TECHNICAL RESOURCE SERIES 4

UN-REDD METHODOLOGICAL BRIEF ON GENDER

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UN-REDD
PROGRAMME

Food and Agriculture Organization of the United Nations

UNDP
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The UN-REDD Programme is the United Nations Collaborative Initiative on Reducing Emissions from Deforestation and Forest Degradation in Developing Countries. The Programme was launched in 2008 and builds on the convening role and technical expertise of the Food and Agriculture Organization of the United Nations (FAO), the United Nations Development Programme (UNDP) and the United Nations Environment Programme (UNEP). The UN-REDD Programme supports nationally led REDD+ processes and promotes the informed and meaningful involvement of all stakeholders, including indigenous peoples and other forest-dependent communities, in national and international REDD+ implementation.

The views expressed in this publication are those of the author(s) and do not necessarily represent those of the United Nations or UN Member States.

Cover photo: Women merchants in M'pegneso, a village in the forest-savanna mosaic of southern Mali (photo by Josep A. Garí)

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ACRONYMS

CBR+	Community-based REDD+
CIFOR	Center for International Forestry Research
CO$_2$	Carbon dioxide
CSO	Civil society organization
DDFD	Drivers of deforestation and forest degradation
DRC	Democratic Republic of Congo
FAO	Food and Agriculture Organization of the United Nations
FPIC	Free, prior and informed consent
FREL	Forest reference emission level
FRL	Forest reference level
GEF	Global Environment Facility
GHG	Greenhouse gas
GSWG	Gender Sub-Working Group
IUCN	International Union for the Conservation of Nature
KFS	Kenya Forest Service
NFMS	National forest monitoring system
NGO	Non-governmental organization
NRS	National REDD+ Secretariat
NS/AP	National strategy/action plan
PAMs	Policies and measures
PMU	Programme Management Unit
PNG	Papua New Guinea
PPP	Public Participation Plan
PPT	PowerPoint
PRAP	Provincial REDD+ Action Plan
REDD+	Reducing emissions from deforestation and forest degradation in developing countries; and the role of conservation, sustainable management of forests and enhancement of forest carbon stocks in developing countries
SDG	Sustainable Development Goal
SGP	Small Grants Programme
SESA	Strategic Environmental and Social Assessment
SIS	Safeguards information system
TOR	Terms of reference
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFCCC	United Nations Framework Convention on Climate Change
UNIDO	United Nations Industrial Development Organization
UN-REDD	United Nations Collaborative Programme on Reducing Emissions from Deforestation and Forest Degradation in Developing Countries
USAID LEAF	United States Agency for International Development, Lowering Emissions in Asia's Forests
WOCAN	Women Organizing for Change in Agriculture and Natural Resource Management

ACKNOWLEDGEMENTS

RATIONALE

This Methodological Brief on Gender defines the approach of the UN-REDD Programme (UN-REDD) on gender equality and women's empowerment, aiming particularly at the UN-REDD 2016-2020 Strategic Framework. It can also assist partner countries to realize the gender equality provisions contained in international agreements on REDD+, including on safeguards, as well as contribute to Sustainable Development Goal (SDG) #5 on gender equality.

Building on UN-REDD's experiences, good practices and lessons learned, and complimenting UN-REDD's existing guidance and tools on gender[1], this Methodological Brief is an action-oriented reference tool. It aims to provide guidance and entry points to UN-REDD partner countries and their support teams on how the Gender Approach detailed in the 2016-2020 UN-REDD Strategic Framework can be effectively operationalized and monitored.

This Brief also intends to harmonize the work of the three UN-REDD Agencies (UNDP, UNEP and FAO) on promoting gender equality and women's empowerment in REDD+ related work; thus, consolidating the approach on gender under UN-REDD. It is a living document, which can be adapted and modified for future use, as needed.

Photo: Myanmar PMU / UN-REDD Programme

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1   For more information please see UN-REDD's "Guidance Note on Gender Sensitive REDD+" (2013) and the gender provisions within the "UN-REDD Strategic Framework 2016-2020" (see links to these documents in Annex 4)

Photo: Julie Pudlowski / WWF

BACKGROUND

The loss of natural forests through deforestation and forest degradation is estimated to now account for about one fourth of total global greenhouse gas (GHG) emissions.[2] Forests not only serve as an essential carbon reserve, they also provide livelihoods, subsistence and income for more than 1.6 billion of the global poor. Those who rely on forests for their livelihoods are among the poorest people on the planet, and they are disproportionately women.

Further, women and men's specific roles, rights and responsibilities, as well as their particular use patterns and knowledge of forests, shape their experiences differently. As such, gender-differentiated needs, uses and knowledge of the forest are critical inputs to policy and programmatic interventions that will enable the long-term success of REDD+[3] on the ground.[4] However, given various social, economic, and cultural inequalities and legal impediments, particularly within the forest sector, women (and often other marginalised groups, such as indigenous people, the poor, youth, and handicapped, etc.) within many societies continue to experience ongoing exclusion that limit their ability to fully participate in, contribute to, and benefit from REDD+.[5] It is therefore crucial that deliberate and meaningful efforts are taken to ensure REDD+ action is inclusive, fair and gender responsive both in policy and in practice.

It is widely acknowledged that gender equality and women's empowerment are catalysts for reaching sustainable development, including in REDD+. Acknowledging this critical role of gender in sustainable development, UN-REDD has been taking active steps to systematically promote gender equality and a human rights-based approach in its work since its formulation in 2008. These efforts involve utilizing a multi-pronged approach with gender. Support has been provided both at the global level, with tools, guidance and reporting on gender and REDD+, as well as at the national level, with assistance provided in integrating gender equality and women's empowerment principles within nationally-led REDD+ action. UN-REDD's approach on gende r has also centered on establishing linkages and connections with other UN-REDD thematic areas, such as governance, REDD+ national strategies/action plans (NS/APs), policies and measures (PAMs), safeguards, multiple benefits and stakeholder engagement. This has helped to promote an integrated approach to gender, wherein it is addressed both as a stand-alone as well as cross-cutting issue in UN-REDD's work.

Although UN-REDD partner countries are increasingly planning activities, conducting baseline assessments, and allocating funding in their programmes to ensure the explicit

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2   Smith P. et al. (2014). Agriculture, Forestry and Other Land Use (AFOLU). In: Climate Change 2014: Mitigation of Climate Change. Contribution of Working Group III to the Fifth Assessment Report of the IPCC. Retrieved from http://www.ipcc.ch/report/ar5/wg3/

3   REDD+ is a climate change mitigation approach established under the United Nations Framework Convention on Climate Change (UNFCCC) and designed to incentivize developing countries to reduce carbon emissions from deforestation and forest degradation. For more information on REDD+, see UN-REDD's "Factsheet: About REDD+", available at: http://bit.ly/1pETDUk

4   UN-REDD Programme. (2011). "The business case for mainstreaming gender in REDD+". Retrieved from http://www.unredd.net/index.php?option=com_docman&task=doc_download&gid=6279&Itemid=53

5   Setyowati, A. (n.d.). "Policy brief: How bringing gender perspectives into REDD+ policies could enhance effectiveness and empowerment". Women Organizing for Change in Agriculture Natural Resource Management. Retrieved from http://www.wocan.org/resources/wocan-policy-brief-how-bringing-gender-perspectives-redd-policies-could-enhance

inclusion of gender and/or women's empowerment issues[6], gender gaps still remain. As countries move forward in designing and implementing REDD+ action, UN-REDD has seen the continued and pressing need to better integrate gender-responsive activities in a more cohesive and systematic way throughout the REDD+ policy cycle (see Figure 1 below). Based on UN-REDD's 2014 External Evaluation as well as its own good practices and lessons learned on gender, UN-REDD is acknowledging the need to go beyond country request-based interventions, to take a more proactive and integrated approach on gender. This shift has been captured in the UN-REDD 2016-2020 strategic and reporting frameworks, which place gender as a crucial cross-cutting theme.

This Methodological Brief outlines steps to proactively strengthen UN-REDD's Gender Approach in country operations to help partner countries achieve gender-responsive REDD+ in the design and implementation of the four key elements of REDD+ [i.e. NS/AP, national forest monitoring system (NFMS), safeguards information system (SIS) and forest reference emission level / forest reference level (FREL/FRL)], as defined by the United Nations Framework Convention on Climate Change (UNFCCC)[7]. Similarly, it also supports UN-REDD partner countries to systematically integrate gender-responsive activities in corresponding common REDD+ thematic areas (e.g. governance, stakeholder engagement, drivers of deforestation and forest degradation (DDFD), PAMs, safeguards, etc.). With this enhanced conceptual and practical focus, emphasis is placed on going beyond gender-sensitive action, such as 'recognizing' and 'doing no harm', to instead achieve a gender-responsive approach of 'doing better' and 'changing' the course of actions so they advance gender equality and women's empowerment and thereby, also more sustainable REDD+ processes and outcomes. This means that steps will be taken to help advance gender equality and women's empowerment, change gender norms and achieve gender equitable outcomes.

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6   Cf. Annex 3, as well as Garí, J. (2016), "Pioneers of social inclusion in REDD+", UN-REDD Newsletter #58, available at: http://www.un-redd.org/single-post/2016/01/22/Pioneers-of-social-inclusion-in-REDD

7   Under Decision 1/CP.16 (Paragraph 71), the Conference of the Parties to the UNFCCC requested countries to have the following elements in place in order to access and receive results-based payments under the UNFCCC: a national strategy or action plan; national (or subnational as interim) forest reference emission level (FREL) and / or forest reference level (FRL); robust and transparent national forest monitoring system (NFMS) for the monitoring and reporting of the five REDD+ activities; and safeguards information system (SIS).

🍃 Box 1: Gender Terms

Gender: The social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/time-specific and changeable.[1]

Gender equality: The achievement of women and men enjoying equal rights, responsibilities and opportunities. The interests, needs and priorities of both women and men are taken into consideration, while also recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. It does not mean that women and men will become the same but that a person's responsibilities and opportunities will not depend on whether they are born male or female.[2]

Women's empowerment: The ability and agency of every woman to shape her own destiny, exercise her rights and make her own choices. Women's empowerment has five components: women's sense of self-worth; their right to have and to determine choices; their right to have access to opportunities and resources; their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.[3]

Photo: Timothy Boyle / UN-REDD Programme

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1   OSAGI. (2001). "Gender Mainstreaming: Strategy for Promoting Gender Equality". Available at: http://www.un.org/womenwatch/osagi/pdf/factsheet1.pdf
2   UN Women Concepts and Definitions on Gender Mainstreaming, available at: http://bit.ly/1KRudf5
3   UN Secretariat, Inter-agency Task Force on the Implementation of the International Conference on Population and Development's Programme of Action, 'Guidelines on Women's Empowerment', available at: http://bit.ly/16lzORz

Gender mainstreaming (also referred to as "integrating a gender perspective/ approach"): The process of assessing and integrating the implications of any planned action on women and men, as well as including specific provisions for gender equality, including in legislation, policies or programmes. It is a systematic approach for ensuring the concerns and experiences of women and men are an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of gender mainstreaming is to achieve gender equality.[4] The degree of gender mainstreaming within an action can vary (see gender sensitive and gender responsive definitions below).

Gender sensitive: A gender sensitive approach understands and considers socio-cultural factors underlying gender-based discrimination to attempt to redress existing gender inequalities. Gender sensitivity in application differentiates between the capacities, needs and priorities of women and men; ensures that the views and ideas of both women and men are taken seriously; considers the implications of decisions on the situation of women relative to men; and takes actions to address inequalities or imbalance between women and men. In application, gender sensitive has come to mean 'do no harm'.[5]

Gender responsive: A gender responsive approach proactively identifies, understands, and implements interventions to address gender gaps and overcome historical gender biases in policies and interventions. Gender responsiveness in application attempts to re-define women and men's gender roles and relations and contributes pro-actively and intentionally to the advancement of gender equality. More than 'doing no harm', a gender-responsive policy, programme, plan or project aims to 'do better'.[6]

Photo: Sonia Rojas / UN-REDD Programme, Paraguay

4   *United Nations Economic and Social Council Agreed Conclusions, 1997/2,* available at: http://bit.ly/1TiO3kU

5   Adapted from UN Women's Glossary of terms, available at: http://bit.ly/1TiNHKZ; Aguilar, L., Granat, M., & Owren, C. (2015). *Roots for the future: The landscape and way forward on gender and climate change.* Washington, DC: IUCN & GGCA, available at http://bit.ly/1mClb9b; and REDD+ SES & WEDO (2013), "From research to action, leaf by leaf: Getting gender right in the REDD+ Social and Environmental Standards", Booklet 1, available at http://bit.ly/214xPyo.

6   Adapted from UN Women's Glossary of terms, available at: http://bit.ly/1TiNHKZ; Aguilar, L., Granat, M., & Owren, C. (2015). *Roots for the future: The landscape and way forward on gender and climate change.* Washington, DC: IUCN & GGCA, available at http://bit.ly/1mClb9b.

THE GENDER APPROACH OF THE UN-REDD PROGRAMME

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Being mutually reinforcing, the goals of UN-REDD's Gender Approach are threefold:

- Ensure gender equality and women's empowerment principles inform and are fully integrated into the formulation, prioritization, and implementation of PAMs for REDD+;

- Realize the gender equality provisions contained in international agreements on REDD+, including on safeguards; and

- Promote the mainstreaming of gender in REDD+ planning, implementation, monitoring and knowledge management activities, to achieve gender-responsive REDD+ action and contribute to SDG #5 on gender equality.

To catalyze and promote a gender-responsive approach to REDD+, UN-REDD integrates gender equality and women's empowerment as both stand-alone and cross-cutting issues across UN-REDD's thematic areas and within its technical support at national, regional and global levels. It supports UN-REDD partner countries to systematically integrate gender-responsive activities within the design, implementation and delivery of their REDD+ action, so that all stakeholders, including women, men and youth (and boys and girls, when relevant), can equitably and meaningfully engage, participate and benefit from national REDD+ processes and action.

To note, as all three UN-REDD agencies have agreed and adopted their own gender policy or strategy (see Annex 4), the UN-REDD Gender Approach does not seek to replace these strategies, but rather to complement these approaches with a focus on REDD+. This Gender Approach will help ensure that any gender gaps and needs around REDD+, such as within PAMs, NS/APs, governance arrangements, safeguards, NFMS, stakeholder engagement, etc., within partner countries are addressed in an equitable and effective manner.

In its role as UN-REDD's lead agency on Gender, UNDP will take an active leadership role in promoting these efforts as well as monitoring their results and outcomes. Additionally, UNDP will work together with UNEP and FAO to provide support to partner countries on gender, as well as guide, assist and coordinate efforts on promoting a more systematic and programmatic approach to gender mainstreaming. To operationalize the Gender Approach, UN-REDD has identified and developed a methodology and corresponding work streams to guide this work. Please see Section 4 and Section 5 below for more details.

METHODOLOGY

UN-REDD proposes the following five core work streams to assist UN-REDD partner countries, as well as global, regional and national teams supporting such efforts, in mainstreaming gender into the design, implementation and monitoring of REDD+ action to achieve gender-responsive REDD+ national systems.

To help prioritize and illustrate options for where and when each of the five methodological streams should be applied, suggested entry points within both the REDD+ policy cycle (in line with Figure 1 below) and the thematic areas of REDD+ are listed for each of the streams. To illustrate how these streams can be implemented, brief UN-REDD good practice examples are also listed. (Additional short summaries of good practices on mainstreaming gender in REDD+ are also provided in Annex 3.)

STREAM 1: GENDER-RESPONSIVE ASSESSMENTS AND GENDER-SPECIFIC ANALYSES

The understanding of deforestation, forest degradation, direct and indirect drivers and barriers to "+" activities, and the formulation of policies for REDD+, require a wide range of assessments. These assessments can be designed to be gender sensitive or ideally gender responsive – the latter providing richer insights and elements for increasing their effectiveness, inclusiveness and sustainability. In practice this could involve, *inter alia*, ensuring that the methodology applied to the assessment integrates gender considerations,[8] reviewing literature and policies on gender during the literature review, and incorporating any gender dynamics into the assessment report and its findings. In addition, gender-specific analyses can also be conducted as a parallel exercise that then becomes part of a "package" of analyses on drivers. Both types of analytical exercises can help establish a gender baseline and identify areas for improvement in REDD+ policies and programmes and where gender equality and women's empowerment can be promoted. Such analyses (either as a separate exercise or as part of another assessment) provide information on the different social, economic and political conditions that both women and men (and youth, girls and boys when applicable) face in a specific context, as well as help identify potential opportunities, barriers and risks associated with REDD+ processes. They also help to enhance and contribute to the scientific evidence base on gender and forestry.

- Suggested entry points within the phases of the REDD+ policy cycle: Agenda setting/problem identification, and defining PAMs and policy options and organization

- Possible entry points within REDD+ thematic areas: DDFD, PAMs, REDD+ NS/AP, NFMS, safeguards, multiple benefits, allocation of incentives, stakeholder engagement and governance

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8   For a helpful resource on such analyses, namely on the multiple relationships between household welfare and forests, please see FAO's "Guidance and survey modules for measuring the multiple roles of forests in household welfare and livelihoods", available at http://foris.fao.org/preview/90390/en/

- Good practice examples:

  ○ *Gender-specific analysis:* "Gender Analysis of Lam Dong's Provincial REDD+ Action Plan" (Viet Nam), available in English at http://bit.ly/1VmvBqN. (Also see Summary provided in Annex 3 for more information)

  ○ *Gender-responsive assessment:* PNG's FPIC Guidelines (as not yet publicly available, please see summary provided in Annex 3 for more information)

  ○ *Gender-sensitive assessment:* "Corruption Risk Assessment for REDD+ in Bhutan" (see Executive Summary, sections 2.3.3 and 2.3.4, and Table 2), available at http://tinyurl.com/bhutan-redd-cra, and "A Corruption Risk Assessment for REDD+ in Kenya" (see Executive Summary and sections 1.2, 4.3, 5.2 and 6), available at http://bit.ly/1Zxmvd0

STREAM 2: AWARENESS RAISING AND CAPACITY BUILDING ON GENDER

Gender mainstreaming relies heavily on stakeholders having a proper understanding of and knowledge on gender equality and women's empowerment concepts. Awareness raising and capacity building on gender among stakeholders is therefore crucial to help ensure gender is effectively mainstreamed. Such efforts range from including training discussions on the need for and benefits of gender-responsive REDD+ processes and addressing misperceptions concerning gender issues, to building capacity on how to integrate gender considerations throughout the REDD+ policy cycle. Capacity building can take the form of specific training on gender approaches, the engagement of gender specialists in technical work, and the inclusion of gender elements in tools developed for partner countries. Through these activities, both partner country stakeholders (government, civil society, indigenous peoples, local communities, private sector, etc.) and UN-REDD staff will have a better understanding of what a gender approach is and knowledge of how to integrate UN-REDD's Gender Approach within their respective REDD+ work areas.

- Suggested entry points within the phases of the REDD+ policy cycle: Agenda setting/problem identification; defining PAMs and policy options and organization; and PAM implementation

- Possible entry points within REDD+ thematic areas: DDFD, NFMS, PAMs, REDD+ NS/AP, safeguards, allocation of incentives, stakeholder engagement and governance

- Good practice examples:

  ○ Capacity building activities on gender and REDD+ with Cambodia's inter-Ministerial Gender Group (see summary provided in Annex 3 for more information)

  ○ For sample capacity building PowerPoint presentations from previous workshops, please visit the "Gender Sample Tools, PowerPoints and Templates" folder on the UN-REDD workspace: http://bit.ly/1YpDj4J

STREAM 3: GENDER-RESPONSIVE PARTICIPATION

Ensuring that REDD+ workshops, committees, participation structures, taskforces, consultations, decision-making, capacity building trainings etc., equitably involve women and

men as well as equitably take their perspectives into account is part of a socially inclusive policy process. Given that women constitute about half of society, institutions and processes should then be reflective of this percentage and be composed by women in similar proportions.

Acknowledging, however, there are often socio-economic, social, cultural and political barriers faced by women within many developing countries, explicit and deliberate action needs to be taken to ensure women, in addition to men, are equitably, actively and meaningfully involved. (In line with the target endorsed by the UN Economic and Social Council, it is widely held that women, at a minimum, should at least make up 30% of any decision-making body, committee, consultation, workshop, etc.[9]) Undertaking such activities with gender-responsive participation can inform effective and efficient REDD+ processes by more accurately taking into account the specific knowledge, distinct needs, perspectives and contributions of women and men from various groups. It can also increase the likelihood of widespread support, ownership and sustainability of REDD+ processes. To achieve this, in addition to encouraging the nomination and participation of women in meetings, briefings on workshop topics should be circulated to all participants prior to the meeting (to ensure equal capacity to participate); mentors could be identified in-country early in the provision of REDD+ support and mandated to encourage gender equal participation; and regular reports could be provided to REDD+ focal points informing them of the gender participation rates within supported activities.

- Suggested entry points within the phases of the REDD+ policy cycle: Agenda setting/ problem identification; defining PAMs and policy options and organization; PAM implementation; and policy monitoring and review, and lessons learned

- Possible entry points within REDD+ thematic areas: DDFD, NFMS, FREL/FRL, PAMs, REDD+ NS/AP, safeguards, multiple benefits, allocation of incentives, stakeholder engagement and governance

- Good practice examples:

  ○ Listening to the Forest in Panama, UN-REDD Programme Active Listening Process - Women's Channel (See Annex 3 for more information and video summaries in Spanish at http://bit.ly/1SRVKQM and in English at http://bit.ly/1QkA8f8)

  ○ See Methodology section within Nigeria's Community-based REDD+ (CBR+) Country Plan (available at: http://bit.ly/1USP5WP)

STREAM 4: GENDER-RESPONSIVE PLANNING AND MONITORING

Developing gender-responsive planning and monitoring measures, including within reporting frameworks and budgets, can help assess whether women and men (and youth, girls and boys when applicable) are benefiting from REDD+ processes as well as assist in ensuring there are adequate financial resources for gender-related activities. Gender-responsive reporting, monitoring and budgeting are accountability tools which help reinforce and promote the full consideration of gender in REDD+ planning, implementation, monitoring and evaluation. Expertise for such approaches already exist within each UN-REDD agency (i.e. UNDP, UNEP and

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9   United Nations (1995), Beijing Declaration and Platform for Action, Fourth World Conference on Women, available at http://www.un.org/womenwatch/daw/beijing/pdf/BDPfA%20E.pdf

FAO) and, as such, can be mobilized to support REDD+ activities.

- Suggested entry points within the phases of the REDD+ policy cycle: Agenda setting/ problem identification; defining PAMs and policy options and organization; PAM implementation; and policy monitoring and review, and lessons learned

- Possible entry points within REDD+ thematic areas: NFMS, PAMs, REDD+ NS/AP, safeguards, allocation of incentives, stakeholder engagement and governance

- Good practice examples:

  ◦ See monitoring frameworks (and associated targets and indicators) within CBR+ Country Plans (see summary provided in Annex 3 for more information as well)

    i. Paraguay, available in Español at http://bit.ly/1WUOx0C
    ii. Nigeria, available in English at http://bit.ly/1USP5WP

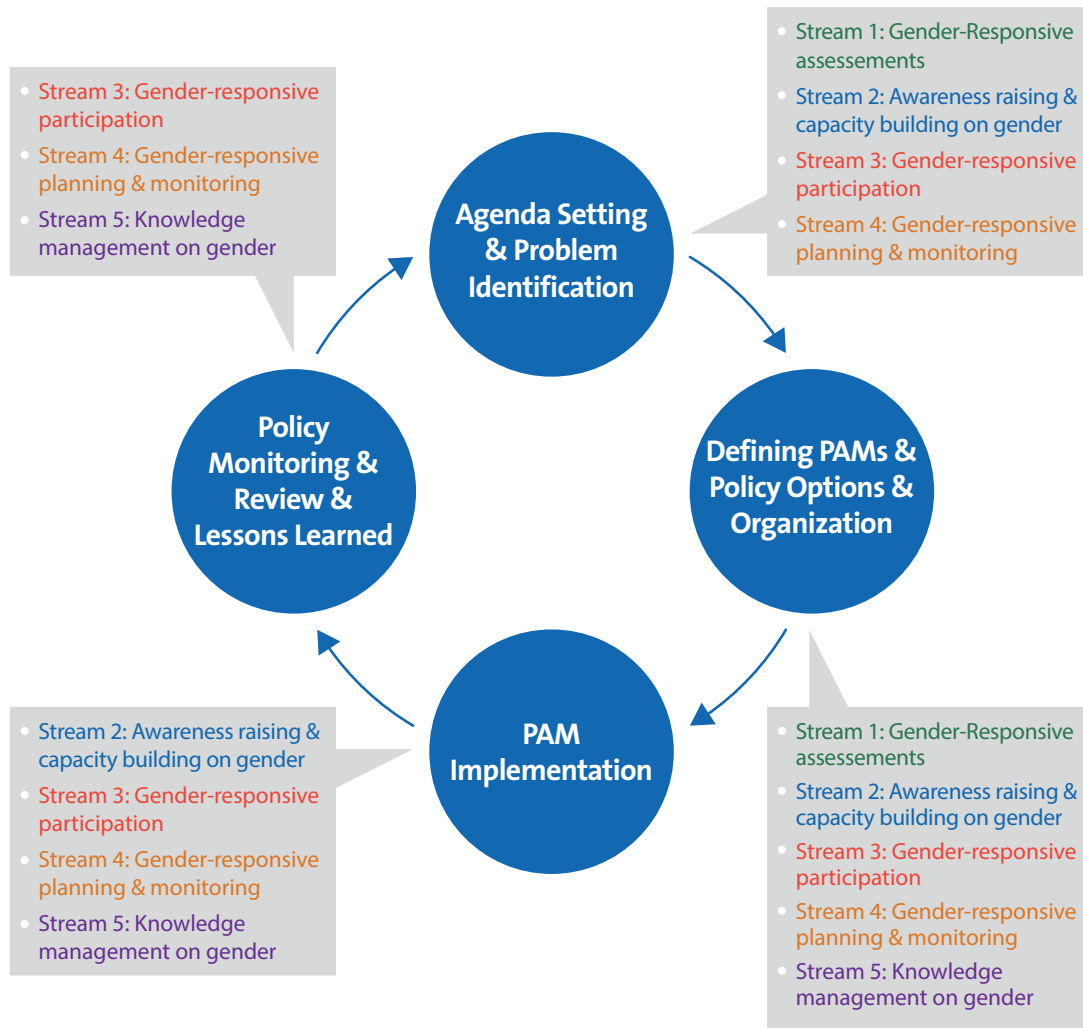 ◦ Suggested gender indicators are also provided in tables in Annex 1

STREAM 5: KNOWLEDGE MANAGEMENT ON GENDER

Systematizing and documenting good practices and lessons learned on the design and implementation of gender-responsive REDD+ action is critical for demonstrating how to move from policy to action in integrating gender equality and women's empowerment concepts into REDD+ processes. Sharing such experiences on gender among countries and regions as well as among stakeholder groups and staff further promotes knowledge exchange, replication, and helps to reinforce the relevance, need for and benefits of gender-responsive REDD+ action. In documentation exercises, it should also be recognized that some stakeholders have unique knowledge on gender issues and dynamics, and efforts should be in place to capture and disseminate such knowledge.

- Suggested entry points within the phases of the REDD+ policy cycle: Defining PAMs and policy options and organization; PAM implementation; and policy monitoring and review, and lessons learned

- Possible entry points within REDD+ thematic areas: NFMS, PAMs, REDD+ NS/AP, safeguards, multiple benefits, allocation of incentives, stakeholder engagement and governance

- Good practice examples:

  ◦ See country case studies on "Women's Inclusion in REDD+: Lessons from Good Practices in Forest, Agriculture and other Natural Resource Management Sectors", produced under the Joint UN-REDD, USAID LEAF and WOCAN Initiative in Asia Pacific:

    i. Cambodia, available in English at http://bit.ly/1jt9Ss3
    ii. Sri Lanka, available in English at http://bit.ly/1Ltag9v

As listed above, the five work streams can and should also be integrated across REDD+ thematic areas, such as NFMS, governance arrangements, stakeholder engagement, safeguards, multiple benefits, incentive structures, etc. To further illustrate where each of the work streams can also be integrated into the REDD+ policy cycle, please refer to Figure 1 below. (Note: given that country contexts vary, Figure 1 is not exhaustive, but rather is an illustration to demonstrate how the five streams can and often have been applied throughout the REDD+ policy cycle's phases.)

Figure 1:   Gender Entry Points within the REDD+ Policy Cycle

- Stream 3: Gender-responsive participation
- Stream 4: Gender-responsive planning & monitoring
- Stream 5: Knowledge management on gender

- Stream 1: Gender-Responsive assessements
- Stream 2: Awareness raising & capacity building on gender
- Stream 3: Gender-responsive participation
- Stream 4: Gender-responsive planning & monitoring

Agenda Setting & Problem Identification

Policy Monitoring & Review & Lessons Learned

Defining PAMs & Policy Options & Organization

PAM Implementation

- Stream 2: Awareness raising & capacity building on gender
- Stream 3: Gender-responsive participation
- Stream 4: Gender-responsive planning & monitoring
- Stream 5: Knowledge management on gender

- Stream 1: Gender-Responsive assessements
- Stream 2: Awareness raising & capacity building on gender
- Stream 3: Gender-responsive participation
- Stream 4: Gender-responsive planning & monitoring
- Stream 5: Knowledge management on gender

Additionally, while all five work streams should be applied at the national level, throughout the policy cycle and thematic areas of REDD+, as well as in the support UN-REDD is providing to partner countries, they could also be promoted in regional and global level efforts as well. To briefly illustrate some of these broader connections, Stream 1 on "gender-responsive assessments" and Stream 5 on "knowledge management on gender" could be applied when developing regional or global publications; Stream 2 on "awareness raising and capacity building on gender" could be applied when organizing regional REDD+ thematic workshops; and Stream 4 on "gender-responsive planning and monitoring" could be applied when developing global and regional annual work plans.

OPERATIONALIZATION

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UN-REDD offers various means to assist countries in operationalizing the Gender Approach, particularly when using and applying the methodology proposed above. These include:

1. **Methodological guide (Annex 1)** – Presented in table format, this guide is a key tool to aid in gender mainstreaming, offering a menu of gender-responsive activities for each of the five methodological streams described above. It also includes possible indicators to help measure such work. (To note the listed activities and indicators are not exhaustive.) The activities listed within the menu are not meant to be prescriptive, and the detailed design and implementation of such activities may vary based on local context and national circumstances. Rather, the purpose of these tables is to illustrate how gender equality and women's empowerment concepts can be integrated into national, regional and global level activities as well as how UN-REDD outcomes can be delivered in an effective, sustainable, gender responsive and socially inclusive manner.

2. **UN-REDD advisory services on gender (Annex 2)** – UN-REDD offers partner countries a set of technical support services on gender, ranging from reviewing project documents, work plans and analyses using a gender lens and providing gender-related support, to providing capacity building and training on gender and REDD+ and measuring progress on gender against targets. To promote an integrated approach with advisory services, support on gender can and will be streamlined and provided in a holistic and coordinated fashion with other UN-REDD support lines, such as governance, social inclusion, stakeholder engagement, multiple benefits, etc.

   UN-REDD has a global gender specialist to advise on Programme-wide gender efforts. Additionally, each of the three UN-REDD agencies have internal gender focal points, advisors and/or experts, either at the global and regional levels, within divisions and/or some country offices, who are available to guide and support staff and country partners in gender mainstreaming. UN-REDD staff are also trained on gender approaches.

   A specific UN-REDD 'Menu of Services' is also provided in Annex 2, which illustrates the support that partner countries, as well as regional and country teams, can receive from UN-REDD when designing, implementing and monitoring gender-responsive activities, including for each methodological stream proposed in Annex 1.

3. **Knowledge Management / Country Lessons (Annex 3)**

   To help illustrate the breath of what has been learned on integrating a gender perspective into UN-REDD's work, short country summaries of key good practices and early lessons learned are provided in Annex 3. It is precisely these experiences which have fed into and informed the development and methodology of UN-REDD's Gender Approach presented within this Brief.

4. **Other Resources (Annex 4)**

   UN agencies and other development partners have developed a wide range of policy, guidance and technical tools for mainstreaming gender, to help serve as helpful resources in REDD+ action. For a listing of some of these existing publications/tools on gender and REDD+/natural resource management, please see the resources and links cited in Annex 1 and provided in Annex 4.

Furthermore, UNDP, UNEP and FAO have their own corporate gender mainstreaming guidelines, strategies and/or targets guiding and reinforcing their work on gender equality and women's empowerment under the UN-REDD Programme. Other Programme-wide efforts, such as knowledge management and measuring and monitoring gender-related activities against UN-REDD's results framework, will also be included in the operationalization of the Gender Approach.

Photo: Riccardo Gangle / UN-REDD Programme

ANNEX 1: MENU OF GENDER-RESPONSIVE ACTIVITIES

STREAM 1 – GENDER-RESPONSIVE ASSESSMENTS AND GENDER-SPECIFIC ANALYSES

Conduct gender-responsive assessments and gender-specific analyses, which can in turn help establish a gender baseline and identify areas for improvement in REDD+ policy and programming and where gender equality and women's empowerment can be promoted.

Suggested Activity	Additional guidance	Possible indicators to measure impact of activities
Carry out gender assessments/ analyses	• Gender assessments assist in scoping gender issues, identifying entry points for gender mainstreaming and highlighting existing good practices on gender. To assist in the assessment of gender dynamics, two helpful resources include: 　○ UN Women's Global Gender Equality Constitutional Database: A repository of gender equality related provisions within 195 constitutions from around the world, available here: http://constitutions.unwomen.org/en 　○ FAO's Gender and Land Rights Database: A database containing information on gender considerations and gaps in countries' land rights and policies, available here: http://www.fao.org/gender-landrights-database/en/ • A country should assign timely and adequate financial resources for the completion of a gender assessment, and a review of existing assessments on gender, early in the REDD+ policy cycle process. • If a recent gender assessment already exists in a country, support efforts to ensure its findings and results are incorporated into and inform REDD+ policy design and implementation. (To assess whether a gender assessment currently already exists within in a country, recommend to liaise with UN-REDD agency global, regional and/or country gender focal points, as applicable.) • Country, regional and global gender coordinators are an excellent resource and should be consulted early on in the process and can advise on gender issues. • For more guidance and resources on gender analysis, please refer to Step 1 within the UN-REDD Guidance Note on Gender Sensitive REDD+.	• Evidence that REDD+ processes, policies and actions include gender equality objectives and are based on gender analysis of the different impacts of REDD+ on women and men • Evidence that sex-disaggregated information on women's and men's access to and use of forests is applied to REDD+ planning and implementation • Number of REDD+ related research activities and assessments that document and analyze women's and men's local knowledge and use of forests, as well as any changes in their availability to forest resources
Integrate a gender perspective into other assessments undertaken for REDD+ (i.e. gender-responsive assessments)	• Bringing in a gender perspective into other analyses (e.g. stakeholder analysis, drivers of deforestation and forest degradation (DDFD) analysis, benefit and risk assessment, corruption analysis, cost-benefit analysis, etc.), helps to identify any possible gender gaps within the specific thematic area as well as areas for improvement. • In practice, this could involve, inter alia, ensuring that the methodology applied to the assessment integrates gender considerations, reviewing literature and policies on gender during the literature review, and incorporating any gender dynamics into the assessment report and its findings • For each assessment, integrate gender considerations into the terms of reference (TOR) (i.e. in background, outputs, deliverables, qualifications, etc.) and request a gender focal/expert to review. • Where possible, seek gender equality within the teams hired to carry out assessments.	

Suggested Activity	Additional guidance	Possible indicators to measure impact of activities

Conduct a gender-responsive stakeholder mapping/analysis in relation to REDD+	• This can in be done as part of a larger stakeholder mapping exercise or as a standalone exercise, if required. It can help identify key stakeholders to engage, particularly those from more marginalized groups, such as women, youth, indigenous people and local communities.
	
	• Some questions to consider when undertaking a gender-responsive stakeholder mapping include (see UNIDO's Guide on Gender Mainstreaming for more information):
	  1. Do key stakeholders include gender-related individuals or groups (e.g. women or gender focused ministries/department, organizations, community groups, etc.)?
	  2. Do any capacity gaps or barriers exist preventing women's active engagement?
	  3. Is there a balanced gender representation among key stakeholders?
	  4. Is there at least one stakeholder who has the necessary skills and expertise to provide gender mainstreaming inputs?
	  5. Are stakeholders willing to promote and ensure equal and active participation of both women and men during design, implementation and validation exercises?
	
	• To assess whether such a stakeholder mapping currently already exists within in a country, recommend to liaise with UN-REDD agency global, regional and/or country gender focal points and stakeholder specialists, as applicable.
		• Evidence of inclusion and/or improvement of women's and marginalized group's forest resource and land tenure rights in laws or regulations
		
		• Number of women/gender-focused organizations and agencies directly engaged and involved in REDD+ related analyses

Involve local and indigenous women in analysis design, data collection and validation processes	• When undertaking gender-specific analyses and gender-responsive assessments, involving local and indigenous women can help promote that the data collected and analysis conducted more appropriately reflect on-the-ground realities. This, in turn, can help promote that national REDD+ policies and processes appropriately address gaps and link to the needs present at the community level. • In this work, it is also necessary to ensure that sufficient resources (i.e. funding, training, capacity building, etc.) are in place to support grassroots women's roles and involvement in such assessments.	
Convene a gender forum to help scope the breadth and entry points for analysis	• Engaging with the relevant stakeholders in a forum can help provide information on entry points for analysis and existing knowledge and gaps on gender in a country, etc. It can also be an effective and cost efficient way to help inform analysis. • Identify relevant stakeholders to participate in such a forum and ensure the event identifies entry points for analysis and knowledge gaps. • Possible stakeholders for such a forum could include women, youth and gender-focused non-governmental organizations (NGOs), civil society organizations (CSOs), local/community groups, unions and ministries/departments. • Existing stakeholder/government platforms could be leveraged.	

STREAM 2 – AWARENESS RAISING AND CAPACITY BUILDING ON GENDER

Increase the depth of understanding of gender equality and women's empowerment concepts, build capacity on how to integrate them, and address the misperceptions concerning gender issues at global, regional and national levels.

Suggested Activity	Additional guidance	Possible indicators to measure impact of activities
Conduct regular awareness raising and outreach activities with stakeholders on gender and social inclusion	• Outreach can raise stakeholder awareness on specific needs, roles and opportunities of women and marginalized groups, and how their involvement is integral to the success of REDD+. • Awareness raising and outreach can be led as a standalone activity, or be integrated into other thematic workshops and events on stakeholder engagement, safeguards, national strategies/action plans (NS/APs), policies and measures (PAMs), etc. • Country level stakeholders to engage in such activities can include policy makers, CSOs, indigenous and community leaders, members of established REDD+ platforms, etc.	• Number of REDD+ training, sessions and workshops with country-level stakeholders, which integrate gender issues • Number of stakeholders/staff who have had their capacity built/awareness raised on gender and REDD+ (disaggregated by sex and stakeholder group) • Evidence of greater public visibility and importance of socially-inclusive and gender-responsive REDD+ through public and media engagement
Raise women's awareness on their rights	• Women, for example, at the grassroots level, can often be unaware of their rights both at the international level (e.g. under human rights and climate change conventions, Sustainable Development Goals (SDGs), etc.) and national level (e.g. national laws/guidelines on gender equality, REDD+, land tenure, etc.). As such, awareness raising efforts with them on their rights can help equip them with the appropriate tools and knowledge to effectively raise their voice, exercise their rights and hold governments accountable in REDD+ processes.	• Percentage change in gender responsiveness of REDD+ policies, strategies, action plans, monitoring frameworks, etc., compared to baseline • Number and type of representation of women and marginalized groups as speakers and presenters in training session(s) on gender with REDD+ stakeholders (i.e. government, indigenous groups, community leaders, etc.)

Suggested Activity	Additional guidance	Possible indicators to measure impact of activities
Train and build capacity of stakeholders, including REDD+ Teams, on how to integrate gender considerations within their work on REDD+	• In this work, also engage, coordinate and consult local CSOs, NGOs and government representative bodies/agencies working on women and gender issues, to help inform gender-responsive awareness and capacity building efforts. • Training should be tailored and aligned to participants' needs and specific work areas. • Demonstrate the rationale and need for promoting gender equality. This can include discussing how it helps fulfil human rights and promotes the effectiveness, efficiency and sustainability on REDD+.	• Changes in perception/ understanding of gender and social inclusion among stakeholders (e.g. policy makers, indigenous people, local communities, etc.) • Existence of partnerships/collaboration with CSOs, NGOs and government ministries/agencies working on gender/women's issues • Evidence of REDD+ relevant information in places and format (i.e. radio, local language, etc.) available and accessible to women and other marginalized groups (e.g. poor, youth, indigenous people, etc.) • Women's and marginalized people's perception of availability and accessibility of information on REDD+, compared to baseline • Percentage of women and men who say they 1) understand the concept of REDD+; 2) have the ability to engage in REDD+ activities 3) benefit from REDD+ activities; and 4) have their needs addressed
Build partnerships with and capacity of gender and/women focused CSOs, NGOs, networks, ministries, etc., and other development organizations working on gender and REDD+ in the country	• Creating partnerships with these entities can help make use of limited resources and promote learning and the exchange of experiences on gender, as well as create synergies in integrating gender considerations in national REDD+ processes. • In some cases, it might be necessary to build the capacity of gender and/or women's organizations and groups on REDD+, in order for them to contribute effectively to REDD+ processes, in terms of knowledge and institutional capacity. Given the complexity of REDD+ concepts, also integrate local contexts and knowledge into capacity building on REDD+. • Look at how partners are addressing gender issues to avoid overlaps and identify opportunities for collaboration.	
Facilitate availability of, and access to information on REDD+ concepts and components to women and other marginalized groups	• Other marginalized groups can include youth, disabled, minorities, elderly, etc. • Ensure that material developed in support of this activity is available in local languages and is disseminated to forest-dependent communities.	

STREAM 3 – GENDER-RESPONSIVE PARTICIPATION

Promote gender balance and integrate gender equality and women's empowerment concepts within workshops, consultations, decision-making bodies and training at global, regional and national levels.

Suggested Activity	Additional guidance	Possible indicators to measure impact of activities
Promote the meaningful participation of women in all REDD+ activities	• Go beyond measuring the number of participants, so that both the participation of women and men and the effective engagement of women and men are measured. (Section 4.3 (p.44) in CIFOR's "Adaptive Collaborative Management and Improving Women's Participation", located here, presents a helpful table to help measure effective engagement.) In communities where gender issues are a sensitive topic to address, consider holding separate consultation and planning meetings with men, women and other marginalized groups, wherein the viewpoints are bought together in plenary planning sessions to develop a community-level plan that reflects all interests. • For more guidance on promoting the effective participation of women, please also refer to Step 3 in the UN-REDD Guidance Note on Gender Sensitive REDD+. • Identify and engage mentors in-country who can be tasked with encouraging and supporting the meaningful participation of women. • To help monitor progress, provide regular (quarterly) reports to REDD+ focal points on the participation of men and women in UN-REDD supported activities.	• Number and percentage of women and men, as well as representatives from women/gender focused organizations, who attend REDD+ workshops, meetings, etc., disaggregated by type of training (e.g. on benefit sharing, NS/APs, safeguards, Free, Prior, and Informed Content, etc.) • Number of training/workshop sessions designed to account for women's constraints (e.g. safety issues, childcare, women's only groups, etc.) • Number of women and men who actively participate (i.e. contribute to discussion) in training sessions
Promote capacity building among women and marginalized groups in advance of REDD+ consultations	• Build capacity on REDD+ thematic areas through holding workshops, events and forum discussions, circulating briefing notes prior to convening workshops, etc. This can help ensure women and men equitably have the technical capacity to effectively contribute to these processes and associated decision-making opportunities.	

Suggested Activity	Additional guidance	Possible indicators to measure impact of activities
Create women's groups and bring women with similar priorities and interests together	• Given socio-political and cultural barriers, it can be the case that women face discrimination and threat from harmful social norms if they raise their voice. Thus, bringing women with similar priorities and interests together in a group can help to create a safe environment for them to create a collective and unified voice, develop the confidence and skills to strategically engage in REDD+, and access and influence decision-making processes. • Support the formation of women's groups according to needs (i.e. structuring economic activities around economic needs, such as savings and credit groups, small-scale trading and rearing of small livestock) which are often popular among women and create a genuine dialogue space for open and frank discussions.	• Number of men and women participating in capacity training and knowledge sharing on improved land/forest management and CO_2 reductions (as a result of REDD+-funded projects/programmes) • Existence of partnerships/collaboration with CSOs, NGOs and government ministries/agencies working on gender/women's issues • Percentage of 1) women and 2) women/gender-focused organizations and ministries representing seats of REDD+ taskforces/roundtables/ bodies • Percentage of women and men employed in REDD+ agencies as managers, project and field staff • Percentage change (e.g. bi-yearly, yearly, etc.) in the number of women in management, technical, and professional positions associated with REDD+ action
Design and implement workshops, trainings and other events so that the decision-making processes and knowledge and information being discussed encourages women's involvement and attendance	• Given that the forestry sector work is often associated with men and is a male dominated field, it is often necessary to tailor REDD+ capacity building and awareness raising specifically to target women as well, and have information presented in a manner that is relevant for women's use and conservation of forest resources. • Hold meetings, consultations, etc., to encourage women's participation and attendance. This would include arranging meetings at a time and location that works well for women, as well as organizing child care options. Be aware of safety issues women might face in reaching meeting locations and be mindful to not schedule meetings or training sessions at a time that conflicts with women's daily tasks. • For more guidance, please refer to Step 3 in the UN-REDD Guidance Note on Gender Sensitive REDD+.	
Integrate local contexts and knowledge into capacity building on REDD+	• Structure and design REDD+ capacity building activities on local and indigenous women's existing knowledge, local terminology and language use in order to help ensure that women understand the topics being discussed and their capacity can accordingly be properly built. • A multi-level process could help in this process, wherein national level trainers can be utilized to help translate international REDD+ concepts and terminology into understandable terms at the grassroots level. Adapting the terms and concepts to the reality, culture and context of local and indigenous women can help encourage and support their meaningful and active participation in REDD+.	

Suggested Activity	Additional guidance	Possible indicators to measure impact of activities
Take specific steps to engage, involve and seek partnerships with women/gender agencies and organizations (governmental and non-governmental)	• Liaise and consult with women/gender-focused organizations and ministries/departments on gender dynamics. This can further help bring in a gender perspective and inform information systems and stakeholder engagement and participation processes. • In some cases, such groups might need to have their capacity on REDD+ processes built, so that their guidance can be more relevant and context specific.	• Number of households and individuals (women and men) with improved access to and control of land and forests as a result of REDD+ support (as compared to baseline)
Encourage men leaders to support women's participation in decision-making and leadership (e.g. through public statements and tangible actions)	• Vocal support on gender equality from men leaders can have a positive and catalyzing effect in promoting gender-responsive participation, particularly within local communities and indigenous groups. • Identify champions at community, provincial and national levels that can champion women's issues.	
Set specific targets for the participation of women, particularly in decision-making bodies, structures and platforms	• Set clear targets for women participation in decision-making bodies and ensure it is approved and endorsed – with at least 30% women participation. Within this context, it is recommended to strive beyond the minimum 30%, and promote that women make up at least 40%.	

STREAM 4 – GENDER-RESPONSIVE PLANNING AND MONITORING

Develop gender-responsive monitoring and reporting frameworks and allocate adequate budgets for gender-responsive activities on REDD+, including in REDD+ finance structures.

Suggested Activity	Additional guidance	Possible indicators to measure impact of activities

Develop and integrate gender indicators into reporting frameworks across all REDD+ components, and disaggregate data by sex	• Sample indicators are provided in the tables as part of this annex (columns to the right).
	• For additional examples of gender sensitive indicators on themes relevant for REDD+, please reference:
	  ◦ United Nations Development Programme (2006). Measuring democratic governance: A framework for selecting pro-poor and gender sensitive indicators. Retrieved from http://bit.ly/1EtVrlB
	  ◦ Asian Development Bank and AusAid (2013). Tool kit on gender equality results and indicators. Retrieved from http://www.adb.org/documents/tool-kit-gender-equality-results-and-indicators
	• Additional guidance and assistance on gender indicators are available from the UN-REDD Global Team.
		• Number of women and men from local communities and indigenous groups involved in design of indicators
		• Percentage of annual budget that has explicit budget allocated to support gender and/or women's engagement/empowerment issues
		• Evidence that REDD+ finance facilities include gender-responsive guidelines for funded REDD+ activities
		• Number of women and men involved in management of REDD+ funds
		• Percentage of women who are members of any monitoring or reporting board

Develop national level guidance for reporting on gender issues, including through the collection of sex disaggregated data and the use of gender indicators at global and country levels	• Such guidance on reporting should highlight, among others, the need to:
	  ◦ Capture changes in women's and other marginalized group's rights, tenure, access to resources (e.g. land, finance), etc.
	  ◦ Monitor such changes and gender impacts and have them then feed back into decision-making and planning.	

Promote ways to ensure the voices of both women and men are equitably taken into account when designing REDD+ indicators and when data is collected for these indicators	• This will most likely need to involve capacity building activities on indicator development and gender indicators. • Engagement and consultations with women's groups/CSOs/unions, etc. (and similar groups for youth, when relevant) can help ensure voices of women (and youth, when relevant) are taken into account.	

Suggested Activity	Additional guidance	Possible indicators to measure impact of activities
Consult with women/gender ministry, department and/or focal point when developing monitoring and reporting frameworks	• Integrate information on where and how gender ministries are monitoring gender mainstreaming. • Identify and seek synergies with relevant goals and targets set by government agencies, including gender targets in the forest sector.	• Percentage of REDD+ benefits (disaggregated by monetary & non-monetary) that reaches women, men, boys and girls • Number of REDD+ value-chain improvement activities benefitting women and men
Promote use of gender-responsive budgeting, especially in regards to reporting on the allocation of budgets for the achievement of gender commitments	• This can include allocating explicit budget for gender related activities. • For more guidance on gender-responsive budgeting, please see: UN Women's Financing for Gender Equality website	
Ensure women and men are equitably involved in decision-making on management of REDD+ funds	• Set targets for women's involvement and undertake any corresponding necessary capacity building so that both women and men can adequately advise on REDD+ fund management. • Ensure women's participation in decisions on how REDD+ funds are distributed and collective funds are used.	

STREAM 5 - KNOWLEDGE MANAGEMENT ON GENDER

Systematize good practices on the design and implementation of gender-responsive REDD+ action and share experiences on gender between countries and regions as well as among stakeholder groups and staff.

Suggested Activity	Additional guidance	Possible indicators to measure impact of activities
When compiling good practices and lessons learned on REDD+ components, include in this data collection any information on gender specific dimensions of the work	• When compiling these examples, if there is a lack of information on gender present, it would be helpful to note this, and clarify why this is the case.	• Number of 1) case studies on gender and REDD+ developed; and 2) REDD+ case studies produced, which highlight gender dimensions as well (and number of hits from or views of the products from the UN-REDD workspace)
Develop case studies showcasing good practices and lessons learned on integrating gender and promoting women's empowerment in REDD+ action	• This can include workshop reports, publications, videos, etc. • Case studies serve as an advocacy tool to demonstrate the role women play in the sustainable management of forests and in traditional forest management systems.	• Number of REDD+ south-south learning exchanges and other knowledge management events which have a session on gender • Number of women participating in events and exchanges
When organizing south-south learning exchanges and other knowledge management events, integrate specific sessions on gender and showcase good practices undertaken on gender and women's empowerment	• Promote and set targets for women's participation in these events. Promote that women represent at least 30% of participants. • Explore options for having the women (if applicable), who have undertaken good practices, hold the knowledge exchange sessions themselves.	• Degree of satisfaction from UN-REDD partner countries on knowledge, technical expertise and capacity building provided by UN-REDD in support of gender-responsive REDD+ processes, policies and actions

ANNEX 2: MENU OF UN-REDD SERVICES FOR GENDER MAINSTREAMING

Presented in the "Menu of Services" below is a list of the types of assistance UN-REDD can provide to UN-REDD country-level stakeholders, and correspondingly regional and country teams, to help them integrate gender-responsive action into national REDD+ processes. This "Menu of Services" is not comprehensive, but rather provides a snapshot and range of the type of services and support that can be provided across the phases of the REDD+ policy cycle and components of REDD+. As noted above, to promote an integrated approach with advisory services, support on gender can and will be streamlined and provided in a holistic and coordinated fashion with other UN-REDD support lines as well. If specific services on gender are needed, which are not reflected in this table, regional and country teams are encouraged to reach out to the global team for support. Additionally, links to various global tools, templates, and PowerPoint presentations on gender are also provided in Annex 4 and here.

Gender Approach Stream	Available and examples of UN-REDD services
1. Gender-responsive assessments and gender-specific analyses	• Gender analysis development: Assist in methodological design and review and guide analysis. • Terms of Reference (TOR) development: Draft and provide guidance on associated TORs, and assist in their dissemination across gender and climate change networks. • Review and provide guidance on supplementary assessment materials (e.g. questionnaires, progress reports, work plans, etc.) • Provide resources and good practice examples on gender assessments. • Review other analyses/assessments (e.g. stakeholder analysis, drivers of deforestation and forest degradation analysis, benefit and risk assessment, cost-benefit analysis, etc.) to provide concrete guidance on strengthening their gender perspective.
2. Awareness raising and capacity building on gender	• Design and facilitate capacity building on gender and REDD+ with UN-REDD staff teams and country level staff and stakeholders, tailored to REDD+ thematic area(s) and audience. • Gender survey questionnaires: Provide examples (for workshops, trainings, etc.) and develop tailor-made questionnaires to prepare for workshops as well as assess their impact. • Provide guidance and good practice examples on providing available and accessible information to women and marginalized groups. • Link REDD+ staff to national and local women's/gender focused ministries/departments, non-governmental organizations (NGOs), civil society organizations (CSOs), indigenous groups, etc., to explore synergies and collaboration opportunities.

Gender Approach Stream	Available and examples of UN-REDD services
3. Gender-responsive participation	• TOR development: Develop and provide guidance on associated TORs, and assist in their dissemination across gender and climate change networks. • Undertake training and capacity building with UN-REDD teams and country level staff/ stakeholders on how to achieve gender-responsive participation. • Review, develop materials for, and provide gender guidance on stakeholder engagement activities and documents (e.g. stakeholder mapping, stakeholder participation plans, agendas and PowerPoint (PPT) presentations, etc.). • Provide case study examples illustrating the practical 'how to' in achieving gender-responsive participation. • Gender survey questionnaires: Provide examples (for workshops, trainings, etc.) and develop tailor-made questionnaires to prepare for workshops as well as assess their impact. • Link REDD+ staff to national and local women's/gender focused ministries/departments, CSOs, NGOs, indigenous groups, etc.). • Develop gender indicators to measure gender responsiveness of participation activities.
4. Gender-responsive planning and monitoring	• Provide sample gender indicator examples and develop gender indicators. • Develop guidance for reporting on gender issues, including through the collection of sex disaggregated data and the use of gender indicators. • Link REDD+ staff to national and local women's/gender focused ministries/departments, CSOs, NGOs, indigenous groups, etc.) to bring in local and national context within monitoring and reporting frameworks and budgeting. • Review REDD+ budgets, financial structures, national fund modalities, etc., to identify entry points for gender-responsive action and measurements for success.
5. Knowledge management on gender	• Develop regionally diverse UN-REDD gender case study examples. • Design and facilitate gender-focused sessions in South-South learning exchanges and/or other knowledge management events. • Provide gender guidance to inform the design and implementation of South-South learning exchanges and/or other knowledge management events (i.e. on TORs, concept notes, agendas, pre- and post- survey questionnaires, PPT presentations, etc.). • Review and integrate relevant gender considerations into other REDD+ technical and thematic case studies being developed.

ANNEX 3: COUNTRY EXPERIENCES AND GOOD PRACTICES ON GENDER AND REDD+

This Annex presents key case study summaries on gender good practices undertaken within UN-REDD partner countries.

1. CAMBODIA: THE INTER-MINISTERIAL GENDER GROUP ON REDD+

Although there are policies and institutions in place in Cambodia to promote the integration of gender considerations in forestry and other natural resources management sectors, barriers have prevented the effective function of such institutions and implementation of these policies. Acknowledging these gaps between policy and practice, Cambodia, from 2012-14, agreed to serve as a pilot country in a regional Joint Initiative on women's inclusion in REDD+, organized by the UN-REDD Programme, USAID Lowering Emissions in Asia's Forests (LEAF) and Women Organizing for Change in Agriculture and Natural Resource Management (WOCAN). Through a country assessment (available at: http://bit.ly/1jt9Ss3), concrete barriers to women's inclusion and integration of gender perspectives in REDD+ (at institutional & community levels) were examined; corresponding key entry points and recommendations for removing those barriers were formulated; and good practices on gender issues for replication were identified. These recommendations were informed and prioritized through a National Forest Dialogue held with a wide range of stakeholders, including government officials, NGOs/CSOs, academics and local communities.

In response to these findings/recommendations, in 2014, the Government decided that creating an inter-ministerial Gender Group at the national level would be an effective initial measure to help the REDD+ Taskforce to 1) address some of these identified gender gaps and barriers in a cost-effective and efficient manner within its ongoing REDD+ work; and 2) strengthen existing good practices on gender. Made up of four government representatives (Forestry Administration, Fisheries Administration, Ministry of Environment and Ministry of Women's Affairs), the objectives of the time-bound Gender Group (until the end of 2015) were to build awareness on gender and women's empowerment concepts among members of the REDD+ Taskforce, Consultation Group and Technical Teams, and advise on gender in components of the National REDD+ Strategy and subsequent implementation guidelines as they were prepared.

The key activities the Gender Group undertook to fulfill its identified objectives included:

- Conducting two gender and REDD+ awareness raising and capacity building workshops, including with the four REDD+ Technical Teams and the REDD+ Consultation Group.

- Providing written comments and recommendations to the REDD+ Taskforce Secretariat on ways to strengthen the integration of gender equality and women's empowerment concepts within the draft National REDD+ Strategy.

- Raising awareness on gender and REDD+ and the work of the Gender Group through a radio talk show and the National Television of Cambodia.

Additionally, supportive tools and processes were undertaken to help inform and guide the work of the Gender Group. At the request of the Gender Group, this work included conducting an internal training on gender and REDD+ in November 2014 with the Gender

Group on the intersection of gender equality, women's empowerment and REDD+, and developing a Gender Checklist to serve as a tool to help guide the Gender Groups' review of the draft National REDD+ Strategy.

Although the REDD+ Strategy is not finalized, the initial results and impact of the Gender Group's involvement has been encouraging. Through the evolution of the draft National REDD+ Strategy, there has been an increasing number of gender considerations reflected in its revised drafts, including within strategic sections, such as its principles.

For more information on the Gender Group in Cambodia, please contact Elizabeth Eggerts, UN-REDD Gender and REDD+ Specialist, at elizabeth.eggerts@undp.org.

Photo: REDD+ Taskforce Secretariat, Cambodia

2. THE CBR+ PROGRAMME: INTEGRATING GENDER WITHIN COMMUNITY PROJECTS

CBR+ is a partnership between the UN-REDD Programme and the GEF Small Grants Programme (SGP) and implemented by UNDP to deliver grants directly to indigenous peoples and forest communities to empower them to fully engage in REDD+ readiness activities, and develop experiences, lessons, and recommendations at the local level that can feed into national REDD+ processes. CBR+ supports community-level projects that complement UN-REDD National Programmes, national REDD+ readiness processes and/or strategies. During the pilot phase (2014 - 2017), CBR+ is being implemented in six pilot countries: Paraguay, Panama, Nigeria, Democratic Republic of Congo (DRC), Cambodia and Sri Lanka. (See CBR+'s Fact Sheet for more information.)

Guidance was provided to each pilot country to ensure gender equality principles were promoted within the design and implementation of their CBR+ Country Plans, with the recommendation to also consider allocating a portion of CBR+ grants to projects designed by or benefitting women (see CBR+ Guidance Note for more information). While the pilot phase is still underway, the results of the gender sensitivity of this initiative have been very encouraging.

To provide a snapshot of the gender considerations incorporated into this initiative, all six CBR+ Country Plans (Paraguay, Panama, Nigeria, DRC, Cambodia, and Sri Lanka) include gender considerations among their criteria for project selection and within their monitoring frameworks, with targets and/or indicators related to women's participation and/or gender equality. These CBR+ Country Plans guide the disbursement of CBR+ grants and are very influential in determining what projects are funded by the initiative. In four of the six Country Plans (DRC, Nigeria, Cambodia and Sri Lanka) linkages to gender considerations and/or women's participation were made in the outputs and/or outcomes, and in five of the six countries (Cambodia, Sri Lanka, DRC, Nigeria, and Paraguay), women were specifically identified and included among the stakeholder groups participating in the consultations. In one CBR+ Country Plan (Nigeria), a specific emphasis was further placed on projects that will benefit young and unmarried women in particular, as they tend to be particularly marginalized.

Approximately 70 CBR+ grants have been disbursed, ranging between 7 and 14 projects per pilot country, with more grants on track to be disbursed throughout 2016. Of the CBR+ projects funded to date, every pilot country has at least one (and some up to four) project(s) which is either led by a women's focused organization, has noted women as the main beneficiaries of the project, and/or integrates gender-sensitive dimensions into its objectives.

These projects range from training women and youth on methodologies for eco-agriculture practices and sustainable livelihood enterprises in Nigeria and women's production groups on growing shade coffee in Panama, to having a women's focused organization in Cambodia undertake efforts to assist community management committee and members with securing their title to manage and use community forest resources sustainably and participate in REDD+ implementation in the future.

For more information on CBR+, please contact Ms. Dearbhla Keegan, CBR+ Project Coordinator, at dearbhla.keegan@undp.org.

3. GHANA: MAINSTREAMING GENDER INTO THE NATIONAL REDD+ PROCESS[10]

With funding and technical support from various partners[11], Ghana has been undertaking REDD+ readiness and implementation activities since July 2008. Currently, the Forestry Commission of Ghana, through its National REDD+ Secretariat (NRS), is leading the implementation of REDD+, with the support of a grant from the Forest Carbon Partnership Facility (FCPF) of the World Bank.

Gender-sensitive REDD+ initiatives have been at the center of the REDD+ process in Ghana, involving, amongst other activities, developing and delivering roadmaps to guide the design and implementation of gender-sensitive REDD+ actions. This process has paved the way for substantive validated good practices and lessons learned for future replication. To help illustrate this work, listed below are a few main activities, which have been instrumental in guiding and informing the gender mainstreaming work of Ghana's REDD+ readiness and implementation processes:

- Through collaborative efforts between International Union for the Conservation of Nature (IUCN), Ghana's Forestry Commission and other partners, a Gender and REDD+ Roadmap was drafted in 2011. To inform its development, participatory multi-stakeholder workshops were held, which convened national policy makers, women's organizations and gender experts, among others. These workshops focused on building participants' capacity on gender and REDD+ and created a space for dialogue on country-specific gender issues and actions that could support gender-sensitive national REDD+ processes. The Roadmap has served as a guide on gender for other REDD+ processes, including the Environmental and Social Assessment (see below) and later the 2015 National REDD+ Strategy.

- As part of Ghana's REDD+ readiness process, funded by the FCPF, a Strategic Environmental and Social Assessment (SESA) of the REDD+ mechanism in Ghana was undertaken in 2014. Together with other relevant documents and results of on-going readiness activities, the findings, objectives and actions of the 2011 Gender and REDD+ Roadmap informed the SESA to utilize a gender approach both in its design and analysis, wherein its framework for REDD+ places special consideration on livelihoods, rights, cultural heritage, gender, vulnerable groups, governance, capacity building and biodiversity.

- As one of the key strategies of the 2011 Gender and REDD+ Roadmap, Ghana established a national REDD+ Gender Sub-Working Group (GSWG) in 2015 with financial support from the United Nations Development Programme, through the facilitation of the IUCN Global Gender Office as well as the FCPF and the National REDD+ Secretariat under the existing REDD+ funding to Ghana. Including representatives from government, traditional authorities, local communities, academia, private sector

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10 The information provided in this case study has been largely adapted from IUCN (2016). "Mainstreaming Gender into Ghana's REDD+ Process: Successes and Challenges of the Journey". June. Available at: https://portals.iucn.org/library/node/46386

11 Forest Carbon Partnership Facility (FCPF), International Union for the Conservation of Nature (IUCN), Forest Investment Programme (FIP), Danish International Development Agency (DANIDA), UN-REDD Programme and United Nations Development Programme (UNDP)

and non-governmental and civil society organizations, the GSWG is tasked with spearheading the gender mainstreaming process, building capacity on gender at the grassroots level, and providing technical support in the review of REDD+ documents and processes to ensure their gender responsiveness. To support this work, the GSWG, at the time of its formation, was also trained on climate change, REDD+ and its status in Ghana, the links between gender, REDD+ and safeguard issues, and the importance of mainstreaming gender considerations into REDD+.

To date, positive outcomes have been generated. For example, the GSWG has developed a Gender and REDD+ Action Plan to support the operationalization of the Gender and REDD+ Roadmap; reviewed and informed Ghana's draft National REDD+ Strategy and other reports to ensure an inclusive and gender-responsive national REDD+ framework and process; and seen their mandate and role in the national REDD+ architecture strengthened. Additionally, the national REDD+ Secretariat of Ghana has set-up a safeguards and gender desk for coordination of REDD+ safeguards and gender issues. The capacity on gender and REDD+ issues among many institutions has also been strengthened and local stakeholders in some communities have been trained to lead in mainstreaming gender into project activities and district level policies/strategies.

Through these efforts, challenges and lessons learned around gender have also been brought to the surface. For example, given gender disparities around socio-cultural norms and legal inequalities and impediments, the dynamics of existing customary and statutory laws on marriage, divorce, inheritance, custody and land tenure have significant implications on access, use and control of resources by women and men and will thereby have an impact on REDD+, including in areas of inclusive participation, rights, equity and benefit sharing. Women also continue to face barriers in participation, and lack sufficient knowledge and capacity to participate meaningfully in decision-making at all levels to ensure that their interests are taken into account. Creativity is thus needed to work around these barriers to promote women's active engagement, wherein efforts to sensitize men on the importance/benefits of harnessing the contribution of women are undertaken and the misconceptions about gender advocacy (e.g. it may undermine positions or power, etc.) are broken down.

Ghana, also a UN-REDD partner country, has achieved impressive milestones on gender equality and women's empowerment within its REDD+ processes, and as such, other countries in the African region have been eager to learn about the successes and challenges Ghana has faced in the process. For example, Kenyan representatives from the Ministry of Environment, Ministry of Agriculture, Ministry of Finance, the Kenya Forest Service (KFS) and civil society had the opportunity to visit Ghana under the auspices of a UN-REDD facilitated South-South Knowledge Learning Exchange in 2015, and learned how to set guidelines to incorporate a gender perspective from the outset of REDD+ processes.

For more information on this work, please contact Saadia B. Owusu-Amofah of IUCN at Saadia.Bobtoya@iucn.org or Yaw Kwakye of the Forestry Commission of Ghana at beemayaw@gmail.com.

4. PANAMA: ACTIVE LISTENING PROCESS - WOMEN'S CHANNEL

In Panama, as part of the Public Participation Plan (PPP) under the Joint National Programme between the UN-REDD Programme and Ministry of Environment (2011-2015), an 'active listening' process was established to help ensure that the voice and views of indigenous people would be heard directly, and their self-management, in accordance with their traditional authorities, would be taken into account in the participatory process for the construction of the National REDD+ Strategy. Although the PPP was designed with the goal of having participation of women and men be as equal as possible throughout its implementation, the specific important role of women in the conservation, management and sustainable use of land and natural resources was stressed during its implementation.

This feedback led to the formulation of a new, fifth channel of its 'active listening' process that was specifically focused on meaningfully engaging women from indigenous, Afro-descendant and rural communities within the National REDD+ Strategy consultation process. In the end, the 'active listening' process included five different channels, including Afro-descendant communities, campensino families, indigenous peoples, organizations and institutions, and women.

Held around two 2-day workshops in May 2015, the effective approaches utilized to plan and undertake the Women's Channel included the following:

- Identifying and addressing gender gaps in REDD+ participation processes: Originally consisting of four channels, the results of the 'active listening' process in 2014 highlighted the sensitivity, interest and quality contributions from women; demonstrated the unbalanced and unfair participation in decision-making and distribution of tasks between women and men; and revealed women's greater respect for the forest and collective concern for sustainability. In response to these observations and findings, a fifth channel was developed in 2015 to help ensure the unique perspective of women is taken into account when designing specific measures to address the drivers of deforestation and degradation affecting rural and forest areas in Panama's National REDD+ Strategy.

- Generating a gender baseline: Two workshops were held with a total of 42 women to collect participatory baseline data on women's perceptions of the current situation of women in communities, particularly those dependent on forests, as well as seek their perspectives on what solutions and measures will be effective to reduce deforestation and promote sustainable land use practices.

- Gender-responsive and inclusive workshop design and implementation: Key good practices were utilized in the design and implementation of the workshops, which in turn encouraged women's participation and provided a safe space for the women to share their views. These good practices are noted below:

  ◦ The two workshops were held in geographically diverse areas, and occurred at separate ends of the country. This was to help ensure that the women participants represented those groups (indigenous, Afro-descendant and rural communities) living at the grassroots level and in areas of the country, which face different issues and challenges in relation to forest management.

  ◦ Before the workshops, meetings were arranged with leaders and members of organizations (indigenous, Afro-descendant and rural) in order to agree on the methodologies to be used and assess possible scenarios and logistics that were

required. Based on these findings, the workshops, and associated activities, were then designed in a way that was most convenient, sensitive and allowed trust to be built with the potential participants.

◦ Conveyed to participants at the beginning of the workshop, the workshop's main methodology centered on listening, wherein the participants took on an active role and were the owners of the workshop and the organizers, in contrast, took on a more passive role and helped to guide discussions.

To date, the key outcomes resulting from this work have been positive. These include:

• Baseline data generated and women's perspectives documented: In the workshops, the perspectives of women from indigenous, Afro-descendant and rural communities were shared and documented in order to define the current diagnosis and situation of the forest in their regions; the situation of women in rural communities and their understanding of the forest was discussed; proposals to fight against deforestation and forest degradation were developed; as well as a more sustainable use of the forests, as part of the creation process of the National REDD + Strategy in Panama, was promoted.

• Common vision established among women on their role in preserving the forest and nature: The workshops undertaken under the Women's Channel helped to bring together women from indigenous, afro-descendants and campesino backgrounds to develop a common vision on their role in preserving the forest and nature. The two workshops began with an apparent distance between the groups. However, as the workshops progressed and with the sharing of similar experiences and stories, the differences and separations between the groups became blurred. By the end of the two workshops, all women (indigenous, rural and Afro-descendant) stated that one of the greatest achievements was the realization that there was only one "us", wherein the classification of "other" had disappeared.

• Women given a voice in the REDD+ Strategy process: As participation in public spaces is often limited for many of the women, the opportunity to have a space to interact, share their views on what measures are a priority for them, and contribute to the national 'active listening' process on REDD+, was highly valued by the women. They all had the feeling and conviction that the Ministry of Environment and the UN-REDD Programme valued their perspectives, gave them voice, and recognized the importance of their knowledge and the role they play in forest conservation and the sustainable use of land and natural resources. The feedback and results obtained from the women during two workshops will help inform Panama's National REDD+ Strategy, including on how it plans to promote gender equality and empowerment of women.

To note, during the workshops, discussions also revealed the need to address women's limited role, engagement and participation in decision-making. In some regions, this inequality was particularly felt with traditional authorities as well. Also, given time limitations, workshops for the fifth channel were conducted only with women. However, as gender equality is not a 'women's only' issue, there remains a need to hold similar workshops focusing on gender equality and the empowerment of women with the men from these communities as well. The women's participants noted that progress in these areas will only be possible with both women and men engaging on it together.

A summary video has been developed in both Spanish and English and a workshop summary report has been prepared in Spanish for the "Active Listening Process - Women's

Channel". A summary report on the overall "Public Participation Plan's Active Listening Process for the National REDD+ Strategy in Panama" has also been developed and is available in Spanish.

For more information on the Women's Channel in Panama, please contact Elizabeth Eggerts, UN-REDD Global Gender Specialist, at elizabeth.eggerts@undp.org.

5. PAPUA NEW GUINEA: INTEGRATING GENDER IN THE GUIDELINES FOR FREE, PRIOR AND INFORMED CONSENT

Papua New Guinea's (PNG) REDD+ action has focused, amongst others, on supporting effective stakeholder engagement, including through the development of guidelines for Free, Prior and Informed Consent (FPIC). While there is no internationally agreed definition of FPIC, it is founded on key principles of international human rights law. Within PNG, it is held as the consultative process and collective right of the people to give or withhold consent and applies to all activities, projects, legislative or administrative measures, and policies, including REDD+, that take place in or impact the lands and resources or otherwise may affect the livelihoods of customary landowners and local communities.[12]

Within this context, 97% of the land in PNG is classified as customary, and often women, given existing customary law and cultural barriers, have very limited rights over such land (although there is no legal restriction preventing their ability to hold land). They also face other legal barriers and have limited ability to control income and other resources, as well as face exclusion from decision-making and violence directed against them.[13] In response, to help account for women's constraints, roles and perspectives in and promote the sustainability of REDD+ action, deliberate efforts and explicit steps were taken to incorporate a gender perspective into the development of PNG's FPIC guidelines. Through support from the UN-REDD Programme, and the result of three and a half years of development, with over thirteen consultations, and three full revisions, PNG's working final version of a National Guidelines on FPIC was released and subsequently shared for public comment and expert review from 14 April - 27 June 2014. (To note, the final draft of PNG's FPIC Guidelines is not yet publicly available.) Promoting a gender-responsive approach, the guidelines incorporates gender considerations into its operational framework, including within the identified key steps in implementing FPIC at national, provincial, district, and project levels, as well as recognizes both women and men as possible landowners and/or primary users of land and resources.

It is intended that integrating gender considerations into the guidelines will 1) help expand women's role as primary users of the forest; and 2) promote that women needs, rights and interests are more equitably recognized and addressed in the design and implementation of REDD+ in PNG. It is also planned that the guidelines will be finalized and included in the REDD+ Policy, which will be endorsed by the National Executive Council of PNG, to thereafter be applied within the country where consent is required.

To note, field testing has shown that challenges with the aforementioned gender specific constraints remain in the country, demonstrating the need for institutionalization of formal, gender-responsive and inclusive consultation and participation mechanisms for REDD+ implementation. Thus, efforts are currently underway within the country (under support from the Forest Carbon Partnership Facility) to further develop inclusive and gender-responsive consultative and participatory REDD+ mechanisms at the national and provincial levels that will inform the design and implementation of the National REDD+ Strategy, including the

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12 Office for Climate Change & Development, Papua New Guinea (2014). Final Working Draft Guidelines on FPIC for REDD+ in Papua New Guinea, Version 4.

13 International Finance Corporation (2010). "Papua New Guinea: Gender and Investment Climate Reform Assessment". Available here

design of an implementation plan for demonstration activities in pilot sites.

For more information on PNG's FPIC Guidelines, please contact Celina (Kin Yii) Yong, UN-REDD Stakeholder Engagement Specialist, at kin.yii.yong@undp.org.

6. VIET NAM: INTEGRATING GENDER INTO PROVINCIAL REDD+ ACTION PLANS

Building on the gender work under its REDD+ Phase I Programme, as well as addressing the recommendations and targets contained within the 2013 UN-REDD Viet Nam Programme Gender Analysis, Viet Nam undertook multiple steps in 2014 and 2015 to further promote the integration of gender considerations and women's empowerment activities into the design and implementation of its UN-REDD Phase II Programme.

To briefly highlight, beginning in September 2014, the UN-REDD Programme initiated a joint collaboration effort with USAID LEAF Project to promote the integration of gender considerations within the Provincial REDD+ Action Plan (PRAP) framework for Lam Dong province as well as efforts for replication across the other 5 pilot provinces in Viet Nam. At that time, the draft PRAP for Lam Dong did not contain any explicit gender considerations. As such, this joint collaboration involved working closely with Vietnamese government officials and stakeholders to undertake an assessment of Lam Dong's PRAP framework, to indicate strengths, identify opportunities, and develop and validate recommendations on how to strengthen its gender considerations and women's empowerment activities (this PRAP Gender Analysis can be downloaded here). Complimenting these efforts, the UN-REDD Programme also supported the Government of Viet Nam to conduct a capacity building workshop on the 'how to' mainstream gender in REDD+ action, in November 2014, with staff from the National Programme Management Unit (PMU) and the six pilot Provincial PMUs (10 women and 17 men were in attendance). This workshop created a space for knowledge exchange between the six pilot provinces, wherein Lam Dong province was able to share, with the other five pilot provinces, the gender sensitive work they undertook on their PRAP as part of the UN-REDD Programme and USAID LEAF joint collaboration.

As a result of such efforts, the final, condensed and approved version (21 January 2015) of Lam Dong's PRAP incorporated gender elements across key areas including its financial management mechanism, implementation arrangements, monitoring and evaluation, including on safeguards and benefit sharing, as well as highlights the key roles of ethnic minorities, Women's Union and Department of Labor, Invalids and Social Affairs in its implementation. Furthermore, all six Provincial PMUs have identified gender focal points as well as have revised their relevant REDD+ guiding documents to integrate gender into their activities and created corresponding effective and measureable gender sensitive indicators for them. (To note, these documents still currently remain in draft form.) As a parallel process, a draft guidelines, with a corresponding gender-sensitive monitoring framework, was developed to support gender mainstreaming in the other PRAPs.

For more information on Viet Nam's gender mainstreaming efforts, please contact Elizabeth Eggerts, UN-REDD Gender and REDD+ Specialist, at elizabeth.eggerts@undp.org.

ANNEX 4: UN-REDD DOCUMENTS AND LINKS ON GENDER AND REDD+

1. UN-REDD PROGRAMME STRATEGY

- UN-REDD Programme 2016-2020 Strategic Framework
    - English: http://bit.ly/2cn8GPj

2. UN GLOBAL GUIDANCE AND PUBLICATIONS ON GENDER AND REDD+/FORESTRY

- UN-REDD Programme (2013). "Guidance Note on Gender Sensitive REDD+"
    - English: http://bit.ly/1TnF3ek
    - Español: http://bit.ly/1WqYMZW
    - Français: http://bit.ly/2187WOj

- UN-REDD Programme (2011). "Business Case for Mainstreaming Gender in REDD+"
    - English: http://bit.ly/1mGQIrC
    - Español: http://bit.ly/20YFfH3
    - Français: http://bit.ly/1PEPaJo

- FAO (2016). "How to Mainstream Gender in Forestry: A Practical Field Guide"
    - English: http://www.fao.org/3/a-i6610e.pdf

- FAO Gender and Forestry Resources and Training Materials
    - English: http://www.fao.org/forestry/gender/91554/en/

- UNEP (2016). "Global Gender and Environment Outlook: The Critical Issues". United Nations Environment Programme, Nairobi, Kenya
    - English: http://web.unep.org/sites/default/files/ggeo/ggeo_summary_report_0.pdf

3. UN-REDD REGIONAL/COUNTRY LEVEL GENDER AND REDD+ RESOURCES (THOSE AVAILABLE PUBLICLY)

Africa

- Community-Based REDD+ Country Plans for Nigeria and DRC

Asia Pacific Region

- Community-Based REDD+ Country Plans for Cambodia and Sri Lanka

- UN-REDD Programme und USAID LEAF (2015). "Gender Analysis of Lam Dong's Provincial REDD+ Action Plan" (Viet Nam). Available in English at http://bit.ly/1VmvBqN

- UN-REDD Programme (2013). "UN-REDD Viet Nam Programme Gender Analysis." Available in English at http://bit.ly/1RMlrkm

- UN-REDD/USAID LEAF/WOCAN (2013). "Asia Pacific Scoping Study of Good Practices for Strengthening Women's Inclusion in Forest and other Natural Resource Management Sectors". Available in English at http://bit.ly/1QkwwKg

- UN-REDD/USAID LEAF/WOCAN (2013). Country Case Studies on "Women's Inclusion in REDD+: Lessons from Good Practices in Forest, Agriculture and other Natural Resource Management Sectors".
  - Cambodia: Available in English at http://bit.ly/1jt9Ss3
  - Sri Lanka: Available in English at http://bit.ly/1Ltag9v
  - Philippines: Available in English at http://bit.ly/1olQlyC

LAC Region

- National Panama Joint UN-REDD Programme (2015). "Listening to the Forest in Panama, UN-REDD Programme Active Listening Process - Women's Channel".
  - Workshop Summary Report available in Español at http://bit.ly/1XxeS5m
  - Summary Video available in Español at http://bit.ly/1SRVKQM and in English at http://bit.ly/1QkA8f8

- Community-Based REDD+ Country Plans for Paraguay and Panama

4. UN-REDD GENDER SAMPLE TOOLS, POWERPOINTS AND TEMPLATES

To access and review these tools, please visit the UN-REDD workspace "Gender Sample Tools, PowerPoints and Templates" folder at: http://bit.ly/1YpDj4J

5. UN POLICY RELATED DOCUMENTS ON GENDER

- FAO (2013). "FAO Policy on Gender Equality: Attaining Food Security Goals in Agricultural and Rural Development". Available in in all 6 UN languages at http://www.fao.org/gender/gender-home

- UNDP (2014). "Gender Equality Strategy 2014-2017". Available in English, Español, and Français at http://bit.ly/1FOJMS3

- UNEP (2014). "Policy and Strategy for Gender Equality and the Environment 2014-2017". Available in English at http://web.unep.org/gender/what-we-do/policy

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