP in this Project.
40. The gender analysis of EFCC policy, institutions and projects will draw on the preliminary analysis in this Gender Strategy (see relevant Annex 2), the analysis in the BCCGAP, national reports to CEDAW and for the Beijing Platform, as well as a related study being completed by UN Women¹² to identify:
- Gender equality and women’s empowerment commitments in EFCC sector policies (including supporting Rules and similar instruments) and programmes
 - Gaps in the above, as well as in how far EFCC dimensions are reflected in gender-related policies. Gaps may include a gap between national legislation and international frameworks in Annex 2, such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979) and the United Nations Collaborative Programme on Reducing Emissions from Deforestation

¹⁰Recommendation by the MoEF during consultations (June 2014).

¹¹ Bangladesh Report on the Implementation of the Beijing Declaration and Platform for Action (2014) and the outcomes of the Twenty-third Special Session of the General Assembly (2000). MoWCA, GoB. 2014.

¹²This report was being prepared at the time of the consultation mission.

and Forest Degradation in Developing Countries (REDD), gaps in policies, inconsistencies between policies and supporting rules, inconsistencies between related policies, gap between policy and practice that may be due to a lack of relevant programming and/ or technical capacities and/ or financing.

- Opportunities to streamline related national policies, rules and other instruments
 - Lessons learned and good practices in gender-sensitive policy and project formulation and implementation
 - Institutions (state, grassroots and civil society), which should be included in CIP formulation/ implementation
 - Priorities for the Project, taking into account policies, programmes and capacities already in place.
41. The gender analyses will be complemented by socio-economic analyses to ensure a more nuanced understanding of the situation of women and men indifferent situations. The results of this analysis will be integrated into all related studies for the CIP, to facilitate the eventual integration of gender issues into all programmes. This requires that the gender analysis should be carried out before other policy and institutional framework studies. Gender analysis will be carried out following established guidelines, such as that of USAID¹³ and the FAO¹⁴.
42. **Action 2. Mobilize in-country gender and EFCC expertise and networks to inform CIP development.** The purpose of this step is to engage in-country expertise, experience and networks to support MoEF and related agencies in identifying projects that provide lessons learned and good practices that may be taken to scale through the CIP, as well as grassroots organizations that should be consulted during CIP formulation. The network of stakeholders, which will include experts within MoEF and agencies, will also play an advisory role in providing ongoing feedback on the content of the CIP.
43. The Project will set up a database of people and institutions that are active in the gender and EFCC sectors in Bangladesh, drawing on but not limited to:
- Stakeholders consulted during the consultations for the BCCGAP
 - Women in Development (WID)¹⁵ focal points and other staff in MoEF and its agencies, who have experience and interest in working on gender and women's empowerment
 - Universities and institutes with expertise in this area.
44. This database will form the basis of an online network and e-mail distribution list for the duration of the CIP formulation process and subsequent implementation. It will also be used to organize meetings and workshops during CIP formulation, as foreseen by the Project. Although the network will be established and managed by the Project, it will be overseen by a dedicated official in MoEF in the TAG-Gender and at the end of the Project it will be fully owned by the MoEF. In this way it will become a sustainable mechanism, which can contribute beyond this Project.
45. **Action 3: During consultations, ensure that grassroots women as well as men have a voice, as well as those representing their interests.** The purpose of this step is to ensure those grassroots women as well as men, climate-vulnerable communities and those representing their interests, have an opportunity to shape the CIP and its programmes.
46. In Bangladesh, there are many community-level initiatives in the EFCC sectors and many of these have an explicit focus on gender equality and women's empowerment. The Project will build on the results of the gender analysis in Action 1 and identify a priority list of ongoing initiatives to be consulted during CIP formulation. This will involve field visits to allow consultations with male and female community members

¹³Guide to Gender Integration and Analysis. USAID, 2010. The Guide identifies simplified components of a gender analysis including an analysis of sex-disaggregated data and information, the assessment of roles and responsibilities/division of labour, a consideration of access to and control over resources and an examination of patterns of decision-making.

¹⁴The 'Training Guide: Gender and Climate Change Research in Agriculture and Food Security for Development' (FAO, 2011) provides relevant guidelines, on which the Project will draw.

¹⁵Women in Development focal points are part of the national gender machinery and correspond to gender focal points in other contexts.

(if necessary, separately) on what is working and opportunities for improvement with regard to gender equality, as well as with local implementing organizations. These field visits are also an important learning opportunity, and participants will include members of the TAG-Gender for the project.

47. The Project will ensure that similar consultations are also carried out with vulnerable communities which have yet not benefitted from project's support, in order to understand their priorities. The consultations will be carried out after women and men in communities have been adequately prepared to express their priorities. This preparation will include support to enable women reflect on and articulate their specific needs and priorities, as distinct from that of men. It will also include sensitization of men to ensure that consultations with women are understood and supported as contributing to household and community wellbeing. The Project will provide gender training to actors involved in preparing local communities to take advantage of the opportunity to be heard.
48. **Action 4. Produce a Gender Action Plan for the CIP as well as mainstream gender equality and equity issues throughout the CIP.** The purpose of this action is to ensure that the priorities identified through the analyses and consultations in actions 1 to 3 are reflected in the CIP.
49. The Gender Action Plan, developed by the Project will be an integral part of the CIP and set out the following:
 - Gender-specific commitments articulated in CIP priorities and outcomes, including at least one CIP programme focussing primarily on gender equity in EFCC
 - Targets for improved gender equality and closing gender gaps, including a gender balance in beneficiaries and gender-sensitive indicators¹⁶
 - A Gender and Social Impact Assessment to screen all CIP projects for differential impacts on women and men¹⁷
 - Mechanisms for mainstreaming gender equality and women's empowerment into all CIP programmes and related resourcing
 - A capacity development plan for key actors
 - Budget provisions, with a commitment of at least 30 percent of CIP financing supporting gender equality and women's empowerment outcomes.
50. Action 5: Promote a longer term focus on building a sound evidence base for gender-sensitive EFCC policy and programming by integrating gender concerns into the Research Master Plan. The purpose of this action is to ensure that gender-sensitive information and analysis in the EFCC sectors continues to be a priority and inform policy and programming after the life of the Project and CIP. In this context, 'gender-sensitive' means where the perspectives and priorities of women as well as men are taken into account e.g. evaluating the differential impacts on women and men of a new technology to reduce emissions. Specifically, the Project will ensure that (a) all research includes a gender analysis and (b) women researchers make up at least 30 percent of beneficiaries.

V.II. Objective : Increase the awareness and capacities of MoEF and related agencies to mainstream gender equality and women's empowerment in policies and programming

51. This objective supports the Project goal to develop the capacities of MoEF and related agencies to mainstream gender equality and women's empowerment in their policies and programming, including the CIP. MoEF and related agencies will gain an understanding of fundamental gender concepts and their implications for the EFCC sectors in Bangladesh. They will also become familiar with key mechanisms for mainstreaming gender concerns into their work.

¹⁶Indicators will draw, where appropriate, on the Women's Empowerment in Agriculture Index (WEAI), adapting them to the EFCC context.

¹⁷A recommendation of the ccGAP. The Assessment will be formulated to highlight USAID and FAO gender policy priorities.

52. **Implementation.** The TAG-Gender for this Project will appoint a member responsible for working with the project to deliver this objective.
53. **Target audience.** Male and female staff in MoEF and related agencies, who should be involved in CIP preparation, at the national and sub-national levels. Participants should have an adequate level of seniority and voice in their organizations, and be likely to remain in their positions or remain involved in CIP preparation in another capacity¹⁸.
54. The Project will set a target of **60:40 men/ women** i.e. neither sex should comprise more than 60 percent or less than 40 percent of otherwise eligible participants. Men may have less access to gender training than women because of gender stereotypes but equally, it should not be assumed that relatively educated government female officials have an understanding of issues facing poor rural women and men. If targets prove difficult to meet, the Project will consider an approach used by some international agencies, where failure to identify suitable candidates – particularly for overseas and prestigious courses - results in those places being cancelled and resources being allocated to other activities.
55. **Timing and sequencing.** The achievement of this objective is closely linked to that of Objective 1, hence related activities will be prioritized in Project years 1 and 2 so that they support a gender-sensitive CIP.
56. **Implementation actions.** The following actions will be taken in order to achieve Objective 2.
57. **Action 1. Integrate gender issues into the Project-supported Training Needs Analysis (TNA), and the resulting Training Plan.** The purpose of this action is to ensure the TNA captures the priorities in terms of content and participant profile in order to ensure a gender balance.
58. An urgent TNA of staff and key concerned stakeholders is planned by the Project to identify technical training needs in the fields of EFCC, including gaps and priorities in gender-sensitive EFCC programming. The TNA will identify who needs to be trained in gender-sensitive EFCC programming, and at what level: for example, policymakers will have different needs from people responsible for drafting programmes. Criteria will include their ability to influence programming for beneficiaries.
59. The Training Plan will set out how training needs in gender-sensitive EFCC programming will be delivered. It will also specify measures to promote a gender balance in accessing gender-related courses. In this regard the Training Plan will propose delivery mechanisms appropriate to participant profiles, including face-to-face, online courses and attendance of relevant events in Bangladesh and overseas. The Training Plan will include a module on gender in EFCC and the MoEF mandate as well as mainstream gender issues throughout all the other potential modules.¹⁹
60. Active measures will be specified to ensure the equal participation of women and men, such as support for childcare or measures that will allow women to overcome gender-specific obstacles.
61. The Project will promote a strong link between learning and opportunities to implement this learning - specifically, it will encourage participants to contribute to studies and join consultations during the CIP formulation process, as well as contribute to drafting of the CIP and its Gender Action Plan.
62. Content will be firmly rooted in the Bangladesh and EFCC contexts, drawing on recent FAO, USAID and other relevant materials. In addition to key gender and EFCC concepts and how these apply in Bangladesh, participants will also be introduced to key tools to ensure gender-sensitive programming, such as gender analysis, gender-sensitive budgeting and developing gender action plans. The Training Plan will meet the FAO minimum standard of strengthening government capacity to develop, analyze and use sex-disaggregated socio-economic data in policy analysis, programme and Project planning and evaluation, as well as to offer technical support to national data collection activities²⁰.

¹⁸ Staff turnover is a challenge; MoEF and its agencies will work with the Project to minimize negative impacts.

¹⁹ In line with Sub-activity (?) 3.3.1 in the Project document.

²⁰ Policy on Gender Equality. FAO, 2012.

63. **Action 2. Longer term capacity development and human resources needs for gender in EFCC will be integrated into the Human Resource Development (HRD) Master Plan and Research Master Plan, as well as the Gender Action Plan of the CIP.** The purpose of this action is to promote a longer term focus on ensuring an adequate level of gender expertise in MoEF and related agencies beyond the life of the Project, and to promote gender-sensitive CIP implementation.
64. A comprehensive HRD master plan will be developed by the Project for the MoEF and agencies, linked to the CIP process and including projections of personnel requirements in coming years. This will include a capacity development plan to ensure that staffs have the necessary tools and knowledge to integrate gender issues in their work. This capacity development plan will also inform the CIP Gender Action Plan and will be developed into a proposal for CIP funding.
65. The Project will support the MoEF to ensure that the HRD master plan includes mechanisms to ensure that gender remains a policy priority to drive gender-sensitive programming, together with accountability mechanisms. The HRD master plan will promote an appropriate 'gender architecture' in MoEF and agencies including:
- a high-level group in each agency responsible for driving gender-sensitive programming, comprised of top officials (not necessarily women) including sub-national representation and a senior MoWCA official
 - A WID and EFCC focal point network with terms of reference and a proportion of their time allocated to advancing gender-sensitive programming.
66. The Project will support MoEF to ensure that capacity development is also informed by up-to-date gender issues and analysis in the EFCC sectors by drawing on gender-sensitive and gender-specific research as set out in the Research Master Plan.

V.III. Objective : Improve gender equality and women's participation in decision-making in the MoEF and related agencies' workplaces

67. This objective supports the Project goal to improve gender balance in the MoEF and related agencies, and specifically to increase the number of women in decision-making. This Gender Strategy recognizes that the EFCC sectors are presently dominated by men and that it is unrealistic to significantly increase the number of women over a project period. This objective rather contributes to this goal.
68. **Implementation.** The TAG-Gender for this Project will appoint a staff member in MoEF and each agency, who will be responsible for working with the Project to deliver this objective.
69. **Target audience.** This will include:
- Staff of MoEF, Department of Environment (DoE), Department of Forests (DF) and other agencies including senior and Human Resources Development staff
 - Potential and current male gender champions, including men who understand gender policy and can help promote women's wellbeing and career advancement, by playing strategic roles as advocates within their agency to influence colleagues and scale up Project results that support women's inclusion.
 - Women staff of above agencies to prioritize the top three barriers to their advancement, and which can realistically be supported by the Project (efforts will focus on empowering women at the senior and middle management levels, to support their preparation for advancement to senior levels and to have an equal voice with male counterparts)
 - Senior male and female staff of the above in order to agree priorities and develop an action plan for their agency.
70. **Timing and sequencing.** The implementation of activities for this objective will start immediately.

71. **Implementation actions.** The following actions will be taken in order to achieve Objective 3.
72. **Action 1. Establish a baseline of the current situation with regard to women in decision-making.** The baseline will identify (a) how many women are currently in senior positions and an analysis of the potential ‘pipeline’ of women for future senior positions within MoEF and related agencies, and (b) barriers to their advancement. With regard to understanding barriers to advancement, a questionnaire will be developed by the Project and sent, with the cooperation of MoEF and related agencies, to targeted women and men so as to identify specific barriers for each agency. The baseline will also include qualitative aspects such as identified advocates, including males, of gender equality and women’s empowerment. This baseline will be revisited to check progress at the end of the Project, as all three Actions under this objective contribute to improving it.
73. **Action 2. Support MoEF and its agencies to prioritize and implement up to three concrete actions to increase the number of women participating in decision-making positions.** The Project will provide technical and financial support to MoEF and its agencies to prioritize and implement up to three concrete actions to increase the number of women participating in decision-making positions. This Action will contribute to improving the baseline identified above and be specifically targeted at addressing identified barriers. Agencies will consider addressing issues that not only focus on welfare but also capacity development. In this regard, agencies will be encouraged by the Project to ensure that the three actions they identified will link to objective 2 of this Gender Strategy, which focuses on capacity development. This is in recognition of the fact that women also need access to appropriate capacity development in order to participate equally with men in organizational decision-making.
74. The results of the above baseline will be analysed at an aggregate level in order to identify potential synergies. For example, career-enhancing secondments may emerge as a priority for all agencies and these may be organized across all agencies to give women greater visibility and opportunities to build networks. At a minimum, all participating agencies will nominate a gender balance of relevant staff to participate in gender sensitization sessions to ensure that they understand the importance of promoting gender equality and women’s empowerment in their workplaces, and learn about practical mechanisms to support this.²¹
75. Each agency will develop an action plan for up to three priorities identified, with a focus on what is achievable under their mandate. Although many human resources issues to do with civil service recruitment rules, quotas and promotions are regulated by the Ministry of Public Affairs, MoEF and agencies have considerable scope to create a more enabling environment for women. This includes establishing and advocating clear standards of desirable behaviour (e.g. respecting the participation and perspectives of women as well as men) and clearly defining/ taking action on unacceptable behaviour (discrimination, sexual harassment etc.). The Project will support participating agencies to engage with their senior management, women and men, human resources, training and WID focal points in developing these priority actions.
76. The Project will liaise with UNDP Bangladesh, who are implementing a major civil service reform project that could be an appropriate mechanism for addressing any barriers to career advancement identified by women, but that are outside the immediate scope of this Project.

VI. Knowledge management, advocacy and communications

77. **Knowledge management.** The Project will support MoEF and related agencies to produce at least 3 publications, which are based on the findings from gender analyses and consultations it supports. The Project Document specifies a publication on the theme of gender and the environment, one on gender and forests and one on gender and climate change. However, the Project with advice from the TAG-Gender and the network of gender professionals in EFCC, will review this once the gender reviews of EFCC sector policies and programming are completed. These will be used as the basis for advocacy and

²¹See UNDP’s Global Report on Gender Equality in Public Administration (2014) for a fuller discussion of this.

sensitization of all agencies' staff unable to join training courses. They will be presented and discussed at the workshops foreseen by the Project.

78. **Advocacy.** The Project will use the above publications to advocate for gender-sensitive EFCC and programming more widely in Bangladesh, particularly amongst other national and international stakeholders that are likely to impact on CIP financing and implementation, such as the government agencies responsible for finance, preparing the national Five Year Plans and allocating budgets.

79. **Communications.** Gender equality and women's empowerment is recognized in the draft Project communications strategy and plan, which commits to the following:

- A strategic approach of the Project Communications Strategy and Plan is to 'be gender sensitive', where the Project will follow USAID and FAO's gender policies and approaches to reach women. These may include working with women's professional associations, using women's venues for awareness raising, and being sensitive to their potential lack of access to training at the agency/community levels.
- Activities and deliverables will maintain a gender-focus in all aspects (Executive Summary)
- The extent, to which gender considerations are taken into account in communication strategies, is an indicator of success.
- Including gender in the Project mission statement, which is currently proposed as:

'(The Project) is implemented by FAO with assistance from USAID made possible by the generous support of the American people to strengthen the human and organizational capacities of Bangladesh in the environment, forestry and climate change (EFCC) sectors. This result will be to deliver more effective and coordinated investment programs for an integrated climate change response. This response will address adaptation and mitigation initiatives in an inclusive, **gender-sensitive** and sustainable manner in collaboration with development partners and all other stakeholders.'

80. **Key Project messages** with regard to gender equality and women's empowerment will be:

- (a) Poor rural women and men have different priorities, capacities and vulnerabilities to climate change and with respect to their natural environments including forests. These must be understood and addressed to ensure inclusive, climate-smart development and natural resource management.
- (b) Rural women are important change agents in climate-smart natural resource management.
- (c) Equal participation and voice of women and men in institutions from the grassroots to the national level is key to inclusive, climate-smart development and natural resource management – and a goal in itself.
- (d) The Project prioritizes gender equality and women's empowerment as a goal in itself, as well as fundamental to inclusive, climate-smart development and natural resource management.

These key messages will be promoted in all Project publications, speeches, press releases, meetings, workshops and other visibility opportunities.

VII. Accountability framework

81. **Roles and responsibilities.** At the level of the Project, the Chief Technical Advisor has overall responsibility for the effective implementation of this Gender Strategy, and the Project will appoint one of the project team members as having responsibility for more operational co-ordination of gender issues.

82. The Chief Technical Advisor will be guided by the Project Steering Committee, which will be responsible for oversight of the Gender Strategy implementation. MoEF and MoWCA are represented on the Project Steering Committee and will therefore have primary responsibility for this oversight. The Project will provide training and technical support to the Steering Committee in gender so that it can fulfill its role.

83. The Chief Technical Advisor will work closely with the TAG-Gender, composed of representatives from MoEF and related agencies. These representatives will be responsible for coordinating the implementation of the Project Gender Strategy in their institutions, including seeking senior-level approvals where needed. The representatives may include the WID focal points in participating agencies. MoEF and related agencies will ensure that their representatives are given the appropriate time (**approximately 20 percent of their time**) to carry out this role, and temporarily re-assigning duties if necessary.
84. The Project Steering Committee will review progress of the Gender Strategy at each meeting, based on reports prepared by the Project, with inputs from the Bangladesh and/ or regional FAO gender focal point as well as FAO headquarters and USAID, and cleared for circulation by the Chief Technical Advisor. MoEF will review these reports on behalf of the Project Steering Committee and coordinate its responses.
85. **Monitoring and evaluation.**The progress reports will report on the following indicators.

Objective 1: Produce a gender-sensitive and gender-equitable Country Investment Plan for the EFCC sectors.

- Indicator 1: Gender equality and women’s empowerment are explicitly articulated in the CIP as priorities.
- Indicator 2: Gender-related goals are articulated in CIP outcomes, including reducing gender gaps in access to resources and decision-making, reducing women’s workloads and gender-based violence.
- Indicator 3: Gender issues and priorities are an integral part of all CIP programmes, indicators and related resourcing.
- Indicator 4: At least one CIP programme will focus primarily on gender equality and women’s empowerment in EFCC.
- Indicator 5: The CIP development process includes stakeholder consultations with groups that represent the interest of women as well as men.

Objective 2: Increase the awareness and capacities of MoEF and related agencies to mainstream gender equality and women’s empowerment in their external policies and programming.

- Indicator 1: More men and women in MoEF and related agencies, including at the senior levels, understand the strategic importance of gender equality and women’s empowerment in EFCC programming.
- Indicator 2: More men and women in MoEF and related agencies, including at the senior levels, are familiar with practical tools to mainstream gender into EFCC programming.
- Indicator 3: Longer term capacity development and human resources needs for gender in EFCC are integrated into the Human Resource Development (HRD) master plan, as well as the Gender Action Plan of the CIP.
- Indicator 4: Number of men and women in MoEF that received training on gender in EFCC within the Project life span.
- Indicator 5: Number of policies and programmes produced by the MoEF within the Project life span that include a gender analysis as a basis of formulation AND/OR articulate gender equality and women’s empowerment as one of the outcomes or priorities.

Objective 3: Improve gender equality and women’s empowerment in the MoEF and related agencies’ workplaces.

- Indicator 1: MoEF and related agencies adopt at least three practical measures to make their workplaces more supportive of women’s equal career advancement and participation in decision-making.
- Indicator 2: An increase in the number of women in decision-making positions (defined by the TAG-Gender) the MoEF and related agencies.

86. **Reporting mechanisms.** In line with FAO minimum standards as set out in the FAO Policy on Gender Equality, Project reviews and evaluations will fully integrate gender analysis, and report on gender-related results and impacts. Annual Project reports will address gender-related results and impacts under each

outcome/activity, and a separate section will report on this Strategy, identifying challenges, opportunities and corrective action. At the end of Phase 1, a gender audit will be carried out as part of the Project evaluation.

VIII. Budget and human resources requirements

87. The Project will ensure that adequate human and financial resources are dedicated to ensure the effective implementation of this Gender Strategy.
88. **Human resources requirements.** Whilst the Project will draw on national and international expertise as required, reliance on external consultants will be kept to a minimum. Whenever possible, work will be undertaken by MoEF and its agencies, as well as MoWCA, so as to build their capacities and embed learning supported by the Project. When this is not feasible, the database of gender experts in EFCC will provide a source of possible expertise. The Project will also seek opportunities to **mobilize expertise from the FAO and USAID at key events as speakers** and as contributors to studies.
89. The Project will also work to **identify male national gender experts and advocates**. They are critical in building bridges and breaking down gender stereotypes, and can be enormously influential in creating support for gender equality in the EFCC sectors. In addition, **the support of Bangladesh's senior women will be sought** through the FAO office and the Project Steering Committee.
90. **Budget requirements.** The objectives and supporting activities required to deliver this Gender Strategy will need appropriate financial allocations. The Project will contribute to FAO minimum standards²² and set a financial target for resource allocation of **30 percent** of (a) the Project budget and (b) the Country Investment Plan financing to support gender equality and women's empowerment.

²² Minimum standards for Women-specific Targeted Interventions: 30 percent of FAO's operational work and budget at the country and regional levels is allocated to women-specific targeted interventions. Policy on Gender Equality. FAO, 2012.

ANNEXES

Annex 1 : Glossary of gender terms

Gender refers not to male and female, but to masculine and feminine - that is, to qualities or characteristics that society ascribes to each sex. People are born female or male, but learn to be women and men. Perceptions of gender are deeply rooted, vary widely both within and between cultures, and change over time. But in all cultures, gender determines power and resources for females and males.

Gender shapes the opportunities and constraints that women and men face in securing their livelihoods across all cultural, political, economic and environmental settings. Gender influences the roles and relationships of people throughout all their activities, including their labor and decision-making roles

Gender analysis The study of the different roles of women and men in order to understand what they do, what resources they have, and what their needs and priorities are.

Gender balance The equal and active participation of women and men in all areas of decision-making, and in access to and control over resources and services. The United Nations considers gender balance fundamental to the achievement of equality, development and peace.

Gender equality Equal participation of women and men in decision-making, equal ability to exercise their human rights, equal access to and control of resources and the benefits of development, and equal opportunities in employment and in all other aspects of their livelihoods.

Gender equity Fairness and impartiality in the treatment of women and men in terms of rights, benefits, obligations and opportunities. By creating social relations in which neither of the sexes suffers discrimination, gender equity aims at improving gender relations and gender roles, and achieving gender equality. The essence of equity is not identical treatment - treatment may be equal or different, but should always be considered equivalent in terms of rights, benefits, obligations and opportunities

Gender mainstreaming The United Nations lead and globally recognized strategy for achieving gender equality. Gender mainstreaming is defined by the United Nations as the process of assessing the implications for women and men of any planned action in all areas and at all levels. That means making both the concerns and experiences of women and men an integral dimension of all agriculture and rural development efforts.

Sources:

Socio-economic and Gender Analysis (SEAGA) Field Level Handbook,
FAO:www.fao.org/sd/seaga/downloads/en/fielden.pdf

FAO Gender website.www.fao.org/gender/en/

Annex 2: Policy and programming context

91. The purpose of this section is to (a) provide a brief overview of the wider framework, within which the Project is operating (b) highlight that despite progress and international commitments, there is variability in the extent, to which gender equality and women's empowerment is prioritized in the EFCC sectors in Bangladesh (c) present some key national policies and programmes that should be included in a full gender analysis of the EFCC sectors in Bangladesh. This section is based on a rapid desk review and consultations during a consultation mission in June 2014; it does not aim to present a full gender review of the EFCC sectors in Bangladesh because this is a key Project Activity.
92. Initial conclusions from the rapid desk review and consultations indicate that there is relatively more progress in prioritizing gender in policies related to climate change compared with policies relating to the environment and forests, partly due to the comprehensive consultations and analysis carried out to prepare the national Climate Change and Gender Action Plan (BCCGAP) in 2013. Whilst the environment and forests are also addressed in the BCCGAP, there is no equivalent of the BCCGAP in the forest and environment sectors.
93. In terms of turning the policy into practice, government initiatives have been complemented by donors, such as USAID, the FAO and others. The Project, and in particular the Country Investment Plan (CIP) envisaged, will build on the recommendations of the BCCGAP, programming good practices and lessons learned identified during the gender review of programmes in the EFCC sectors in Bangladesh, and gender commitments set out in international frameworks in order to support the GoB to strengthen a gender-sensitive national policy and programming framework in the EFCC sectors.

Policies

94. This section briefly presents some of the main international and national policies and frameworks relating to the Environment, Forestry and Climate Change (EFCC) sectors. As mentioned above, the Project will take these commitments and related goals as guiding reference points, together with the USAID and FAO policies on gender equality.

Global frameworks

95. Globally, the importance of gender equality and women's empowerment in relation to the EFCC sectors is recognized in a number of key frameworks, to which Bangladesh has committed.
96. The **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979)** adopted a statement in 2009 that confirms 'it is apparent that climate change does not affect women and men in the same way and has a gender-differentiated impact. However, women are not just helpless victims of climate change – they are powerful agents of change and their leadership is critical. All stakeholders should ensure that climate change and disaster risk reduction measures are gender responsive, sensitive to indigenous knowledge systems and respect human rights. Women's right to participate at all levels of decision-making must be guaranteed in climate change policies and programmes.'²³
97. The **Convention on Biological Diversity (CBD, 1993)** recognizes 'the vital role that women play in the conservation and sustainable use of biological diversity and affirming the need for the full participation of women at all levels of policy making and implementation for biological diversity conservation' (paragraph 13, preamble).

²³Statement of the CEDAW Committee on Gender and Climate Change (Adopted at the 44th session of CEDAW 20 July to 7 August, New York 2009).

98. The **Beijing Declaration and Platform for Action (1995)** has a strategic objective dedicated to the environment, with the following objectives based on a situation analysis:

- Strategic objective K.1. Involve women actively in environmental decision-making at all levels.
- Strategic objective K.2. Integrate gender concerns and perspectives in policies and programmes for sustainable development.
- Strategic objective K.3. Strengthen or establish mechanisms at the national, regional, and international levels to assess the impact of development and environmental policies on women.

Actions to be taken are also set out.²⁴

99. The **United Nations Framework Convention on Climate Change (UNFCCC)** has set out commitments to gender equality and women's empowerment in various Decisions taken at various stages. For example, the Cancun Agreement (2010) recognizes that 'gender equality and the effective participation of women and indigenous peoples are important for effective action on all aspects of climate change'²⁵. Annex 1 of the Bangladesh Climate Change and Gender Action Plan sets out a compilation of various gender references in the UNFCCC processes.

100. **REDD+²⁶ (2011)** is a financial mechanism negotiated under the United Nations Framework Convention on Climate Change (UNFCCC). It compensates developing countries for reductions in emissions from specific activities in the forest sector. The decision agreement on REDD+ resulting from the Durban UNFCCC negotiations in December 2011 notes the importance of 'respect[ing] gender considerations'. A report on setting out the 'business case' for mainstreaming gender into REDD+²⁷ is complemented by more detailed guidance on how to do so²⁸.

National policies

- Bangladesh, along with other countries, is engaged in a process of aligning national legislation and policies with its international commitments. Some key policies are highlighted below, although there is also a set of supporting 'Rules' and 'Regulations' that contain important provisions. For example, the Social Forestry (amendment) Rules (2009 and 2011) provide for women to benefit from forestry programmes through receiving a share of the proceeds from selling harvested lots.
- Key opportunities for the Project to strengthen gender dimensions exist in the ongoing revisions to the national policies for forestry and the environment; specifically, the Project will consider how to support MoEF and its agencies to carry out the extensive review and consultation process that was commissioned for the BCCGAP, and the equivalent of a BCCGAP for the environment and forest sectors. These sector-specific gender action plans may be drafted as an integral part of the EFCC CIP that the Project is charged with preparing.

101. **National Environmental Policy (1992)** The MoEF is leading a review of this and the draft National Environment Policy 2013 has incorporated women's roles and right to benefits²⁹.

102. **National Forest Policy (1994)** This policy already states that 'Women will be encouraged to participate in homestead and farm forestry, and participatory afforestation programs' but does not specify how this will be achieved or set out other gender-specific goals relating to, for example, decision-making relating to forests and forest resources. On the other hand, the **Forestry Sector (Amendment) Rules 2009** also address gender issues, according to the 2014 national report on the implementation of the Beijing Declaration and Platform for Action.

²⁴See <http://www.un.org/womenwatch/daw/beijing/platform/enviro.htm#object3>

²⁵Decision 1/CP.161. March 15, 2011; FCCC/CP/2010/7/Add.1.

²⁶Reducing emissions from deforestation and forest degradation, and the role of conservation, sustainable management of forests and enhancement of forest carbon stocks in developing countries.

²⁷The Business Case for Mainstreaming Gender in REDD+. 2012.

²⁸Guidance Note on Gender Sensitive REDD+. UNDP.2013.

²⁹ Bangladesh Report on the Implementation of the Beijing Declaration and Platform for Action (2014) and the outcomes of the Twenty-third Special Session of the General Assembly (2000). MoWCA, GoB. 2014.

103. **CEDAW and Beijing Declaration and Platform for Action** Bangladesh ratified CEDAW in 1984 and is a party to the Beijing Declaration and Platform for Action; both entail voluntary national commitments and regular reporting. The 2014 national report on the implementation of the Beijing Declaration and Platform for Action has a section on women and the environment, which addresses ‘mainstreaming gender in policies and plans’³⁰ as well as gives an overview of gender in relation to climate change adaptation and mitigation, water management, food security and infrastructure, forests and biodiversity, improved cooking stoves, renewable energy, waste management and disaster management.
104. **National Adaptation Plan of Action (NAPA) to Climate Change (2005)** Bangladesh is one of the few countries that developed NAPAs up to November 2009, which included gender in a more comprehensive manner throughout the document. The NAPA recognizes that climate change will be experienced differently by people depending on their gender, poverty levels and their location (coastal or non-coastal, rural or urban). The NAPA also ranks poverty reduction and security of livelihoods with a gender perspective as the most important set of criteria for prioritization of adaptation needs and activities. However, there are no gender-specific goals.
105. **National Adaptation Programme (NAP)** The United Nations Development Programme (UNDP) is leading on the drafting process of the NAP.
106. **Bangladesh Climate Change Strategy and Action Plan (2009)** in 2012, the German international co-operation agency (GIZ) carried out a review of how gender is addressed in climate change in Bangladesh including the Bangladesh Climate Change Strategy and Action Plan (BCCSAP)³¹. The review found that of the 44 BCCSAP programs, only four mentioned gender specifically, and that it does not refer to women as actors in addressing climate change. The BCCSAP states that the ‘needs of women will be mainstreamed in all activities under the BCCSAP’ (paragraph 27), but does not elaborate on how this will be done or specify any specific instruments or strategies designed to implement gender mainstreaming, nor does the BCCSAP have in place a focal person, incentive structure, or monitoring system to ensure that it happens. Since then, MoEF has been proactive in initiating a BCCGAP – see below.
107. **Country Investment Plan for agriculture, food security and nutrition (2011)** The consultation process for this Country Investment Plan included engaging with women farmers and the Ministry of Women and Children Affairs (MoWCA), as well as articulating gender throughout the CIP. The Project will build on this example and in addition explore opportunities for synergy, especially under sub-output 1 (Improve extension services to propagate knowledge & practices, supported by community-based experimentation & learning and indigenous knowledge) and sub-output 2 (Promote the development of responses to adapt agricultural systems to climate change). These include agroforestry with a special emphasis on women – drawing on their specific indigenous knowledge to begin diversifying livelihoods in anticipation of climatic challenges.
108. **United Nations Collaborative Programme on Reducing Emissions from Deforestation and Forest Degradation in Developing Countries + (REDD+) Readiness Roadmap (2012)** This Roadmap pays attention to gender by undertaking to identify gender-specific risks of the REDD+ Readiness development process in Bangladesh, as well as to describe activities and institutional developments that ensure ‘gender-neutral outcomes.’³²
109. **Bangladesh Climate Change and Gender Action Plan (2013)** The objective of the BCCGAP is ‘to mainstream gender concerns into climate change-related policies, strategies and interventions ensuring access to, participation in, contributions towards and benefits for the diverse group of stakeholders for

³⁰ Adapted from Bangladesh Report on the Implementation of the Beijing Declaration and Platform for Action (1995) and the outcomes of the Twenty-third Special Session of the General Assembly (2000). MoWCA, GoB. 2014.

³¹ Gender Analysis of the Project Strengthening Climate Change Finance in Bangladesh: Promotion of the Climate Change Unit in Coordinating the BCCSAP. GIZ, 2012.

³² Section 2 on Stakeholder consultation and participation, Bangladesh REDD+ Readiness Roadmap. REDD+ Programme, 2012.

the sustainable and equitable development of Bangladesh.’ The initiative to prepare a BCCGAP in Bangladesh was taken in 2012 by MoEF, and it was released in November 2013 after extensive consultations with representatives of ministries, universities, civil society and development practitioners, and a thorough review of relevant national and international policies and documents. .

110. The BCCGAP is a critical policy document for this project; it contains a gender analysis and clear recommendations for each of the four key pillars of Bangladesh’s Climate Change Strategy and Action Plan, namely a) Food Security, Social Protection and Health b) Comprehensive Disaster Management c) Infrastructure and d) Mitigation and Low Carbon Development. The BCCGAP provides guidance on policy issues and initiatives that should be considered by government and other actors to address climate change in a gender-sensitive manner. The timeframe is five years, from 2013/14-2018/19: this matches the project timeline.

Projects and programmes

111. There are many programmes and projects in the EFCC sectors supported by a combination of the GoB and development partners, covering disaster management to climate change adaptation and forestry. For example, in June 2012, twenty five percent of the total of 500,000 participants in social forestry programmes were women. Other Government agencies dealing with infrastructure also promote social forestry for infrastructure maintenance. A community-based approach called co-management ensures 40 percent women participation in Co-management Committees for Protected forest areas, establishes their rights and access to natural resources management and improve the rural ecology through forestation. Another example is the introduction of improved cook stoves (ICS) by the Bangladesh Council for Scientific and Industrial Research, which is not only saving fuel but reducing emissions, women’s drudgery and health hazards³³. The Project Document has a list of ongoing projects that will be reviewed for lessons learned and good practices that may be scaled up through the CIP; this review will also encompass a gender analysis and the gender sub-committee of the Local Consultative Group for Climate Change and Environment (LCG-CCE) as well as the TAG-Gender will be consulted for a list of priority projects for review from a gender perspective.

112. The following projects supported by the USAID were highlighted during consultations and are noteworthy because they contain an explicit gender focus and good practices and lessons learned that should inform the gender analysis of EFCC projects and programmes.

113. Nishorgo Support Project (NSP), Forest Department, and MoEF/USAID this project has had extensive positive impacts on women’s livelihoods as well as success in mobilizing women to have a stake in the co-management of protected areas in Bangladesh. A key success factor has been encouraging women to join Forest User Groups (FUGs). Training for alternative income generating activities, for example on plant nursery development and homestead vegetable gardening, has contributed to increased incomes for women, which gave them confidence and greater status - which in turn opened up better access to credit sources and social networks. Whilst many women FUG members report greater decision-making in the home, there is scope for improvement in their decision-making in FUGs.³⁴.

114. Integrated Protected Area Co- Management (IPAC) Project (2008 – 2013) This USAID-supported project was implemented by the Forest Department, Department of Environment and the Department of Fisheries.

115. Climate Resilient Ecosystems and Livelihoods (2012 – 2017) this project is supported by USAID.

³³ Bangladesh Report on the Implementation of the Beijing Declaration and Platform for Action. GoB. MoWCA. 2014.

³⁴Gender and Conservation: Strategies for Implementation of Co-Management At NSP Sites. NSP. 2005.

Annex 3: Summary of alignment of gender strategy objectives with project results and activities.

Project Results and Activities	Gender Strategy Objectives and Actions
Output 1: Environment, Forestry and Climate Change (EFCC) Sectors Country Investment Plan (CIP) developed, adopted, implemented and monitored	Objective 1: Produce a gender-sensitive and gender-equitable Country Investment Plan for the EFCC sectors.
Activity 1.1: Formulate the Strategic framework for coordination and monitoring environment and forestry development and climate change adaptation and mitigation interventions	Objective 1, Action 1. Carry out (i) a gender analysis of the EFCC policy and institutional framework, including implementation mechanisms such as projects, and (ii) include a gender analysis in all Project studies related to the CIP. Objective 1, Action 2. Mobilize in-country gender and EFCC expertise and networks to inform CIP development. Objective 1, Action 3: During consultations, ensure that grassroots women as well as men have a voice, as well as those representing their interests.
Activity 1.2: Design and develop a Country Investment Plan (CIP)	Objective 1, Action 4. Produce a Gender Action Plan for the CIP as well as mainstream gender equality and equity issues throughout the CIP.
Activity 1.3: Provide support to sustainable implementation of the CIP and its results-based monitoring	Objective 1, Action 4. Produce a Gender Action Plan for the CIP as well as mainstream gender equality and equity issues throughout the CIP. (The Gender Action Plan will include monitoring and implementation guidance).
Activity 1.4: Provide support for Training/Workshops/Seminars/Meetings related to CIP development, adoption, implementation and monitoring	Objective 1, Action 2. Mobilize in-country gender and EFCC expertise and networks to inform CIP development. Objective 1, Action 3: During consultations, ensure that grassroots women as well as men have a voice, as well as those representing their interests.
Output 2: Improved functional and organizational capacity in the MoEF to efficiently address emerging national and global environmental, forestry and climate change issues	Gender Strategy Objective 2: Increase the awareness and capacities of MoEF and related agencies to mainstream gender equality and women's empowerment in policies and programming.
Activity 2.1: Support the development of new functions and organizational structures for the MoEF	Objective 2, Action 1. Integrate gender issues into the Project-supported Training Needs Analysis (TNA), and the resulting Training Plan.
Activity 2.2: Assist in the establishment of an effective partnership to manage the sectors	Objective 2, Action 2. Mobilize in-country gender and EFCC expertise and networks to inform CIP development. (Database of experts and active stakeholders in gender in the EFCC sectors).
Activity 2.3: Develop information management and documentation capacity	-
Activity 2.4: Reinforce capacity of the Development Wing within the MoEF	Objective 2, Action 2. Longer term capacity development and human resources needs for gender in EFCC will be integrated into the Human Resource Development (HRD) master plan, as well as the Gender Action Plan of the CIP.
Activity 2.5: Provide support for Training/Workshops/Seminars/Meetings related to improvement of functional and organizational capacity of the MoEF	Objective 2, Action 2. Longer term capacity development and human resources needs for gender in EFCC will be integrated into the Human Resource Development (HRD) master plan, as well as the Gender Action Plan of the CIP.

Output 3: Enhanced technical capacities and know-how in the MoEF and its agencies	Objectives 1 and 2 above, plus Objective 3: Improve gender equality and women’s participation in decision-making in the MoEF and related agencies' workplaces.
Activity 3.1: Develop HRD Plans on Environment, Forestry and Climate Change for the Ministry and its agencies	Objective 2, Action 2. Longer term capacity development and human resources needs for gender in EFCC will be integrated into the Human Resource Development (HRD) master plan, as well as the Gender Action Plan of the CIP.
Activity 3.2: Develop Training Plan on Environment, Forestry and Climate Change for the Ministry and its agencies	Objective 2, Action 1. Integrate gender issues into the Project-supported Training Needs Analysis (TNA), and the resulting Training Plan.
Activity 3.3: Deliver short, medium and long-term pilot training programmes for technical capacity building	Objective 2: Action 1. Integrate gender issues into the Project-supported Training Needs Analysis (TNA), and the resulting Training Plan. Action 2. Longer term capacity development and human resources needs for gender in EFCC will be integrated into the Human Resource Development (HRD) Master Plan and Research Master Plan, as well as the Gender Action Plan of the CIP.
Activity 3.4: Develop a Research Master Plan to reinforce/restructure current research infrastructure in different Departments and BFRI under the MoEF	Objective 1, Action 5: Promote a longer term focus on building a sound evidence base for gender-sensitive EFCC policy and programming by integrating gender concerns into the Research Master Plan.
Activity 3.5: Improve Gender Equity and framework for coordinating gender mainstreaming in environment, forestry and climate change interventions.	Objectives 1 and 2 above, plus Objective 3: Improve gender equality and women’s participation in decision-making in the MoEF and related agencies' workplaces. Objective 3 actions: Action 1. Establish a baseline of the current situation with regard to women in decision-making. Action 2. Support MoEF and its agencies to prioritize and implement up to three concrete actions to increase the number of women participating in decision-making positions.

Note that Implementation Guidelines for this Gender Strategy will set out the gender dimensions and implementation issues that should be taken into account for each Activity and sub-activity.

Annex 4 : Summary table of alignment of gender strategy objectives with FAO and USAID gender policies

FAO Policy on Gender Equality (2012)	Project Gender Strategy Objectives
Women participate equally with men as decision-makers in rural institutions and in shaping laws, policies and programmes.	All Objectives. Objective 1 supports consultations with women as well as men end beneficiaries during the CIP formulation process. Objective 2 supports women and men in the MoEF and its agencies to develop gender-sensitive policy and programming capacities. Objective 3 promotes greater participation of women in decision-making in the MoEF and its agencies.
Women and men have equal access to and control over decent employment and income, land and other productive resources.	Objective 1 will deliver on this through a gender-sensitive CIP. Objectives 2 and 3 will support this through building gender capacities of the MoEF and its agencies for the longer term and promote decent employment opportunities for women as well as men in the MoEF and its agencies.
Women and men have equal access to goods and services for agricultural development, and to markets.	Objective 1 will deliver on this through a gender-sensitive CIP.
Women’s work burden is reduced by 20 percent through improved technologies, services and infrastructure.	Objective 1 will deliver on this through a gender-sensitive CIP.
The share of total agricultural aid committed to projects related to women and gender equality is increased to 30 percent.	The Project will ensure that 30 percent of CIP financing supports gender equality and women’s empowerment, and that 30 percent of the Project-level financing supports the same.
USAID Policy on Gender Equality and Female Empowerment (2012) Reduce gender disparities in access to, control over and benefit from resources, wealth, opportunities, and services – economic, social, political, and cultural.	Project Gender Strategy Objectives Objective 1 will deliver on this through a gender-sensitive CIP. Objective 2 will support this through building gender capacities of the MoEF and its agencies for the longer term.
Reduce gender-based violence and mitigate its harmful effects on individuals and communities, so that all people can live healthy and productive lives.	Objective 1 will contribute to this by assessing and addressing potential for gender-based conflict in CIP programmes. Objective 2 will contribute to this by including gender-based violence in the EFCC context in gender capacity-building, for example conflict arising from ever-scarcer resources and the conflict potential arising from men and women’s different coping strategies in the face of climate change, as well as the need to engage with men as well as women so that benefits to the whole community are clearly understood. Objective 3 contributes to this by supporting measures to address sexual harassment in the workplace.

<p>Increase capability of women and girls to realize their rights, determine their life outcomes, and influence decision-making in households, communities, and societies.</p>	<p>Objective 1 will deliver on this through providing opportunities for women and girls to express their priorities through consultations for a gender-sensitive CIP. Objective 2 will contribute to this through building the longer term capacities of the MoEF and its agencies in gender-sensitive policy and programming, including outreach to women and girls in consultations informing policy and programming decisions. Objective 3 will contribute this through supporting women in the MoEF and its agencies to have more equal access to decision-making within these institutions.</p>
--	--

Annex 5 : References

- FAO. 2011a. The State of Food and Agriculture 2010-2011. WOMEN IN AGRICULTURE: Closing the gender gap for development. Rome.
- FAO. 2011b. Training Guide: Gender and Climate Change Research in Agriculture and Food Security for Development. Rome.
- FAO. 2012. Policy on Gender Equality. Rome. (<http://www.fao.org/docrep/017/i3205e/i3205e.pdf>)
- NSP. 2005. Gender and Conservation: Strategies for Implementation of Co-Management At NSP Sites.
- GIZ. 2012. Gender Analysis of the Project Strengthening Climate Change Finance in Bangladesh: Promotion of the Climate Change Unit in Coordinating the BCCSAP. Dhaka.
- GoB, MoEF. 2013. Bangladesh Climate Change and Gender Action Plan. Dhaka.
- GoB. Planning Commission. 2012. Perspective Plan of Bangladesh 2010-2021: Making Vision 2021 a Reality. Dhaka.
- IPCC (Inter-governmental Panel on Climate Change). 2001. Climate Change 2001, Scientific Basis. Summary for Policy Makers. Third Assessment Report. Geneva.
- UNDP 2014a. Gender Equality in Public Administration, Bangladesh case study. New York.
- UNDP 2014b. Global Report on Gender Equality in Public Administration. New York.
- UNDP, 2011. Human Development Report 2011: Sustainability and Equity: A Better Future for All. New York.
- USAID. 2012. USAID Policy on Gender Equality and Female Empowerment. Washington, D.C.
- USAID. 2010. Guide to Gender Integration and Analysis. Washington, D.C.