



Gender Strategy

Strengthening national forest inventory and satellite land monitoring system in support of REDD+ in Bangladesh



Bangladesh Forest Department
January 2016



The Forest Department of Bangladesh leads actions to improve forest management and conservation, adopting forward thinking, innovative approaches in its management of approximately 1.55 million hectares of land across the country.

In 2015, the Forest Department began a process to establish a National Forest Inventory and Satellite Land Monitoring System for improved forest and natural resource management. The process supports national objectives related to climate change mitigation and provides information in support of the UN-REDD programme aimed at Reducing Emissions from Deforestation and Forest Degradation (REDD+). The process also addresses domestic information needs and supports national policy processes related to forests and the multitude of interconnected human and environmental systems that forests support.

The activities implemented under the Bangladesh Forest Inventory process are collaboration between several national and international institutions and stakeholders. National partners from multiple government departments and agencies assist in providing a nationally coordinated approach to land management. International partners, including the United States Agency for International Development (USAID) and the Food and Agriculture Organization of the United Nations (FAO) are supporting the development of technical and financial resources that will assist in institutionalizing the process.

The results will allow the Forest Department to provide regular, updated information about the status of trees and forests for a multitude of purposes including for assessment of role of trees for firewood, medicines, timber, and climate change mitigation.

CONTACTS:

Md. Zaheer Iqbal

National Project Coordinator
Bangladesh Forest Department
Email: z.iqbal60@gmail.com

Matieu Henry

Chief Technical Advisor
Food & Agriculture Organization of The United Nations
Email: matieu.henry@fao.org

Suggested Citation: **Chakrabarti, S.** 2016. Gender Strategy. Dhaka, Bangladesh Forest Department, Food and Agriculture Organization of the United Nations.

Disclaimer

This report is designed to reflect the activities and progress related to the project GCP/GD/058/USAID “Strengthening National Forest Inventory and Satellite Forest Monitoring System in support of REDD+ in Bangladesh”. This report is not authoritative information sources – it does not reflect the official position of the supporting international agencies including USAID or FAO and should not be used for official purposes. Should readers find any errors in the document or would like to provide comments for improving its quality they are encouraged to contact one of above contacts.

Table of Contents

Acronyms.....	4
I. Executive summary.....	5
Introduction.....	7
II. Key gender issues for the Project	12
III. Purpose and target audience of gender strategy	12
IV. Gender Strategy	13
V. Implementation.....	13
VI. Accountability Framework	19
VII. Budget and human resources requirements.....	20
Annex 1: References and key documents consulted	21
Annex 2: Project context	23
Annex 3: Key policies related to gender and forests	25
Annex 4: Gender issues in forestry.....	28
Annex 5: Glossary of gender terms	29
Annex 6: List of organizations and persons consulted	30
Annex 7: Alignment of Project Gender Strategy with FAO and USAID gender strategies.....	31
Annex 8: Table of Gender Considerations of Project Outputs/ Activities	32

List of Figures and Boxes

Figure 1: Two reasons to integrate a gender lens into NFIs

Box 1: Gender in national forest management guidance

Box 2: Gender provisions in Project Document

Box 3: Zambia embraces gender-sensitive forest assessment

Acronyms

BCCSAP	Bangladesh Climate Change Strategy and Action Plan
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
BFRI	Bangladesh Forest Research Institute
CBD	United Nations Convention on Biological Diversity
CFUG	Community forest user groups
CGIAR	Previously known as Consultative Group on International Agricultural Research
CIP	Country Investment Plan
COFO	United Nations Committee on Forestry
FAO	Food and Agriculture Organization of the United Nations
FD	Forestry Department
FSN	Food Security and Nutrition
GDP	Gross Domestic Product
GHG	Greenhouse gas
GoB	Government of Bangladesh
GPS	Global Positioning System
ILUA II	Integrated Land Use Assessment - Phase II (in Zambia)
IUCN	International Union for Conservation of Nature
MoEF	Ministry of Environment and Forest
MoWCA	Ministry of Women and Children Affairs
MRV	Measurement, Reporting and Verification
NFAP	National Forestry Action Plan
NFI	National Forest Inventory
PMU	Project Management Unit
REDD	Reducing emissions from deforestation and forest degradation
SLMS	Satellite Land Monitoring System
TOF	Trees Outside Forests
UNDP	United Nations Development Agency
USAID	United States Agency for International Development
UNFCCC	United Nations Framework Convention on Climate Change

I. Executive summary

Project background

In Bangladesh, the state and trends of forestry resources are not fully known and existing information is not dated. The main constraints are the lack of institutional capacity and financial inadequacy in carrying out the National Forest Inventory (NFI) and Satellite Land Monitoring System (SLMS), which have been identified as priority activities for the Forest Department (FD), which is under the Ministry of Environment and Forests (MoEF). The results of the NFI and SLMS are needed to support national policy processes, including those concerned with gender equality and women's empowerment. Specifically, this information may be used to identify the different use of forest resources by women and men, gaps in access to these resources, how their livelihoods and wellbeing are affected. This in turn can inform targeted policy and programmatic responses to close gender gaps and enhance women's potential as well as men's to contribute to sustainable forest resources management.

This project plans to develop complete and updated information on forest and tree resources, assist the FD to set up a specialised 'National Forest Inventory Unit' and put in place a long term satellite monitoring system of the forestry ecosystems. It will also introduce a policy relevant, holistic and integrated approach to forestry resources assessment, which provide timely and regular information to domestic users and also for international reporting requirements. Domestic users include policymakers concerned with gender equality and women's empowerment, and international reporting requirements include to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which Bangladesh has ratified.

Purpose of gender strategy

The purpose of this gender strategy is to ensure that the 'Strengthening National Forest Inventory and Satellite Land Monitoring System in support of REDD+ in Bangladesh' (henceforth referred to as the 'Project') mainstreams gender dimensions appropriately in order to deliver on the Project goal and objectives, as well as to expand opportunities and benefits for women and men as a goal in itself.

Methodology

This gender strategy is based on a desk review of Project documents as well as related internet research. Furthermore, it incorporates feedback on the second draft from the FD at a technical meeting on 20th January in Dhaka. It also draws extensively on the research, in-country consultations and gender strategy for the 'Strengthening the Environment, Forestry and Climate Change Capacities of the Ministry of Environment and Forests & its Agencies' Project in 2014, given the synergies between the two projects. This strategy is framed by the policy commitments to gender equality and women's empowerment of the Government of Bangladesh (GoB), the Food and Agriculture Organization of the United Nations (FAO) and the United States Agency for International Development (USAID).

Rationale

Firstly, there is limited participation of women in national forest management from the national to the grassroots levels. Secondly, there is a need to strengthen national institutions' capacities in gender analysis – and good quality data is a critical evidence base for stronger policies and practices with regard to integrating a gender dimension into national forest management. It should be acknowledged that Bangladesh is by no means alone; women's participation globally in the forestry

sector is weak and gender analysis capacities are not necessarily in place in analogous government agencies in other countries. This gender strategy aims to address these two key issues within the scope of the Project in Bangladesh. Finally, the implementing partners of the Project also have the political will to integrate gender into their programmes.

Gender strategy objectives

The Project gender strategy is based on the following 'theory of change':

'Promoting equal voice of women in developing a multi-purpose national forest monitoring and assessment process for Bangladesh will provide decent employment opportunities as well as lay the foundation for a national forest assessment and monitoring process, which takes into account the priorities of the women as well as men depending on forests for their livelihoods and wellbeing. Strengthening capacities in gender analysis will also support this outcome. This is of strategic importance to inform policies and plans.'

The gender strategy has the following objectives:

Objective 1: Promote equal participation of women in project activities

Objective 2: Build capacities of FD, government staff and related others to apply gender analysis.

'Equal participation' refers not only to equal numbers of women and men at comparable levels of seniority, but also the extent to which women have the same voice and participation in decision making as men. Similarly, 'capacities' refer not only to technical knowledge, but also attitudes, implying commitment, and practices, implying uptake and institutionalization of new knowledge and skills acquired. Each of the above objectives is underpinned by a number of concrete actions, and an accountability framework sets out indicators for successful delivery of the gender strategy.

Introduction

I.I Project Background

In Bangladesh, the state and trends of forestry resources are not fully known and existing information is not dated. The main constraints are the lack of institutional capacity and financial inadequacy in carrying out the National Forest Inventory (NFI) and Satellite Land Monitoring System (SLMS), which have been identified as priority activities for the Forest Department (FD), which is under the Ministry of Environment and Forests (MoEF). The results of the NFI and SLMS are needed to support national policy processes, including those concerned with gender equality and women's empowerment. Specifically, this information may be used to identify the different use of forest resources by women and men, gaps in access to these resources, how their livelihoods and wellbeing are affected. This in turn can inform targeted policy and programmatic responses to close gender gaps and enhance women's potential as well as men's to contribute to sustainable forest resources management.

This project plans to develop complete and updated information on forest and tree resources, assist the FD to set up a specialised 'National Forest Inventory Unit' and put in place a long term satellite monitoring system of the forestry ecosystems. It will also introduce a policy relevant, holistic and integrated approach to forestry resources assessment, which provide timely and regular information to domestic users and also for international reporting requirements. Domestic users include policymakers concerned with gender equality and women's empowerment, and international reporting requirements include to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which Bangladesh has ratified.

I.II Rationale

This section first presents the situation in Bangladesh and within the Forest Department with regard to gender equality and women's empowerment, with a focus on the implications for this Project. Next, selected national and international frameworks and policies that refer to the links between gender equality and forests are presented, drawing on Annex 3, in order to set the broader context within which the Project operates.

In Bangladesh, as in many countries, **women's participation in the FD is still modest**. In terms of gender balance in the FD, women comprised just 4.34 percent of filled Class 1 and 2 positions (more senior), and 1.81 percent of Class 3 and 4 staff in the FD. This figure is below the GoB quota of 10 percent, which is in itself considerably below the minimum 30 percent representation of women in decision making set out in CEDAW. Bangladesh, as a voluntary signatory to CEDAW, has effectively committed to achieving this minimum target. With regard to the quality of participation beyond numerical representation, women's participation is also weak in terms of their influence in decision making compared to men. The two dimensions of participation – numerical and voice – are related, as less than 30 percent of any group of people is held to lead to their adapting and conforming their behaviour to that of the majority's expectations (CEDAW, 1979). In the FD, similarly to government departments in Bangladesh and elsewhere, a range of barriers are faced by women in reaching leadership positions and participating fully, including:

- Gender stereotypes of women and men, where men are more associated with leadership roles and women with caring roles and 'women's issues'
- Unequal workload of women, who have to balance work and domestic duties/ need for policies to allow flexible working hours

- Lack of maternity leave that starts from before the birth, which could improve pregnant officials' health and safety
- Lack of basic facilities that respond to the biological and practical needs of women as well as men e.g. separate washrooms
- Women's access to training tends to be limited to subjects traditionally considered 'women's subjects'¹.

These barriers echo those identified by an extensive study by the United Nations Development Agency (UNDP) on gender equality in the Bangladesh civil service, which also confirms that the FD, MoEF and its agencies are by no means unique in facing these challenges in Bangladesh (UNDP, 2014). On a positive note, there is an increasing number of women joining at the entry level, which may be expected to lead to an increase in women in the higher levels².

The likely **implications of this gender imbalance are far reaching** for the Project. For example, it means that there is a limited pool of women compared to men when nominating people on training and study opportunities as well as for important meetings impacting on officials' visibility and for career enhancing assignments. It means also that the new specialized NFI unit to be supported by the Project will need to take active measures to identify qualified women, including looking beyond to the FD to other agencies. The gender balance in terms of staffing, access to training, promotions and other related benefits in MoEF and its agencies is not presently known in detail, but this will be forthcoming from another project supported by USAID and implemented by the FAO.

As stated above, **participation is, however, about more than numbers**. Women may participate in meetings physically, but not feel empowered to speak up compared to their male counterparts – this is the case in many contexts. If the Project is to ensure equitable participation in terms of physical access and voice in decision making, therefore, it will also need to invest efforts in promoting an enabling environment for women as well as men.

With regard to **participation outside the GoB**, stakeholders other than the GoB are involved in forest management; **women's participation in these organizations is variable**, but generally less than that of men. There are a number of initiatives of the GoB to include women's participation in forest management and these appear to be having an impact – for example, in June 2012, 25 percent of the total of 500,000 participants in social forestry programmes were women. Research shows that this level of participation could be increased through measures such as having more women government staff in the field (GoB, FD, 2012). A community-based approach called co-management ensures 40 percent women's participation in 'Co-management Committees for Protected forest areas', establishes their rights and access to natural resources management and improve the rural ecology through forestation (GoB, MoWCA, 2014). There is, however, a lack of women in decision making in community level institutions related to forests and forest use, such as Community Forest User Groups (Nishorgo Support Project, 2005). As well as being women having an equal right to participate with men, the lack of voice of women in these institutions means that there is a risk that women's priorities and needs risk will not be heard.

As well as gender equality within the FD and partner agencies and at the community levels, there is a need to strengthen **capacities in gender analysis in the technical work of government agencies**. This means ensuring that staff have the basic *knowledge* to bring a gender perspective to their work, but also that they need to have a positive *attitude* with regard to the value of a gender perspective. Finally, they need to be able to systematically change their practice to reflect their new knowledge

¹ Consultations for MoEF support project with MoEF, FD and DoE, 2014.

² As shared by participants during consultative workshop on the Project gender strategy, Dhaka, January 2016.

and attitudes – in other words, the new knowledge and attitudes need to be institutionalized in the FD and partner agencies. Supporting these three dimensions of capacity (knowledge, attitudes, practices) in gender analysis would result in staff in the FD and partner agencies being able to understand the importance of sex disaggregated data, as well as of understanding the value of forest resources to women and men, including how to analyse implications for policy and programming. This may be expected to lead to a more complete picture of the role of forest resources for women and men, and thereby support the FD to effectively deliver on its mandate.

Turning to the **operating environment in Bangladesh**, the GoB has recognized the rights of women with regard to the sustainable management of forests and related resources, for example in the National Women Development Policy (2011) and the Bangladesh Climate Change and Gender Action Plan (2013). However, although the National Forest Policy (1994) states that *'Women will be encouraged to participate in homestead and farm forestry, and participatory afforestation programs'* it does not specify how this will be achieved or set out other gender-specific goals relating to, for example, decision making relating to forests and forest resources. The rules governing social forestry programmes may also be considered partially discriminatory towards women, as they offer unequal access to the benefits of these programmes to women and men³. To summarize, a number of gender sensitive provisions exist in Bangladesh, although integration of gender dimensions into forest policy remains an area of opportunity. The reasons for this variable degree of gender sensitivity in policy and programming is likely to be a result of limited capacities as explained above, hence the importance of strengthening these capacities.

Globally, the **links between gender equality and women's empowerment, forestry and ecosystems are also increasingly recognized** as fundamental to food security and nutrition as well as the sustainable management of trees and forests: *'Policies and practices empowering women in the forest sector yield significant benefits to food security and nutrition and the sustainable management of forests'* (FAO, 2014). Women are also often more reliant than men on non-timber forest products and non-economic benefits from forests (FAO, 2011). The FAO also highlights that despite this, national policies and practices are often weak and one of the key reasons is a lack of sex-disaggregated and qualitative data on how women and men use forests (FAO, 2014a).

These links are also recognized in key **global processes**, such as the United Nations Framework Convention on Climate Change (UNFCCC), which specifically *'requests developing country parties, when developing and implementing their national strategies or action plans, to address, inter alia, the drivers of deforestation and forest degradation, land tenure issues, forest governance issues, gender considerations and ... safeguards...'* (UNFCCC, 2010). The Convention on Biological Diversity (CBD) also has a Gender Plan of Action, which suggests that parties engage women's groups active in related sectors such as agriculture, fisheries, and forestry (CBD, 2014). Similarly, the Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security (VGGT) seek to improve governance of tenure for the benefit of all, with an emphasis on vulnerable and marginalized people (Paragraph 1.1) and a key implementation principle is *'Ensure the equal right of women and men to the enjoyment of all human rights, while acknowledging differences between women and men and taking specific measures aimed at accelerating de facto equality when necessary. States should ensure that women and girls have equal tenure rights and access to land, fisheries and forests independent of their civil and marital status.'* (Section 3B, VGGT, 2012).

With specific regard to national forest management, guidance from the FAO also refers to the importance of gender differentiated uses of forests and the need to understand these (see Box 1).

³ As shared by participants during consultative workshop on the Project gender strategy, Dhaka, January 2016.

Box 1: Gender in national forest management guidance

The FAO is preparing a set of **voluntary guidelines on forest monitoring**, the need for which was ratified during COFO 2012, and in addition, the Cancún Agreements at COP16 in 2010 explicitly recommend that national forest monitoring systems should be established to monitor and report the activities of REDD+. A draft version of these Voluntary Guidelines is available for discussion of sections I (background) and II (principles of national forest monitoring). There is at present no guidance on gender but it is being drafted for inclusion in Section III, which will cover socio-economic and forest services and forest governance. (Source: David Morales, FAO)

The Manual for Integrated Field Data Collection – National Forest Monitoring and Assessment (FAO, 2012c) highlights a number of gender dimensions, including (i) the need for trained women in field teams so as to access women as well as men whilst respecting social norms (ii) focus groups that not only include women but are also organized in a way that allows women space to speak e.g. men and women separately interviewed (iii) how to record the gender balance of harvesters of forest products and other activities.

At the national level, a number of countries have also incorporated such gender guidelines into their own field manuals. For example, in Kenya the guidance stipulates that *'(a)s some interviews (in particular focus group interviews) often have to be gender separated, it is recommendable that one of the team members assigned to interview activities is female'* (FAO, 2008). Similar guidance is found in the manuals of countries such as Lebanon.

Finally, the implementing partners of the Project have the political will to integrate gender into their programmes. The GoB is committed to gender equality and women's empowerment in general, including in the forestry sector, as shown above. The FAO also has a dedicated Policy on Gender Equality (FAO, 2012a), which confirms the positive impacts of closing the gender gap in access to resources and decision making for FSN and commits the FAO to working towards achieving specific objectives – see Annex 7. In addition, USAID recognizes in its own gender policy that that: *'Gender equality and female empowerment are core development objectives, fundamental for the realization of human rights and key to effective and sustainable development outcomes. No society can develop successfully without providing equitable opportunities, resources, and life prospects for males and females so that they can shape their own lives and contribute to their families and communities. Although many gender gaps have narrowed over the past two decades, substantial inequalities remain across all sectors in which USAID works, particularly in low-income and conflict-affected countries and among disadvantaged groups.'* (USAID, 2012).

I.III Why the Project needs a gender strategy

Despite the above, at first glance it may not be clear why a primarily technical project needs a gender strategy. There are two main risks of *not* mainstreaming gender into the Project:

- Firstly, national forest assessment and management processes would be developed based on only a partial, likely male biased understanding of the different socio-economic needs and priorities of women and men end users of forests. This would likely translate into a policy and programmes that do not take women's priorities and needs into account.
- Secondly, the Project can contribute towards a more enabling environment for women to advance within the FD and other government agencies. The Figure below summarizes these issues as two reasons to ensure that gender concerns and priorities are fully reflected in Project implementation.

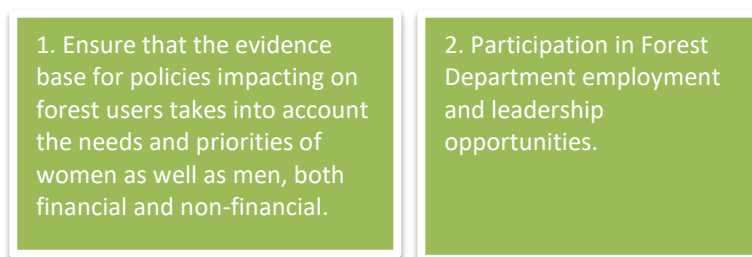


Figure 1: Two reasons to integrate a gender lens into the Project

I.IV Gender provisions in Project document

In recognition of the above, this Gender Strategy builds on a number of gender sensitive provisions to do with participation and gender analysis in the Project Document as of September 2015. These are given below.

Box 2: Gender provisions in Project document

Step II of the Project	‘Variables will be defined for this purpose at a workshop during the first phase of the project. Interviews with key informants from the local population, NGOs and entrepreneurs, etc. will be conducted in every sample site to identify major users of the resources (men, women, children and other groups), the products and services provided by the forest and trees, the way these are managed and used and for what end use.’
Capacity building at individual level	‘All individual capacity development issues will take account of any existing gender inequalities and attempt to ensure an appropriate gender balance.’
Project management	‘The MoEF will ensure wide representation of all concerned parties in the PSC. Adequate gender representation will be reflected in its composition.’

In addition to the above but not reflected in the Project document, there are gender dimensions to the Project’s specific objectives – Annex 8 suggests some of these. However, there is no gender provision in the Results Framework; for this reason, the accountability section of this gender strategy is especially important. The investment in this gender strategy is an additional positive indicator of the Project’s commitment to striving for gender equality and women’s empowerment.

I.V Methodology

This gender strategy is based on a desk review of project documents as well as related research. It also draws extensively on the research, in-country consultations and gender strategy for the ‘Strengthening the Environment, Forestry and Climate Change Capacities of the Ministry of Environment and Forests & its Agencies’ Project (referred to as the ‘MoEF support project’) in 2014, given the potential synergies between the two.

II. Key gender issues for the Project

This section briefly summarizes the main challenges from a gender perspective for the Project, drawing on the analysis in the Rationale above.

Key issue 1: Weak participation of women in national forest management

Whether in the GoB or in community forest user groups (CFUGs), or the communities that depend on forests for the livelihoods, the number of women represented in management or decision making does not reflect the number of women forest users or even working in the FD.⁴ In the government, there is also a broader question of tackling gender balance in the FD and government agencies targeted as beneficiaries; the challenge here is that gender balance is greatly affected by policies that are set by another government agency (Ministry for Public Administration). This means that the gender balance aspirations for activities targeting the FD and GoB beneficiaries as set out in the Project Document are, at best, optimistic and more likely unrealistic unless the Project actively seeks ways to reach out to the few women in the sector. Nevertheless, in terms of creating an enabling environment for women to join and access leadership positions in forest related government agencies, there is much that individual agencies can do. This also is being addressed by another USAID-funded project - the MoEF Support Project. The NFI unit to be established by the Project is another opportunity to tackle gender balance at various levels, as well as the quality of women's engagement and voice.

Key issue 2: Lack of gender analysis capacity in national institutions

Recent research for gender strategies for other USAID supported projects, as well as a FAO supported project to carry out gender training for GoB counterparts, has revealed a lack of technical capacity in gender analysis in general and specifically within MoEF and its agencies, including the FD. Both women and men tend to associate gender with women's issues only, and specifically with gender balance. The risk is that socio-economic dimensions of the NFI will be weak in terms of the quality of primary data (interviews with women, sex-disaggregated forest use) and in terms of analysis (how are forests being used differently by women and men), so that policies to do with forests such as the planned National Forest Policy is likely to end up impacting negatively on women compared to men despite good intentions on the part of policymakers.

III. Purpose and target audience of gender strategy

The **purpose** of this gender strategy is to ensure that the Project mainstreams gender dimensions appropriately in order to deliver on the Project goal and objectives, as well as to expand opportunities and benefits for women and men as a goal in itself. The strategy builds on existing Project commitments expressed in the Project document and is framed by the gender policies of GoB, USAID and FAO (see Annex 7 for the gender strategy's alignment with FAO and USAID policies). In addition to two objectives, the gender strategy also sets out the key implementation actions required in order to deliver on these objectives, as well as an accountability framework. Annex 8 sets out how the strategy contributes to Project Outputs and specific objectives.

The primary **target audiences** are (a) Project staff, as the principal implementation actors and (b) the staff of the key government institutions, especially the FD. The **focus** of this Gender Strategy is to address the two key issues for the Project identified above i.e. weak participation and weak capacities in gender analysis.

⁴ From research carried out under the MoEF support project, 2014.

IV. Gender Strategy

The Project gender strategy responds to the two key project issues identified above. Synergies with other FAO-USAID projects will also be sought and especially with the MoEF support project.

The Project Gender Strategy is also based on the following theory of change’:

‘Promoting equal voice of women in developing a multi-purpose national forest monitoring and assessment process for Bangladesh will provide decent employment opportunities as well as lay the foundation for a national forest assessment and monitoring process, which takes into account the priorities of the women as well as men depending on forests for their livelihoods and wellbeing. Strengthening capacities in gender analysis will also support this outcome. This is of strategic importance to inform policies and plans.’

The gender strategy has the following objectives:

- **Objective 1: Promote equal participation of women in project activities.**
This Objective addresses key issue no. 1.
- **Objective 2: Build capacities of FD, government staff and related others to apply gender analysis.**
This Objective addresses key issue no. 2.

‘Equal participation’ refers not only to equal numbers of women and men at comparable levels of seniority, but also the extent to which women have the same voice and participation in decision making as men. Similarly, ‘capacities’ refer not only to technical knowledge, but also attitudes, implying commitment, and practices, implying uptake and institutionalization of new knowledge and skills acquired. Each of the above objectives is underpinned by a number of concrete actions, and an accountability framework sets out indicators for successful delivery of the gender strategy.

V. Implementation

This section sets out the implementation mechanisms for each objective. Although neither the Project document nor the Results Framework include any Activities specifically on furthering gender related goals, gender is mentioned in a number of ways as set out above. Implementation of the gender strategy is expressed in terms of concrete actions, which form milestones on a pathway to achieving the desired objective. These actions are matched with Activities as expressed in the Project document, in order to facilitate their integration into workplans and budgets within one month of being approved.

Objective 1: Equal participation of women in project activities.

This is important not only to ensure that both women and men are able to access the employment opportunities offered through the Project, which is a goal in itself, but also to establish a gender sensitive and effective national forest resources management system. There are five specific dimensions, presented below starting from end beneficiaries:

1. Women’s representation and voice in community consultations relating to socio-economic

- analyses of forest resources, including non-cash value
2. Women’s participation in fieldwork to support more effective consultations with women forest users, as well as an end in itself
 3. Equal participation in training and professional development opportunities in country and overseas
 4. Women’s equal participation in employment and assignments offered directly by the Project
 5. Women’s equal participation at all levels of the NFI unit and other structures supported by the Project.

These five dimensions are the basis of the five proposed actions for objective 1 of this gender strategy.

In terms of **target audience**, three discrete groups will be targeted under objective 1: women in the FD and government agencies, key universities and women in local communities. The following **actions** will be taken in order to achieve Objective 1.

Action 1: Ensure that focus groups, key informants and other consultations include women, women’s groups and gender experts/gender focal points, separately where needed.

‘Variables will be defined for this purpose at a workshop during the first phase of the project. Interviews with key informants from the local population, NGOs and entrepreneurs, etc. will be conducted in every sample site to identify major users of the resources (men, women, children and other groups), the products and services provided by the forest and trees, the way these are managed and used and for what end use.’ (Project document)

‘Remember gender issues and try to organize focus groups by groups of men and women separately. At least when discussing preference and importance of the products and services.’ (NFI Field Manual for Lebanon. FAO, 2008).

This Action has special relevance for the following:

- Activity 3.4: Field data collection, data recording and processing achieved
- Activity 2.2: Participatory process developed and established.

In Activity 3.4, a significant Project undertaking, the Project will place special efforts to ensure that women as well as men are consulted and their different forest uses are recorded along with sex-disaggregated data. Box 3 below shows why and how Zambia is doing so, which is useful for the Project partners to consider.

Box 3: Zambia embraces gender sensitive forest assessment

In Zambia, the Integrated Land Use Assessment - Phase II (ILUA II) goes beyond REDD+ MRV requirements and incorporates socio-economic data from forest communities. In addition to measuring tree diameters and heights, and identifying pests and other forest threats, the ILUA II survey teams also will gather data from households and forest-user groups in communities. Having baseline data on communities' quality-of-life provides a more complete understanding of the benefits that forests bring – such as medicine and fuel, and supporting cultural traditions – which often do not show up in Gross Domestic Product (GDP).

ILUA II also includes issues of tenure and user-rights, which need to be monitored over time to ensure they are protected. This type of information will be used to inform potential safeguard measures and information systems that could, in return, help ensure that the rights of communities are respected in any performance-based payments for reducing deforestation.

For Zambia, the socio-economic data increases understanding of where degradation is occurring and why, and of how women and men are affected differently by local natural resource management policies. This will give policy-makers the kind of information they can use to develop specific and adequate policies that improve the management of Zambia's forests, while also ensuring that local livelihoods are strengthened.

Adapted from FAO Forest Monitoring and Assessment website at <http://www.fao.org/forestry/fma/73410/en/zmb/>. Accessed 30 September 2015.

As recommended in FAO's field manual for national forest assessments, women as well as men should be consulted during fieldwork. As in Lebanon (see above), it may also be necessary to organize separate groups for women and men in order to ensure that both feel free to speak openly about issues specific to them. The consultations will be organized so as not to conflict with domestic tasks, and alternative arrangements will be made to address them e.g. food for families of women participating in consultations. Limited mobility of women due to social constraints should also be taken into account and venues for consultations will also be accessible to women as well as men. All of this needs to be organized in good time, ideally in collaboration with women's groups, NGOs or international development partners already active in the area of field work.

The Project will also ensure that Activity 2.2 to develop participatory a process also involves the Ministry of Women and Children Affairs (MoWCA), government gender focal points and similar, civil society with a focus on gender in forestry and related areas such as the International Union for Conservation of Nature (IUCN), as well as young women professionals in the FD and stakeholder organizations. By ensuring the adequate and appropriate participation of these gender-focussed stakeholders, the Project will also ensure that sub-activity 2.2.3 to develop participatory tools for forest monitoring results in women's and men's unique priorities being taken into account. Similarly, by making special efforts to identify young women professionals, the Project will also lay the foundation to develop their capacities together with the MoEF support project.

Risks. This requires making adequate provision in terms of planning, budget and annual workplans to organize separate sessions in accessible locations and at feasible timings for women. Failure to do so will likely result in women's priorities not emerging with regard to forest resource management.

Action 2: Promote female enumerators in the FD and other institutions carrying out fieldwork.

'Meanwhile, timber/fuel wood exploitation and sale is reserved for men, as are the traditionally more lucrative jobs of negotiating, sale of materials, and forest inventory jobs.' (Women and Forests in Liberia: Gender Policy and Women's Participation in the Forest Sector of Liberia. Rights and Resources Initiative, 2012)

This Action has special relevance for the following:

Activity 3.4: Field data collection, data recording and processing achieved.

Women's participation as enumerators is important both to ensure that it is possible to interview women in focus groups of forest users, but also has a gender balance dimension. A single woman may feel intimidated, so the Project will aim to employ a critical mass of women for the socio-economic fieldwork, which is generally seen as 30 percent. Given the low number of women employed by the FD and other government agencies targeted by the Project, it will be necessary to look beyond them to identify qualified women.

Where there are not enough FD officials, female staff and students from the Bangladesh Forest Research Institute (BFRI), and other universities Practical measures will also be undertaken to reduce barriers to women taking up these roles, such as a small grant to cover childcare costs, safe transport and accommodation etc. The Project will stipulate that socio-economic fieldwork in particular cannot proceed without a critical mass of women enumerators. In the short term, the Project will not apply this criterion with regard to the biophysical variable collection teams as it is likely to be unrealistic in terms of implementation given the minimal representation of women working in related disciplines in the FD. However, the Project will build capacities beyond the FD over the longer term and also in order to provide decent rural employment opportunities to women and men in communities. Women in communities themselves will be mobilized and in particular, community women with experience of leadership and membership of community forest user groups and similar will be targeted.

Risks: In some contexts, paid employment associated with NFI is considered lucrative. This may mean that, despite official government policy, there is little incentive, and indeed, likely resistance, to widening participation on the part of those already employed. This Project will address this risk, as far as it is applicable in the Bangladesh context, through sensitization.

Action 3: Ensure gender balance in training and professional development opportunities in country and overseas.

'All participants were male which is likely to be a common trend in this kind of training due to the male dominated gender balance at sub-national Forest Department offices.' (Project Report on training course on Field GPS Training at the Patuakhali Coastal Forest Division, August 2015)

This Action has special relevance for the following:

Activity 1.2: National capacities in forest inventory and satellite monitoring reinforced

Activity 1.3: Forestry Research supported

Activity 2.2: Participatory process developed and established

The Project Document refers to efforts to be made in this area: *'All individual capacity development issues will take account of any existing gender inequalities and attempt to ensure an appropriate*

gender balance. However, experience shows that it is all too easy for good intentions to remain unfulfilled. For example, a report on a recent training course on Field GPS Training at the Patuakhali Coastal Forest Division in August 2015 has highlighted that there was a lack of gender balance (0% women). The challenge of improving the gender balance on such trainings is linked to the low number of women employed in the FD in relevant roles, so it is recognized that even active encouragement and practical measures for interested women may result in only a modest increase in their participation in terms of numbers.

Whilst tackling gender balance in the FD as a whole is not within the scope of the Project, it can and will contribute this indirectly through active steps to achieve gender balance in training and professional development opportunities, which include attendance and engagement in important meetings. It will work with the FD to identify women with relevant experience and interest and to ensure that they are prioritized – a database of such women with clear criteria may be developed. This positive action is not considered discriminatory towards men as it is aimed at tackling an imbalance and would be stopped once the gender gap is closed. The Project will also adopt a simple strategy of organizing training at times and in venues that are accessible to women, as well as looking beyond the obvious places for possible candidates.

With regard to building scientific and technical capacities, the Project will make efforts to ensure equal participation but acknowledges that this may be challenging if there are relatively few women engaged in these areas. With regard to training on fieldwork, it may be challenging to attract women participants from the FD if they are unwilling to then carry out fieldwork. The Project will therefore also make efforts to train female enumerators and women from local communities and NGOs: they will thereby be positioned to take up employment opportunities under REDD+ related to MRV as well as in future NFI monitoring. Extra training sessions will be organized to target women from local areas. The Project will also consider cancelling training if qualified women exist but are not on the proposed participants list.

With regard to training overseas and career-enhancing ‘prestigious training’, senior women officials will be specifically targeted and the Project will consider cancelling such training if there is no gender balance. Specifically, at least one planned Masters course will be awarded to a qualified woman (sub-activity 1.2.5). Similarly, the Project will promote a gender balance of successful candidates for forestry research – this will require first establishing the level of participation of women in relevant institutes and active prioritization of qualified women when setting criteria and issuing invitations or calls for expressions of interest.

Action 4: Ensure that project staff and committees are gender balanced and represent women’s interests.

The Project has an important responsibility to ‘practise what it preaches’ and indeed of the five people employed by the Project, three are women. Nevertheless, any remaining recruitment and consultancy as well as opportunities arising in the Project Steering Committee (PSC) will be subject to scrutiny with regard to gender balance. Specifically, the gender sensitive provisions of FAO and USAID recruitment policies will be observed, together with those of the GoB where they exist – see action 5 below for examples. A written justification of efforts made to identify women candidates will be made for all posts.

Action 5: Promote gender balance in structures at the FD and partner agencies that are set up through the Project.

The Project will support the establishment of an NFI unit, which is an opportunity to pioneer gender sensitive employment. Examples of concrete actions⁵ that will be taken in establishing the unit include:

- Including gender as an explicit goal for the unit, in terms of participation as well as gender sensitive programming (see objective 2)
- Screening and removing job descriptions for unintentional gender bias
- Including phrase such as 'Women are encouraged to apply' on advertisements
- Removing discriminatory criteria and gender bias from interview questions and selection techniques (e.g. not asking 'are you planning to have children' to women only)
- Ensuring a gender balance on recruitment and interview panels
- Special efforts to appoint qualified women at the senior levels.

Objective 2: Build capacities of FD, government staff and related others to apply gender analysis

This is important in order to provide FD and other agencies with the capacities (knowledge, attitude and practices) for gender analysis, which underpin robust and equitable technical work. It also makes an important contribution to the broader task of contributing to gender sensitization in the sector.

The **target audience** for this objective is FD and government staff, men as much as women. The following actions will be taken in order to achieve Objective 2.

Action 1: Ensure that FD and others designing, carrying out and analyzing NFI fieldwork are supported to integrate gender dimensions in their work.

This Action has special relevance for the following:

Activity 3.5: Data analysis and reporting developed
Output 4: Value of forest ecosystem goods and services estimated.

This is a somewhat urgent action area, given the timelines for this Project, and should be done in early 2016. The Project will:

1. Organize a gender sensitization course in early 2016
2. Review all proposed training to ensure that gender dimensions (as distinct from gender balance) are appropriately reflected
3. Ensure that gender dimensions will be reflected in the data analysis/ reporting as well as estimation of ecosystems goods and services.

The training should be practical and familiarize participants with *why* it is important to take gender into account for the NFI, and how to do so in practical terms – specifically how to integrate gender into activity 3.4 and Output 4. Gender sensitive provisions in the GoB, FAO and other country manuals will be used as the basis, and participants should have time to discuss their specific experiences and challenges. The Project will seek synergies with the MoEF support project, another affiliated or related projects, such as in training materials and facilitators.

⁵ Some of these are drawn from 'Competency-Based Interviewing: A guide for interview panel members' (FAO, 2014).

With regard to Activity 3.5 the Project will ensure that gender analysis is applied so that the different patterns and priorities of women and men with regard to forest use are identified and analyzed. With regard to Output 4, the Project will ensure that women's non-cash benefits derived from forests is valued as well as economic benefits.

Risk: There is a need to ensure that male as well as female staff attend this gender sensitization – in many contexts, gender is seen a women's issue. In this case, gender is a key variable for robust socio-economic analysis.

VI. Accountability Framework

At Project level, the Chief Technical Advisor (CTA) has overall responsibility for the effective implementation of this Gender Strategy. The Project Steering Committee will review progress of the Gender Strategy at each meeting, based on reports prepared by the Project, with inputs from the Bangladesh and/ or regional FAO gender focal point as well as FAO headquarters and USAID, and cleared for circulation by the Chief Technical Advisor. MoWCA will be invited to join the PSC, and will review these reports on the PSC's behalf and coordinate its responses.

Monitoring and evaluation Annual Project progress reports will include a gender report or section on gender, which will report on progress against the following indicators.

Objective 1: Equal participation of women in project activities

Indicator for Action 1: Percentage of women and men interviewed in fieldwork, with a target of 50 percent each sex.

Means of verification: Fieldwork reports.

Indicator for Action 2: Percentage of women and men enumerators, with a target of enough women to ensure women comprise 50 percent of those consulted. Means of verification: Project records.

Indicator for Action 3: (a) Percentage of women and men in training and development opportunities, with a target of at least 30 percent of each sex, where men are prioritized for gender training. (b) At least one Masters programme awarded to a qualified women. (Means of verification: workshop reports and Project records.

Indicator for Action 4: Percentage of women and men employed and hired by the Project, with a target of at least 30 percent in non-administrative positions. Means of verification: Project records.

Indicator for Action 5: Percentage of women and men employed in NFI unit, with a target of at least 30 percent in non-administrative positions. Means of verification: Project records.

Objective 2: Build capacities of FD, government staff and related others to apply gender analysis

Indicators for Action 1:

- Number of relevant people attending training, with a target of all Project staff and Government counterparts, as well as all socio-economic enumerators. Means of verification: workshop reports and Project records.

- Data analysis and estimated value of forest ecosystem goods and services reflects gender dimensions such as non-cash value and women's use of forest resources as well as that of men.

In line with FAO minimum standards as set out in the FAO Policy on Gender Equality, Project reviews and evaluations will fully integrate gender analysis, and report on gender-related results and impacts. Annual Project reports will address gender-related results and impacts under each outcome/activity, and a separate section will report on progress on this strategy, identifying challenges, opportunities and corrective action. At the end of the Project, the Project evaluation will include a review of progress against these areas.

VII. Budget and human resources requirements

The Project will ensure that adequate human and financial resources are dedicated to ensure the effective implementation of this Gender Strategy, specifically for extra outreach to find women enumerators, practical arrangements to ensure that focus groups for the NFI fieldwork and training is as accessible to women as men and also for training. This may need a revision of agreed workplans and budget.

Human resources requirements

Whilst the Project will draw on national and international expertise as required, reliance on external consultants will be kept to a minimum. Whenever possible, work will be undertaken in synergy with the MoEF support project in order to access their training and capacity development in gender-related areas.

Budget requirements

As stated above, the objectives and supporting activities required to deliver this gender strategy will need appropriate financial allocations. The Project will ensure this is provided.

Annex 1: References and key documents consulted

- FAO (2015). Voluntary guidelines on national forest monitoring *DRAFT for comment*.
- FAO (2014a). Women in Forestry: Challenges and Opportunities.
- FAO (2014b). Competency-Based Interviewing: A guide for interview panel members.
- FAO (2012a). Policy on Gender Equality.
- FAO (2012b). Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security.
- FAO (2012). Manual for Integrated Field Data Collection – National Forest Monitoring and Assessment.
- FAO. (2011). State of the World's Forests.
- FAO (2010). Country Programming Framework, Integrating Gender Issues.
- FAO (2008). Integrated Natural Resources Assessment in Kenya. Field Manual (version 1.0).
- AO (2004). National Forest Inventory – Field Manual.
- GoB, MoEF (2013). Perspective Plan of Bangladesh 2010-2021: Making Vision 2021 a Reality.
- GoB, MoEF (2009). Bangladesh Climate Change Strategy and Action Plan.
- GoB, MoWCA (2011). National Women Development Policy.
- GoB, MoEF (2009). Bangladesh Climate Change Strategy and Action Plan.
- IUCN (2011). The Art of Implementation.
- LEAF (2013). Technical Guidance on Development of a REDD+ Reference Level.
- UN (1995). Beijing Declaration and Platform for Action
- UN (1993). Convention on Biological Diversity.
- UN (1979). Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).
- UN (1992). UN Framework Convention on Climate Change.
- UN-REDD (2011). The Business Case for Mainstreaming Gender in REDD+.
- USAID (2012). USAID Policy on Gender Equality and Female Empowerment.
- USAID (2010). Guide to Gender Integration and Analysis.

WOCAN, UN REDD, USAID LEAF (2013). Joint Regional Initiative for Women's Inclusion in REDD+. 2013:

Cambodia: Lessons from Good Practices in Forest, Agriculture and Other Natural Resources Management Sectors.

Women's Inclusion in REDD+ in Sri Lanka Lessons from Good Practices in Forest, Agriculture and Other Natural Resources Management Sectors.

Websites

FAO: National Forest Monitoring and Assessment

<http://www.fao.org/forestry/fma/en/>

FAO: Socio-economic and Gender Analysis

<http://www.fao.org/gender/seaga/seaga-home/en/>

FAO: Strengthening the Environment, Forestry and Climate Change Capacities of the Ministry of Environment and Forests & its Agencies Project

<http://sefocs-faobd.org>

GoB, Ministry of Women Affairs

<http://www.mowca.gov.bd/site/page/81115efe-f3cd-438a-b977-4884b088bc45>

Annex 2: Project context

The Project will be based within a Project Management Unit (PMU) at the FD at the Ministry of Environment and Forests (MoEF). The Forest Department will be the lead counterpart institution for Project implementation.

The Outcome of the Project is the 'strengthening of the National Forest Inventory and Satellite Land Monitoring System in support of REDD+ in Bangladesh'. This outcome also contributes to the production of data required for other international agreements related to forestry and climate change, and also supports national forest policy development and land management.

To achieve this, the project will provide technical support to the FD at MoEF. This Project Outcome is to be achieved through the following outputs:

- Output 1: General conditions to implement the national forest inventory are reinforced
- Output 2: National forest monitoring strategy is reinforced
- Output 3: NFI and Satellite Land Monitoring System (SLMS) are planned and implemented
- Output 4: Value of forest ecosystem goods and services is estimated.

The Project also has specific objectives, most of which have clear gender dimensions:

1. Establish broad consensus at the national level on the process and approach to NFI and SLMS in Bangladesh, taking into account national users' information requirements for planning and sustainable management of the forestry resources and country's obligations of reporting to the international processes including GHG reporting and expected REDD+.

Gender considerations:

- *To what extent will the NFI and SLMS reflect forest use and livelihoods of women as well as men?*
 - *Will government, civil society and others working for gender equality/ representing women's interests be consulted?*
2. Strengthen the capability of the FD to collect, analyze, update and manage the needed information on forests and trees outside forests (TOF) for planning and sustainable management of forestry resources and REDD+ MRV.

Gender considerations:

- *To what extent will women's roles and nature/ extent of participation in forests and TOF be taken into account, so as to inform national policymaking?*
 - *To what extent can the Project support the FD's capacities to recognize gender analysis including sex-disaggregated socio-economic qualitative/ quantitative data as a critical success factor for sustainable forest management rather than a 'women's issue'?*
 - *To what extent will women as well as men be consulted during primary data collection?*
 - *To what extent will career/rural employment opportunities be extended to women as well as men in data collection – particularly socio-economic data?*
3. Develop a national database and information system on forests and TOF.

Gender consideration: to what extent will women's roles and nature/ extent of participation in forests and TOF be taken into account, so as to inform national policymaking?

4. Prepare national maps of forests and land uses based on harmonized classification and forest related definitions.

Gender consideration: As for objective 3.

5. Undertake an NFI of the forest and TOF resources with the aim to create an information base according to national and international requirements and to set up a long term monitoring system of the resources.

Gender consideration: As for objective 3.

6. Define long term satellite forest monitoring programme of the forestry resources, design multi-purpose forest inventory.

Gender consideration: As for objective 3.

7. Develop tools and methods for integration of REDD+ MRV to NFI and SLMS methodology.

Gender consideration: As for objective 3.

A key point here is that the Project embraces in its scope more than a purely technical NFI and SLMS dimension; it is to support a multi-purpose forest inventory and put a value on socio-economic benefits of forests. This means that the Project is building an important evidence basis for forest policies, which will impact on both women and men's livelihoods and wellbeing.

Annex 3: Key policies related to gender and forests

Selected global and national frameworks are presented in chronological order below.

Global

The **UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979)** adopted a statement in 2009 that confirms ‘it is apparent that climate change does not affect women and men in the same way and has a gender-differentiated impact. However, women are not just helpless victims of climate change – they are powerful agents of change and their leadership is critical. All stakeholders should ensure that climate change and disaster risk reduction measures are gender responsive, sensitive to indigenous knowledge systems and respect human rights. Women’s right to participate at all levels of decision-making must be guaranteed in climate change policies and programmes.’⁶

The **UN Convention on Biological Diversity (CBD, 1993)** recognizes ‘the vital role that women play in the conservation and sustainable use of biological diversity and affirming the need for the full participation of women at all levels of policy making and implementation for biological diversity conservation’ (paragraph 13, preamble).

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

Strategic objective K.1. Involve women actively in environmental decision-making at all levels.

Strategic objective K.2. Integrate gender concerns and perspectives in policies and programmes for sustainable development.

Strategic objective K.3. Strengthen or establish mechanisms at the national, regional, and international levels to assess the impact of development and environmental policies on women.

Actions to be taken are also set out.⁷

The **UN Framework Convention on Climate Change (UNFCCC)** has set out commitments to gender equality and women’s empowerment in various Decisions taken at various stages. For example, the Cancun Agreement (2010) recognizes that ‘gender equality and the effective participation of women and indigenous peoples are important for effective action on all aspects of climate change’⁸. Annex 1 of the Bangladesh Climate Change and Gender Action Plan sets out a compilation of various gender references in the UNFCCC processes.

UN REDD+ (2011) is a financial mechanism negotiated under the United Nations Framework Convention on Climate Change (UNFCCC). It compensates developing countries for reductions in emissions from specific activities in the forest sector. The decision agreement on REDD+ resulting from the Durban UNFCCC negotiations in December 2011 notes the importance of ‘respect[ing]

⁶ Statement of the CEDAW Committee on Gender and Climate Change (Adopted at the 44th session of CEDAW 20 July to 7 August, New York 2009).

⁷ See <http://www.un.org/womenwatch/daw/beijing/platform/environ.htm#object3>

⁸ Decision 1/CP.161. March 15, 2011; FCCC/CP/2010/7/Add.1.

gender considerations'. A report on setting out the 'business case' for mainstreaming gender into REDD+ is complemented by more detailed guidance on how to do so.^{9 10 11}

The **Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security (VGGT, 2012b)** seek to improve governance of tenure for the benefit of all, with an emphasis on vulnerable and marginalized people (Paragraph 1.1) and a key implementation principle is "Ensure the equal right of women and men to the enjoyment of all human rights, while acknowledging differences between women and men and taking specific measures aimed at accelerating de facto equality when necessary. States should ensure that women and girls have equal tenure rights and access to land, fisheries and forests independent of their civil and marital status." (Section 3B).

Bangladesh

- **National Environmental Policy (1992)** The MoEF is leading a review of this and the draft National Environment Policy 2013 has incorporated women's roles and right to benefits. (GoB, MoWCA, 2014) This is a key opportunity to enhance gender considerations in the new policy.
- **National Forest Policy (1994)** This policy states that '*Women will be encouraged to participate in homestead and farm forestry, and participatory afforestation programs*' but does not specify how this will be achieved or set out other gender-specific goals relating to, for example, decision-making relating to forests and forest resources.
- The **Forestry Sector (Amendment) Rules (2009)** address gender issues, according to the 2014 national report on the implementation of the Beijing Declaration and Platform for Action.
- The main GoB gender-related policy, the **National Women's Policy (2011)**, explicitly refers to women and forests and commits to the following: 'In recognition of the contribution of women in the management of natural resources conservation ... to give them opportunity of equal participation in environment preservation policy and programs reflecting a women perspective (GoB, MoWCA, 2011).
- The **Bangladesh Climate Change and Gender Action Plan (2013)** prepared by MoEF following an extensive consultation process is based on the **Bangladesh Climate Change Strategy and Action Plan (BCCSAP) of 2009**. One of the four priority sectors of the Bangladesh Climate Change and Gender Action Plan is 'Mitigation and low carbon development' and one of the objectives under this priority area is Mainstream gender considerations in coastal and social forestry programs or initiatives. Specific action areas are:
 - Expand coastal green belt including mangroves through women's participation.
 - Expand social forestry and plantations on river/coastal embankments through women's participation.
 - Support women establishing nursery for making mangrove tree saplings available.
- The draft **Bangladesh Country Investment Plan (CIP)** for the Environment, Forest and Climate Change sectors, which is receiving technical support from the FAO, also places a strong emphasis

⁹ Reducing emissions from deforestation and forest degradation, and the role of conservation, sustainable management of forests and enhancement of forest carbon stocks in developing countries.

¹⁰ UN-REDD (2012). The Business Case for Mainstreaming Gender in REDD+.

¹¹ UNDP (2013). Guidance Note on Gender Sensitive REDD+.

on social inclusion including gender (a gender action plan is being developed), and takes an ecosystems approach. The NFI may well be used as an information basis for the CIP, hence the importance of a gender perspective in establishing it.

- There plans to prepare a **National Forestry Action Plan (NFAP)**, and this also presents an important to make concrete programming and budget provisions: this Project's results and capacity development can support a gender action plan or similar for the NFAP.

Whilst none specifically refer to gender with regard to NFIs, the broad thrust of government policy is to recognize and empower women as well as men forest users.

Annex 4: Gender issues in forestry

Men and women may have different roles, knowledge, interests and priorities in forest management. Men and women often differently use and depend on non-wood forest products, with women often disproportionately relying on these products.

Women and men may have differential access to and control over trees and non-wood forest products: gender patterns in forest tenure are often based on customary laws. Women's involvement in forestry activities and enterprises may be constrained by social norms and poor access to extension, training, credit and markets.

There are gender differentiated impacts of deforestation: for men, deforestation may lead to a loss of income, while for women, it may increase their labour burden and especially time taken to gather fuelwood. Participatory forestry, based on a partnership between forest departments and community institutions to manage forests sustainably, may fail to ensure women's participation and equity in benefit-sharing due to male bias on the part of forestry officials, social norms which limit women's mobility and behaviour, men's negative perception of women's capacities and roles and the absence of a critical mass of women.¹²

¹² Adapted from FAO (2010). Country Programming Framework, Integrating Gender Issues.

Annex 5: Glossary of gender terms

Gender

Refers not to male and female, but to masculine and feminine - that is, to qualities or characteristics that society ascribes to each sex. People are born female or male, but learn to be women and men. Perceptions of gender are deeply rooted, vary widely both within and between cultures, and change over time. But in all cultures, gender determines power and resources for females and males. Gender shapes the opportunities and constraints that women and men face in securing their livelihoods across all cultural, political, economic and environmental settings. Gender influences the roles and relationships of people throughout all their activities, including their labor and decision-making roles.

Gender analysis

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

Gender balance

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

Gender equality

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

Gender equity

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

Gender mainstreaming

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

Sources:

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

Annex 6: List of organizations and persons consulted

(in alphabetical order)

FAO Bangladesh

Mariam Akhter, Forestry Officer

Liam Costello, Project Officer, Strengthening National Forest Inventory and Satellite Land Monitoring System in support of REDD+ in Bangladesh

Matieu Henry, Chief Technical Adviser, Strengthening National Forest Inventory and Satellite Land Monitoring System in support of REDD+ in Bangladesh Project

Lasker Muqsudur Rahman, National Capacity Development Specialist

Mike Robson, FAO Representative in Bangladesh

Begum Naher, Gender Focal Point

FAO headquarters

David Morales, FAO Forestry (FOM).

GoB, Forest Department

Participants of consultative workshop for Project gender strategy:

Once I have them, I will include the names of the participants)

USAID Bangladesh

Mahmuda Rahman Khan, Senior Programme Development Specialist

Karl Wurster, Project Focal Point, USAID Bangladesh

Annex 7: Alignment of Project Gender Strategy with FAO and USAID gender strategies

FAO Policy on Gender Equality (2012)	Project Gender Strategy Objectives
Women participate equally with men as decision-makers in rural institutions and in shaping laws, policies and programmes.	Objective 1 supports women’s participation in all Project activities, including in contributing their priorities to the NFI, which will be used as a basis for laws, policies and programmes.
Women and men have equal access to and control over decent employment and income, land and other productive resources.	Objective 1 supports women’s participation in all Project activities, including being selected by the Project as staff and/or consultants as well as local enumerators.
Women and men have equal access to goods and services for agricultural development, and to markets.	This is not directly supported by any objectives. However, by ensuring that their stake in national forests is clearly documented and tracked the Project will contribute to ensuring that any future economic benefits accruing from forests will also take into account women’s unique role and needs, as well as that of men’s.
Women’s work burden is reduced by 20 percent through improved technologies, services and infrastructure.	This is not directly supported by any objectives, but Objective 2 will specifically assess negative impacts by proposed measures as part of the gender analysis, and identify opportunities to reduce workloads.

USAID Policy on Gender Equality and Female Empowerment (2012)	Project Gender Strategy Objectives
Reduce gender disparities in access to, control over and benefit from resources, wealth, opportunities, and services – economic, social, political, and cultural.	As for FAO objective no.2
Reduce gender-based violence and mitigate its harmful effects on individuals and communities, so that all people can live healthy and productive lives.	This is not directly supported by any objectives.
Increase capability of women and girls to realize their rights, determine their life outcomes, and influence decision-making in households, communities, and societies.	As for FAO objective no.1

Annex 8: Table of Gender Considerations of Project Outputs/Activities

Project Output	Gender Strategy
<p>Output 1: General conditions to implement the national forest inventory are reinforced. This output will be achieved through providing support to the establishment and strengthening of the NFI Unit, reinforcement of national capacities in forest inventory and satellite monitoring, strengthening forestry research programmes and harmonizing forest inventory information.</p>	<p>Objective 1: Action 1 to ensure that gender dimensions are factored into forest inventories.</p> <p>Objective 2, Actions 1 (training) and 2 (short training film)</p>
<p>Output 2: National forest monitoring strategy is reinforced. This will be achieved through setting up a clear participatory process to ensure collaboration from different stakeholders, disseminating information to improve the current national system and to inform the various policies related to forest and other natural resource management, rationalizing forest definition and a Land Cover Classification System, designing an appropriate multi-purpose NFI and Satellite Land Monitoring System (SLMS) forest inventory plan and successfully implementing the plan.</p>	<p>Objective 1: Actions 1, 2, 3 and 4 will help to ensure that women will be fully recognized as key forest stakeholders, by providing space for their participation in all Project activities.</p> <p>Objective 2, Actions 1 and 2 will build the capacity of key government stakeholders in gender analysis, so that the implications of a gender-sensitive NFI can in turn translate into equal benefits for women and men in the REDD+ and other forest-related policies in Bangladesh.</p>
<p>Output 3: NFI and SLMS are planned and implemented. The main results from this output are the inventory plan to design and implement the NFI and SLMS. This will be achieved through the review of existing forest inventory designs, identifying multi-purpose NFI and SLMS objectives and reaching an agreed approach and method to develop and implement the multi-purpose NFI and SLMS. Output 3 will essentially provide the necessary data to support forest policies, forest management planning and to take measures related to natural resource management, forest management and climate change reporting, and particularly will support the development of Emission Factors (EF) for the preparation of the GHG inventory.</p>	<p>As for Output 2.</p>
<p>Output 4: Value of forest ecosystem goods and services is estimated. Forest ecosystem goods and services have significant direct and indirect contributions to national economies and human welfare. The benefits to people from forests include forest goods, environmental services and socio-cultural benefits. There has been no attempt to value these contributions of forest</p>	<p>Similar to Output 2, in that both will contribute to ensuring that women's role and dependency on forest resources for both livelihoods (cash) and wellbeing (non-cash benefits, such as medicinal and nutritional) is recognized. This critical to ensuring that women are not left behind in national environmental services systems that are</p>

ecosystem goods and services in Bangladesh and this output addresses this gap.	developed under the forthcoming Country Investment Plan.
--	--

Specific objectives	Gender Strategy
Strengthen the capability of the FD to collect, analyze, update and manage the needed information on forests and trees outside forests (TOF) for planning and sustainable management of forestry resources and REDD+ MRV.	Objective 1: Actions 1, 2, 3 and 4 will help to ensure that women will be fully recognized as key forest stakeholders, by providing space for their participation in all Project activities. Objective 2, Actions 1 and 2 will build the capacity of key government stakeholders in gender analysis, so that the implications of a gender-sensitive NFI can in turn translate into equal benefits for women and men in the REDD+ and other forest-related policies in Bangladesh.
Establish broad consensus at the national level on the process and approach to NFI and SLMS in Bangladesh, taking into account national users' information requirements for planning and sustainable management of the forestry resources and country's obligations of reporting to the international processes including GHG reporting and expected REDD+.	Objective 2 will help to ensure that those consulted will understand why and how to take into account gender issues when developing the NFI, as well as recognize national obligations of reporting under CEDAW with regard to women's access to natural resources.
Develop a national database and information system on forests and TOF.	Objectives 1 and 2 will help to ensure that the database and information reflects the roles and priorities of women's well as men's, thus laying the foundation for equal benefits in the future.
Prepare national maps of forests and land uses based on harmonized classification and forest related definitions.	-
Undertake an NFI of the forest and TOF resources with the aim to create an information base according to national and international requirements and to set up a long term monitoring system of the resources.	Objectives 1 and 2 will help to ensure that the database and information reflects the roles and priorities of women's well as men's, thus laying the foundation for equal benefits in the future.
Define long term satellite forest monitoring programme of the forestry resources, design multi-purpose forest inventory.	-
Develop tools and methods for integration of REDD+ MRV to NFI and SLMS methodology.	Objectives 1 and 2 will help to ensure that the database and information reflects the roles and priorities of women's well as men's, thus laying the foundation for equal benefits in the future.