



A ROAD MAP TO MAINSTREAMING GENDER CONSIDERATIONS INTO GHANA'S REDD+ PROCESS



BACKGROUND

Gender considerations are essential to REDD+ as they have the potential to enhance the effectiveness and efficiency of conservation, poverty reduction and climate mitigation efforts. Failure to design and implement REDD+ projects and programmes with a gender-sensitive perspective could, at worse, contribute to an increase in gender inequities and vulnerabilities to climate change and other environmental and socio-economic shocks. As countries begin to implement REDD+ policies and develop their national strategies, they must ensure that gender considerations are addressed and develop a plan of action is developed to identify gender differentiated risks and opportunities. They must also generate data to highlight best practices, and set guidelines to incorporate a gender perspective from the onset.

The Government of Ghana is cognisant of the huge contribution of forests to the income/ livelihoods of rural peoples¹, and the different roles men and women play in the use and management of forest resources. It is also recognised that significant gender differences exist with respect to decision making, participation, ownership, access and control of resources such as land, as well as equity in the sharing of benefits associated with the forest. Thus, one of the key priorities of the country for REDD+ is ensuring that social and environmental safeguards are adhered to, at all levels. An aspect of this is ensuring that measures are put in place to minimise and/or address negative impacts of activities on the disadvantaged/vulnerable groups in society, particularly women. Women's contribution to the forestry sector and their critical role as major stakeholders has been traditionally ignored over the years, and this has constrained their ability to reap adequate benefits from the forests, as well as the optimisation of their potential as powerful agents of change in society. There is therefore the need for fostering gender equity and incorporation of gender considerations into national REDD+ policy development and implementation.

It is against this background that The Forestry Commission of Ghana partnered with the International Union for the Conservation of Nature (IUCN), to develop a roadmap that would guide the design and implementation of a gender-sensitive REDD+ strategy in Ghana. This initiative was facilitated by IUCN as part of their ongoing Pro-Poor REDD+ Project, funded by the Danish International Development Agency-DANIDA, and has been replicated in other pilot countries of the project; Cameroon and Uganda. The Women's Environment and Development Organisation (WEDO) and the Participatory Development Associates (PDA) were also very instrumental in the organisation and facilitation of the processes which led to the development of the roadmap.

Many of the proposed actions in the Gender and REDD+ Road Map are based on the following general suggestions to address gender considerations in REDD+:

1. Testing of the IUCN-PROFOR Poverty Forest Linkages Tool Kit (PFTK) at the Wassa Amenfi West District of Ghana revealed that forest cash and non-cash benefits make up 33% of cash and subsistence (non-cash) income of forest communities, which equals USD 250 per head per year. While men draw about 41% of their income from forests which are mainly converted to cash, women's forest income (33%) is mostly non-cash and consumed at the household level.




READINESS

1. Recognise women as key forest stakeholders
2. Establish and support women and women organisations and networks to work on gender and forest issues
3. Empower and build the capacity of women and women's organisations
4. Ensure the inclusive and meaningful consultation and effective participation of women in negotiations with other stakeholders, and in the design and implementation of demonstration activities (pilot projects).
5. Support the mainstreaming of gender into policy reforms associated with REDD+
6. Strongly encourage and promote the collection of sex-disaggregated data throughout the REDD process, and the inclusion of gender analyses for the use of, access to, and control of forest resources.
7. Foster a partnership with the media for effective information sharing of practices that address women's needs
8. Develop safeguards to ensure women's rights to land and natural resource use. Ensure that subsequent changes proposed by the REDD+ projects comply with international women's rights legislation and mandates.
9. Incorporate grievance mechanisms that establish and support legal protection of the rights of women on an equal basis with those of men.

IMPLEMENTATION AND CONSOLIDATION

1. Enable full and effective consultation and participation of women and men in all stages of the REDD process
2. Provide women and men with equal access to information regarding all aspects of REDD+.
3. Build the capacity of women and men to enable inclusive decision-making and informed consent.
4. Involve women in all monitoring, reporting and verification (MRV) and Monitoring and Evaluation (M&E) activities, and provide the necessary tools and knowledge needed for women to engage meaningfully.
5. Ensure that women have the option to participate in all types of formal and non-formal training and education, in order to increase their technical capacity to engage in MRV activities fully.
6. Ensure the equitable distribution of benefits; paying special attention to traditional practices that entrench inequality and could exclude women from participating in all activities and/or having access to or control of resources.
7. Design and implement gender-sensitive benefit sharing systems that ensure women are provided with fair and appropriate compensation, incentives, benefits and revenues associated with REDD+ projects.

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8. Design and implement a gender-sensitive monitoring and evaluation system.
 9. Create opportunities and capacity building for girls and women to be more actively involved in technical aspects of forest management.

AIM

The **Aim** of the Gender and REDD+ Road Map is to mainstream gender considerations into the forestry sector, paying special attention to REDD+ processes. It aims to give both men and women equal opportunities to access, to participate in, contribute to, and henceforth benefit from various REDD+ policies, programs and funds, and hence, contribute to environmental and social sustainability. This will help ensure that Ghana's National REDD strategy development and implementation is gender sensitive and meets international safeguards standards. The road map also supports the country's commitment to some national and international policy frameworks and agreements that border on gender equity in relation to women's access and control over productive resources:

- i. Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)
- ii. Beijing Declaration & Platform for Action
- iii. Ghana Constitution 1992
- iv. Ghana Poverty Reduction Strategy I and II
- v. Ghana Shared Growth and Development Agenda (2010-2013)
- vi. Ghana National Gender and Children Policy
- vii. Ghana National Land Policy
- viii. Ghana REDD Readiness Preparation Proposal (R-PP)

THE PROCESS

The Gender and REDD+ roadmap is a product of multi-stakeholder workshops, organised between 5th – 9th September, 2011, which brought together women's organisations, gender experts and national level policy makers. The first three days were devoted to the training of gender officers from key government Ministries, Departments and Agencies (MDAs) and Metropolitan Municipal and District Assemblies (MMDAs), as well as representatives from traditional authorities/communities, civil society and women organizations working in the environment and the forestry sector. This was followed by a two day workshop for policy level stakeholders from government, civil society and the media. These workshops allowed for participants to enhance their knowledge on gender and REDD+, discuss



country-specific gender issues related to forest management, and identify entry points for mainstreaming gender considerations into the Ghana REDD+ process. The road map was then defined as a means of achieving this.

GENDER MAINSTREAMING OBJECTIVES AND ACTIONS FOR THE READINESS PHASE

Gender Considerations

Gender Specific Objectives and Actions

A.

Networks for women and vulnerable groups

To support the establishment of a gender and forest task force:

1. Identify representatives from gender-based NGOs from four ecological zones² of the country, national level women's networks, gender-based organisations working on the environment and natural resources issues, gender focal points of government agencies at national and local level, etc
2. Appoint a full time coordinator
3. Mobilise resources to support the activities of the task force which will mainly support the development of the national REDD+ strategy through activities that support recognition of rights and interests of all stakeholders with special attention to vulnerable groups; capacity building; information and resource flow to women and vulnerable groups at the grassroots; and ensure their active participation in decision making processes and implementation activities, etc.
4. Identify decision making bodies and processes where the participation and interest of women and vulnerable groups need to be reinforced
5. Advocate for women's inclusion in the decision making bodies and processes previously identified

2. Northern Savannah Zone, Transitional Zone, High Forest Zone and Coastal Savannah Zone

GENDER MAINSTREAMING OBJECTIVES AND ACTIONS FOR THE READINESS PHASE (continued)



Gender Considerations	Gender Specific Objectives and Actions
<p>B.</p> <p>Gender mainstreamed into policy and legislative reforms associated with the forest sector and REDD+</p>	<p>To support the mainstreaming of gender considerations in current revisions of policies and legislation:</p> <ol style="list-style-type: none"> 1. Identify current policies under revision 2. Define mechanisms needed for the women and forest task force to participate in these revisions 3. Facilitate consultations at the local and regional levels 4. Women and forest task force disseminate revised policies to their constituencies 5. Advocate for implementation of legal frameworks that fully secure rights and interests of women and vulnerable groups, and ensure they benefit equitably from the resources
<p>C.</p> <p>Capacity building and training for women and gender based organisations</p>	<p>To build and strengthen the capacity of women and women's organisations in REDD+ issues:</p> <ol style="list-style-type: none"> 1. Select women organizations, groups and district gender desk officers 2. Develop training materials that are accessible to women 3. Conduct trainings for local women in the four ecological zones ecological zones³
<p>D.</p> <p>Capacity building and institutional strengthening of Implementing Partner Organisations (IPOs)</p>	<p>To build and strengthen institutional capacities of implementing partner organizations (IPOs) in gender and REDD+ issues:</p> <ol style="list-style-type: none"> 1. Facilitate institutional collaboration among IPOs towards implementation of roadmap actions 2. Facilitate collaboration between IPOs and women and forest task force 3. Organise training programmes on gender and REDD+ issues for implementing partners working on REDD+, including staff of the REDD+ secretariat and frontline staff

3. An integral part of these trainings will be a gender differentiated analysis of use, access and control of forest resources. Trainings will also assess risks and opportunities for women in REDD+ initiatives, paying special attention to barriers that limit their participation. Initial trainings will be focused on general issues, subsequent training will focus on activities and capacities needed to be involved in pilot projects.



GENDER MAINSTREAMING OBJECTIVES AND ACTIONS FOR THE READINESS PHASE (continued)

Gender Considerations

Gender Specific Objectives and Actions

E.

Active participation of women in REDD+ demonstration/ pilot activities

To guarantee women's participation in REDD+ demonstration activities (pilot projects):

1. Identify good practices and actions in other forest management/conservation initiatives that have fully and effectively integrated women
2. Promote the replication of such good practices in pilot projects
3. Encourage the participation and involvement of women in the projects through the provision of resources
4. Build the capacity of local women to participate and/or coordinate activities of pilot project
5. Provide equal access and control to women and men over tools, equipment, technology and resources needed to engage in pilot activities

F.

Develop gender-sensitive and equitable benefit sharing mechanisms for REDD+

To develop gender-sensitive and equitable benefit sharing schemes for REDD+:

1. Identify existing benefit-sharing schemes in and outside of Ghana in order to establish best practices which recognise interests of women and vulnerable groups
2. Select pilot communities to test and document best practices
3. Validate the outcomes of the pilot schemes to guide the consolidation phase

GENDER MAINSTREAMING OBJECTIVES AND ACTIONS FOR THE READINESS PHASE (continued)



Gender Considerations

Gender Specific Objectives and Actions

G.

Develop gender-sensitive safeguards and grievance mechanisms (as part of the Strategic Environmental and Social Assessment (SESA))

To avoid negative impacts of REDD+ initiatives on the rights of women and vulnerable groups (as part of the Strategic Environmental and Social Assessment (SESA)):

1. Build the capacity of the women and forest task force in safeguards issues related to REDD+
2. Identify potential risks of REDD+ implementation on livelihoods and differentiated impacts on women and vulnerable groups
3. Support the development of safeguards mechanisms for REDD+ in Ghana, and modify or create new safeguards if necessary, in order to prevent violation of the rights of women and the vulnerable.
4. Inform local women of their rights, safeguards and build their capacity to use grievance systems
5. Provide orientation sessions to the judicial system on women's rights issues pertinent to the forest sector
6. Foster a dialogue with traditional authorities/ local government institutions on women's rights issues pertinent to forests
7. Engage and build the capacity of traditional women leaders (i.e. Queen Mothers) to support the acknowledgement of women's rights, in close collaboration with MOWAC and UNWomen



GENDER MAINSTREAMING OBJECTIVES AND ACTIONS FOR THE READINESS PHASE (continued)

Gender Considerations

Gender Specific Objectives and Actions

H.

Enable women to actively participate in Monitoring Reporting and Verification (MRV)

To enhance capacity of women to engage in MRV through innovative and effective methods:

1. Identify, document and learn from MRV practices (locally and internationally) that women are actively involved in
2. Build the capacities of the women and forest task force, women organizations, local women and gender desk officers from the pilot communities, to participate in MRV
3. Select pilot communities to test and document best MRV practices
4. Validate the outcomes of the pilot practices to guide the consolidation phase

GENDER MAINSTREAMING OBJECTIVES AND ACTIONS FOR THE IMPLEMENTATION AND MANAGEMENT PHASE

Gender Considerations

Gender Specific Objectives and Actions

I.

Mainstream gender considerations into information and communication systems

To support the mainstreaming of gender considerations into information and communication systems

1. Conduct capacity building on gender responsive information and communication systems for implementing partners
2. Identify the sources and channels of information and communication that allow for participation of women and vulnerable groups, particularly in rural communities
3. Select and use the appropriate and most effective sources and channels of communication

GENDER MAINSTREAMING OBJECTIVES AND ACTIONS FOR THE IMPLEMENTATION AND MANAGEMENT PHASE (continued)



Gender Considerations

Gender Specific Objectives and Actions

J.

Equal opportunities for men and women to benefit from activities proposed by REDD+ efforts

To ensure equal opportunities for women and vulnerable groups and guarantee that they benefit from activities proposed by REDD+ efforts; paying special attention to agro-forestry systems and other forest-based livelihood activities.

1. Identify and document activities related to forest management, agro-forestry systems and other forest-based livelihood activities (locally and internationally) in which women are actively involved and benefiting from
2. Select pilot communities to test and document best practices
3. Validate the outcomes of the pilot systems to guide the consolidation phase

K.

Effective institutional collaboration at all levels

To ensure effective collaboration among Ministries Departments and Agencies (MDAs) at all levels, e.g. Ministry of Women and Children's Affairs (MOWAC), Ministry of Lands and Natural Resources (MLNR), Ministry of Food and Agriculture (MOFA), Ministry of Environment Science and Technology (MEST), the Vice President's office (-Environment and Natural Resources Advisory Council-ENRAC), etc

1. Incorporate gender issues into the ENRAC agenda
2. Advocate for MOWAC to be made part of ENRAC
3. Advocate the assignment of funding from NREG to foster effective collaboration on gender and REDD+ issues



GENDER MAINSTREAMING OBJECTIVES AND ACTIONS FOR THE IMPLEMENTATION AND MANAGEMENT PHASE (continued)

Gender Considerations

Gender Specific Objectives and Actions

L.

Full integration of gender considerations into the forest sector and REDD+ process

To ensure that gender considerations are fully integrated into the forest sector, with special attention to REDD+, in Ghana

1. Institutionalize gender sensitive benefit sharing schemes, MRV system, forest management, agroforestry systems, and information and communication systems through:
 - Review of lessons, taking note of best practices
 - Guidelines and criteria identified during pilot schemes
 - Where necessary, review policy and legislation to align them with the lessons
 - Update monitoring and evaluation schemes

M.

Enhanced and effective representation and participation of women in decision making at various levels

To ensure that representation and participation of women and vulnerable groups at various levels is enhanced and effective

1. Secure resources for gender and forest task force to participate in decision making fora
2. Conduct updating sessions with new governmental staff on emerging issues and lessons related to forests and gender
3. Secure resources for local women, women organizations and district gender desk officers previously selected to participate in all local and regional decision making fora

N.

Advancement of women's rights in the forest sector

To ensure that women's rights are being advanced in the forest sector

1. Institutionalization of monitoring and evaluation system of safeguards through:
 - Comprehensive study of projects to determine their compliance with social safeguards and suggest measures for reforms



FOR FURTHER INFORMATION, PLEASE VISIT

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