



Gender-responsive restoration guidelines

A closer look at gender in the Restoration Opportunities Assessment Methodology



Global Forest and Climate Change Programme



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Introduction

The Restoration Opportunities Assessment Methodology (ROAM)¹ was developed by the International Union for Conservation of Nature (IUCN) and the World Resources Institute (WRI) to assist countries in identifying opportunities for forest landscape restoration (FLR), analysing priority areas at a national or sub-national level, and designing and implementing FLR interventions. FLR is the long-term process of regaining ecological functionality and enhancing human well-being across deforested or degraded forest landscapes. It also allows countries to achieve multiple national and international commitments on sustainable natural resource management and development.

The ROAM manual released in 2014 was developed as a ‘road-test’ version, with an innovative approach of engaging a range of disciplines and stakeholders to identify, analyse, negotiate, and prioritise FLR opportunities. One of its hallmarks is a process of adaptive learning to improve future versions of the methodology.

As part of IUCN’s effort to update the methodology, these guidelines have been developed to ensure the application of ROAM and the ensuing FLR implementation, including any policy uptake and land-use planning, is gender responsive. This means: identifying, understanding, negotiating and implementing FLR in ways that can address gender gaps, overcome historical gender biases in policies and interventions related to FLR, and ensure the outcomes of FLR interventions benefit equally women. FLR interventions that are gender responsive are also more sustainable in the long

term, owing to the central role women play as foresters, farmers and food providers.

Why is gender equality and women’s empowerment important for ROAM?

The FLR approach aims to go well beyond the “do no harm” principle by actively working to improve human livelihoods and well-being. Gender inequality remains one of the most pervasive forms of discrimination. Where gender gaps and violations of human rights exist, FLR actions must identify those gaps and biases to avoid exacerbating or reinforcing gender inequalities. At the same time, ROAM and FLR can promote actions that proactively improve the situation of whole communities through an inclusive, equitable and participatory approach, especially including those most excluded and marginalised (by sex, age, ethnicity, religion, caste, etc.).

Many examples of research and data exist showing women play a key role in natural resource use and management, particularly in agriculture and forested landscape systems and along value chains. For instance:

- Women are responsible for household food preparation in 85-90% of cases surveyed in a wide range of countries.²
- Women encompass an average of 43% of the agricultural labour force in developing countries. If women had the same access to productive resources as men, they could increase yields on their farms by 20% to 30%, raising total agricultural output in

1 IUCN & WRI. (2014). *A guide to the Restoration Opportunities Assessment Methodology (ROAM): Assessing forest landscape restoration opportunities at the national or sub-national level*. Working Paper (Road-test edition). Gland, Switzerland: IUCN.

2 WHO & UNICEF. (2014). *Progress on sanitation and drinking water - 2014 update*. Geneva, Switzerland.

developing countries by 2.5% to 4%, in turn reducing the number of hungry people in the world by 12% to 17%.³

- About 70% of rural women in South Asia and more than 60% in Africa are farmers. By some predictions the yields of rain-fed crops in certain African countries will be cut in half by 2020 due to climate change. Homes where women have land rights report greater yields and increased food security.⁴
- Women in forest communities can generate more than 50% of their income from forests compared with about a third for men.⁵
- Of 143 economies, 90% have at least one law restricting economic equality for women.⁶
- Women have the same legal rights as men to own and access land in only 28 countries worldwide.⁷

How can ROAM be gender responsive?

FLR requires a participatory and multi-sector approach with an emphasis on engaging as broad a range of stakeholders as possible – including groups often marginalised by sex, age, ethnicity, religion, caste, etc. However, effective and gender-responsive FLR does not constitute merely including women in the process, but requires a wide array of actions to ensure women and men fully participate in, and equally benefit from, FLR interventions. When applying ROAM, specific actions to accomplish this include:

1. Conduct a **gender analysis** to provide insights into the roles, responsibilities,

uses, rights and practices that affect the way that women and men from various socio-economic/cultural groups in the target area use and manage natural resources in and around forests to support their livelihoods and their families – to collect comprehensive baseline data (sex-disaggregated) and to support regular monitoring and assessment.

2. **Involve women** in restoration decision-making, as stakeholders and in practice, to address underlying social and gender inequalities from the start of the project while ensuring the best data and knowledge is available.
3. **Improve women's rights** to land and natural resources, including within communities.
4. Create **partnerships and alliances** with regional and national restoration networks to enhance inclusiveness of women and marginalised groups.
5. Develop **gender-sensitive indicators** and collect **sex-disaggregated data** to track the extent to which outcomes respond to the identified gender issues, to be included for assessment area(s) and as part of the monitoring framework to showcase impact.
6. Facilitate **dialogue between women and men** to foster more equitable access, use, control, and management of land and natural resources (i.e. grievance mechanism).
7. Develop **gender-responsive policies** on land and forest management at the sub-national and national levels.
8. **Exchange knowledge** on key gender issues, strategies and outcomes between

3 FAO. (2014). *The State of Food and Agriculture 2014*. Rome, Italy.

4 LANDESA. (2016). *Women Gaining Ground: Securing Land Rights as a Critical Pillar of Climate Change Strategy*.

5 World Bank, FAO & IFAD. (2009). *Gender in agriculture sourcebook*. Washington, D.C.: International Bank for Reconstruction and Development, and World Bank

6 World Bank. (2015). *Women business and the law 2016: Getting to equal*. Washington, D.C.

7 UNWomen. (2015, April). *Facts and figures: Economic empowerment*. Retrieved from: <http://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures>



Women trading goods at the floating market in Viet Nam, iStock

FLR countries and projects, to ensure identification of best practices and opportunities in ROAM and FLR and for scaling-up initiatives.

Failing to incorporate a gender-responsive approach in an FLR and ROAM process – by, for example, failing to identify all primary stakeholders or not inputting indigenous or other knowledge into decision-making – could result in **risks**, including:

- Limited sustainability and effectiveness of restoration measures and outcomes;
- Establishment or exacerbation of inequitable systems for benefits-sharing due to inadequate identification of stakeholders;

- Maintenance of existing inequality in land tenure and resource-use rights;
- Limited impact in improvement of livelihoods and access to resources and services within families and communities; and
- Marginalisation of women's full and effective participation and voice in decision-making.

These guidelines present, through each of the three different phases of ROAM, specific actions for identifying gender considerations and developing a gender-responsive approach and outcomes for FLR initiatives. A checklist of the *Gender Golden Procedures* stemming from these guidelines is available in Appendix I.



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Phase 1. Preparation and planning

Identifying and articulating the challenges, problem statement and objectives of an FLR assessment demands consideration of gender gaps and inequalities and, thus, opportunities and priorities for “doing better.” Aligning the FLR objectives with these priorities – and keeping this alignment in mind throughout the assessment process – will help ensure assessment results are relevant and compelling to key decision-making institutions in the country and ensure the FLR initiatives comply with national, regional and international gender equality mandates.

Defining the problem, scope and outputs

A gender perspective needs to be included when defining both the major problems to be addressed and the long-term objectives. Defining the problem should identify the needs, interests, and priorities of women, women farmers, and decision-makers, to ensure that all problems are being identified and can be prioritised accordingly.

It is important to consider if and how women are driving deforestation and landscape degradation, and which FLR opportunities could alter activities and benefit women. This will allow for more effective development of what the objectives should be, and will allow for a stronger integration of gender throughout the assessment and programming.

Engaging key partners

The assessment team should actively seek to engage representatives and institutions

involved in national women’s rights and gender policy-making and programming, including the country’s women, gender, or social ministry and national women’s mechanisms (e.g., the National Women Council in Rwanda or the Women’s Affairs Secretariat in Mexico).

In addition, the team should actively engage with other key implementation partners including gender focal points from environmental ministries and women’s organisations working across sectors at all levels, as relevant to the identified FLR scope and options (see Appendix II for a case study on Malawi and how it identified specific partners and groups). This engagement and communication with women’s mechanisms will not only support the gender analysis conducted as a part of Phase 1, but also support actions throughout the ROAM and FLR process more broadly.

Identifying the assessment criteria and indicators

For initiatives like FLR that require long-term planning and investments, it is crucial to consider demographic patterns such as population size, density, composition, growth, and migration. These patterns and scenarios have the potential to either complement or negatively influence the identification, planning and implementation of restoration opportunities, and must be considered during analysis of a potential restoration site.

It is also crucial to include assessment criteria and indicators that are relevant specifically to women on activities that drive degradation (e.g. fuelwood and energy consumption, land use, poverty, or female-headed household ratio) as

well as potential benefits identified during the scoping of FLR opportunities.

In addition to choosing indicators that are gender responsive and women specific, the legal, social, institutional, policy and financial limitations or opportunities need to be identified with respect to gender. Economic, environmental, and social costs and benefits of potential FLR interventions should be assessed. Opportunities or constraints may lie in, for example:

- Government policy papers and strategies on land use, conservation, forest, water or agriculture sectors;
- Legislation on women's rights to land; land tenure regimes (formal and customary);
- Restoration priorities and funding sources used for previous restoration initiatives; and
- Women's access or barriers to market, credit and financial mechanisms.

These aspects need to be considered when applying the Restoration Diagnostic tool⁸, for example, which assesses whether the political, institutional, social economic and environmental conditions and success factors for FLR are in place at national and sub-national levels.

Only by conducting a gender analysis at a national or sub-national level can an assessment team and programme designers have a holistic understanding of the complex inter-linkages between women and men and their environment. All indicators and assessment criteria should then be informed by the application of this gender analysis.

Gender situation and analysis

The need for a gender analysis springs from the fact that communities are more than just the typical primary "categories" counted: men, hunters, fishers, farmers, adults or heads of household. Within potential FLR opportunities, attention should be given to the different perspectives, interests and needs of the various stakeholders across the landscape of the community and socio-economic groups, including: women and men ranchers, merchants, industrialists, educators, health workers, formal and informal organised groups, indigenous peoples, youth, and elderly people, amongst others.

A major objective of a gender analysis in FLR is to provide information with respect to the differentiated access to, control over, and knowledge about existing resources in a potential restoration area. It also includes information on the sex-disaggregated division of work, the levels of participation, and the distribution of benefits that can illuminate existing power dynamics and inequalities. A gender analysis is an essential feature of a comprehensive ROAM assessment that both provides for and influences the planning, data collection, analysis and recommendations.⁹

It should consider at the least the following questions:

- What are the different roles played by women and men in forest use, forest management, agriculture and livestock?

8 The Restoration Diagnostic is a ROAM tool that assesses the presence of key success factors to inform decision-makers on what enabling factors exist for FLR implementation. See the ROAM Handbook pages 94-98 at iucn.org/ROAM.

9 For a comprehensive questionnaire, as discussed in the Malawi case study in Appendix II, see IUCN's *Gender Responsive ROAM/FLR Analysis Framework* at <http://genderandenvironment.org/resource/gender-responsive-roamflr-analysis-framework/>

- Are there gender differences in access to, control over, and knowledge of forests, non-timber forest products (NTFPs) and agricultural goods and services?
- What are the different types of land tenure?
 - What kinds of land do women have access to or control of?
 - Who holds the title or deed to the land? (Men only? Women only? Both?)
 - Are there any cultural restrictions for women to own land or in how they manage land? (e.g., women in Ethiopia are not allowed to plough)
- Who decides whether or not a resource may be used?
- Are there any regulations, customs or territorial rights that pose restrictions on the use, access or control of the resources based on someone's socio-economic status in that locale?
- Do women and men have different priorities for FLR initiatives?
- Do women bring different knowledge and skills to the FLR process?
- How could FLR initiatives impact women and men across socio-economic groups differently?
- How could FLR initiatives benefit women and men?
- Who prioritises potential benefits? Who decides the division of benefits and to whom they go?
- How are women and men from different socio-economic groups currently represented in decision-making processes relevant to FLR initiatives?
- What are the constraints faced by distinct groups of women for full participation and engagement?
- What are the national gender policies and legislation that should be taken into account?
- What barriers do women from various socio-economic groups face in accessing finance mechanisms?

Identifying data and capacity needs

While much of the data collected for a ROAM assessment is spatial in nature – either in mapped form or easily mapped – other data will be in the form of contextual reports, narratives and studies, particularly those related to policies, strategies and programmes, and can provide robust context to the ROAM process and decision-making. In addition, depending on locality, spatial data on sex-disaggregated socio-economic data may exist and should also be included in developing multi-criteria degradation maps and priority maps (see the Malawi case study in Appendix II).

It is also important to consult with academics or other experts in the country about contributing information on land and resource tenure, cultural norms, gender inequalities, and social conflicts over resource use within the assessment area, to help ensure the collection and inclusion of appropriate gender-differentiated knowledge and data.

Planning for stakeholder engagement

Stakeholder groups can be categorised in different ways. For the purposes of ROAM and these guidelines, the full and effective participation of women representing various socio-economic groups in the target area is a critical part of integrating and advancing gender equality needs. Women should be considered for each of the three types of stakeholders identified in a ROAM process: primary stakeholders, secondary stakeholders and interest groups, including Civil Service Organisations (CSOs) and NGOs interested in environmental protection, biodiversity conservation, poverty reduction, and women's rights and gender equality issues across sectors, in addition to the groups or individuals as included above in "Engaging key partners."

Box 1: Checklist – How to do a gender-responsive ROAM assessment

- √ Ensure that a member of the assessment team has the qualifications to conduct a gender analysis or enlist a professional gender expert.
- √ Conduct a literature review to understand current gender relations and how FLR initiatives can affect institutional, social, cultural and economic factors impacting women and men. This can include online keyword searches such as “[location/country] + gender + [forests, restoration, agriculture, economy, finance, equality, etc.]” for example, “Rwanda gender agriculture”.
- √ Compile and analyse policies and legislation relevant to FLR efforts/ initiatives, for example, environmental, land, forest, agriculture and climate change policies and strategies; environmental management authority acts, Nationally Appropriate Mitigation Actions (NAMA); National Biodiversity Strategies and Action Plans (NBSAPs), etc. Analyse how gender is included (or not) in these sources.
- √ Administer questionnaires and semi-structured interviews, and hold focal groups and meetings to collect baseline sex-disaggregated data on livelihoods, forest use and forest management, as well as land and tenure rights.
- √ Compile and analyse sex-disaggregated data of the uses, knowledge, priorities, benefits and co-benefits women and men have for forests, agriculture practices (including inputs), trees (by species), and relevant value chain resources and products.
- √ Identify stakeholders’ needs, knowledge and use of agroforestry and silvopasture systems, forests and NTFPs, as well as interests, priorities, roles, and responsibilities for potential landscape restoration initiatives.
- √ Analyse results toward meaningful integration into the overall assessment and initiative planning.

Participation of women stakeholders may require specific planning and support, including consideration of location, transport, timing of engagements and childcare, as well as providing a space where women are comfortable. For example, a summoning for women may take place through children's school notebooks; younger women may be better reached through recreational spaces such as dance halls or sports fields. Planning for meaningful participation and inclusive spaces will require context-specific knowledge of local gender dynamics and considerations; therefore, it is important to enlist the aid and expertise of local women's organisations or groups to ensure effective and appropriate methods.

Organising the inception workshop

The assessment team should organise an inception workshop to inform key stakeholders of the potential for FLR and engage their interest

and involvement in the ROAM process right from the start. In various initiatives worldwide it has proven useful to conduct a session prior to the assessment workshop with only women, representatives from women's organisations and gender experts to build both technical knowledge and women's confidence on FLR themes, identify gender inequalities in restoration opportunities and identify women's priorities.

Depending on the country context, participants in training sessions could range from women with experience in national and global policy to local women who are farmers, entrepreneurs, or community leaders at the sub-national level. This "gender" workshop would then feed into the inception workshop. It has been piloted in a few countries¹⁰ with participants identifying and discussing gender inequalities, gaps and barriers, but also entry points and related gender actions for addressing these issues with specific gender indicators of achievement as seen in the sample Gender Plan of Action for Malawi (Appendix III).

10 Inception workshops for gender specialists, women and women's organisations in relation to FLR have been conducted in Brazil, Malawi, Burundi, and Guatemala. However, this methodology has been conducted in no less than 25 countries to support the development of Climate Change Gender Action Plans (ccGAPs), and gender-responsive National Biodiversity Strategies and Action Plans (NBSAPs).

Phase 2. Data collection and analysis

This phase of work will likely vary most from one ROAM application to another, in terms of the techniques used and the process undertaken to ensure it is gender inclusive and responsive. As gender relations are dynamic and intersect with other social demographics, identifying and addressing the specific knowledge, use, benefits and access to land and services among different categories of analysis – age, gender, ethnicity, generation, etc. – will enhance the data collection and analysis process, reduce possibilities for exacerbating inequalities and inequities, and result in stronger FLR options with a more profound impact. An example of how this has been addressed is illustrated in the sample *Gender and REDD+ Roadmap for Uganda* in Appendix IV.¹¹

Stakeholder prioritisation of restoration interventions

Data collection and analysis requires proactive stakeholder engagement in initial and regular revisiting of the underlying assumptions that were used during the preparation and planning phase. This is necessary because it is quite common to encounter significant information gaps or out-dated and inaccurate narratives about land degradation, land use or social dynamics and ongoing restoration policies.

The desired number and mix of participants will vary depending on the objectives of the workshops. However, it is crucial to have diverse technical and stakeholder expertise and perspectives represented – including engaging

stakeholders from women's organisations and gender equality advocates, as well as gender focal points from relevant ministries – while also considering gender balance to avoid sub-optimal representation of women (i.e., participants from the initial women and gender inception workshop can still engage again). It is important to recognise that the prioritisation exercise with women may produce different results than those from a men-only or jointly represented group. Where the lack of empowerment for women has been identified as a bottleneck for successful implementation of FLR, prioritisation of FLR opportunities for women is needed.

Throughout the diagnostic analysis it is important to integrate gender considerations into key success factors since this can provide a more in-depth analysis. Social conditions need to specify whether local women and/or men are empowered to make decisions, and whether women and/or men are going to benefit from restoration.

Data to inform a critical look at restoration options

In addition to collecting detailed technical data and quantified analysis to reliably and realistically evaluate the potential extent of and costs and benefits associated with proposed FLR interventions, socio-demographic issues and trends need to be considered and included. Land use, tenure and drivers of degradation, particularly in the identification of relevant gendered data, poverty rates, existence of

¹¹ Additional country roadmaps available at: <http://genderandenvironment.org/?s=REDD%2B+roadmap>

female-headed households, and gender equality indices, can be utilised to inform the process.

This data should be sex- and age-disaggregated (at the household and community level) to provide information on the context of issues and trends that can be monitored for impact over the duration of the interventions. Examples of maps demonstrating how social- and gender-specific data can be utilised in conjunction with biophysical data to identify key issues and areas for implementing restoration options can be viewed in Appendix II in the Malawi case study.

Estimating the costs and benefits for restoration

It is necessary to estimate and model the additional social and ecosystem goods and

services for restoration interventions and their associated costs and benefits. While the requirements for this step will depend on the broader parameters of the ROAM application, an assessment typically involves estimations on biophysical aspects. It should also assess the social, economic and cultural dynamics, including, but not limited to, the following:

- Estimating the additional or reduced time or labour of women and men on restoration options;
- Estimating the change in non-cash income to households, and women and men as individuals (i.e., forest products such as food, fuelwood, medicines, game, etc.); and
- Estimating the impact of restoration activities on household income levels, disaggregated by sex.

Native Brazilian women, iStock



Phase 3. Results to recommendations

This final phase needs to be targeted towards the tangible inclusion of assessment results in the implementation of national policy priorities. The ultimate indicator of a successful assessment will be that key actors move forward with the data collected in preparing policies, programmes, or strategies on FLR that complement and help deliver national priorities in a variety of areas, including economic development, poverty reduction, gender equality, women's empowerment, natural resource use, food, water and energy security, and climate change mitigation and adaptation.

Diverse stakeholder engagement during the validation phase needs to continue and should include the specific representatives who have been engaged throughout the process. This can

include, such as discussed in the Malawi case study (Appendix II), continued engagement of a gender focal point, or gender specialist group with FLR technical teams to ensure gender is integrated throughout FLR policy, programming and measures at national and local levels. This also is an important step to maximise the opportunities available for catalysing additional gender-responsive forest, conservation and environmental policy and programming support.

As a follow up to the gender analysis, a gender approach needs to be used during the validation process to ensure that the gender-sensitive process results in recommendations and outcomes that are gender responsive. The following questions and topics are examples of what can and should be discussed:



- Are women's and men's needs and priorities (around their lives and livelihoods) considered in prioritising FLR opportunities?
- Are women or women's organisations a major stakeholder in identified FLR opportunities?
- Do the FLR opportunities have differentiated benefits for women and men?
- Do the FLR opportunities have differentiated risks and potentially negative impacts for women and men?
- Are there specific opportunities to improve women's status and condition through FLR initiatives?
- Do the FLR opportunities improve women's land rights and tenure opportunities?
- Do women have equal access to the financing options of FLR?

Following the validation phase, reporting on the process needs to separately include the specific results regarding gender *and* be integrated throughout the other areas where

results from the analysis and entire process are relevant. This can then be used by policy and decision makers to enhance their knowledge and understanding of the critical issues, thereby making the outcomes for proposed interventions more appropriate, efficient and effective while providing a knowledge base of gender issues to consider in future interventions and projects.

Using these guidelines will allow ROAM and the broader FLR process to be gender responsive. Rather than simply identifying gender issues and avoiding any harm to the lives of women, a gender-responsive FLR process will help overcome historical gender biases so that women and girls may access, engage, and benefit from all aspects of the process. Without valuing the experiences and uses of both women and men in a landscape, only partial data necessary for assessing FLR options will be available – and a thorough gender-responsive assessment may also reveal where new entry points for restoration opportunities exist.

Nepalese farmer, iStock



Appendix I. *Gender Golden Procedures*

Women are empowered and leading as major stakeholders	Identify potential groups (NGOs, government officials)
	Ensure women's participation in all events organised by the project
	Build the capacity of women to empower them and ensure meaningful participation
Capturing the success stories of women in restoration, analysing impact and monitoring	Document and systematise success stories as part of monitoring and evaluation
	Elaborate gender indicators for showing impact on women and men
Knowledge products must ensure gender considerations	Gender specialist of working groups provide inputs
	Circulate to national gender/women's experts/advocacy groups
	Gender working group provides inputs
Elaboration of studies/research/consultancies to incorporate gender considerations	Include gender analysis as a requirement in the Terms of Reference (TORs)
	Gender specialist of working groups provides inputs
	Circulate to national gender/women's experts
	Gender working group provides inputs
All policies or related operational documents (national, sub-national) must be gender responsive	Establish an advocacy group on gender
	Gender specialist of working groups provides inputs
	Circulate to national gender/women's experts/advocacy groups (gender focal point at ministries)
	Gender working group provides inputs
Gender message included in training and awareness events/campaigns	National gender focal point and gender working group draft standard gender message
	Fact sheet on gender and restoration

Appendix II. Gender-responsive FLR in Malawi

This case study from Malawi details successful practices in planning gender-responsive, context-specific FLR activities as laid out in these guidelines. It intends to inform stakeholders involved in similar processes of best practices and lessons learned to ensure that local gender issues are fully and intentionally considered at project inception and continued through implementation.

Preparation and planning

The National Forest Landscape Restoration Assessment (NFLRA) for Malawi was launched in February 2016 by the Ministry of Natural Resources, Energy and Mining (MNREM) with support from government departments in the ministries of Agriculture, Irrigation and Water Development (MoAIWD); Gender, Children, Disability and Social Welfare (MoGCCD); Lands, Housing and Urban Development; Local Government and Rural Development; and Finance, Economic Planning and Development; as well as other relevant national and subnational stakeholders. The national assessment was designed to identify needs and opportunities for restoring the productivity and ecological function of deforested and degraded landscapes in Malawi.

The main activities of the NFLRA process, led by the MNREM Department of Forestry, were organised from February through November 2016 with support on integrating a gender-responsive approach provided by IUCN through the KNOWFOR Programme. A multi-sector national task force was organised to guide and facilitate the national assessment process and was supported by three technical working groups organised to oversee (1) stocktaking and

mapping activities; (2) policy and institutional analysis; and (3) economic and financial analysis.

The process of executing the NFLRA used ROAM and piloted activities outlined in these guidelines to mainstream gender in the following interventions:

- Stakeholder consultations at the national, district and rural community level;
- Stocktaking of existing and successful restoration interventions;
- Assessment of food security issues;
- Spatial analysis and mapping of degradation and restoration opportunities;
- Economic and financial analysis of restoration costs and benefits;
- Diagnostic of key success factors and enabling conditions for implementation; and
- Identification of baseline information and proposed monitoring indicators.

IUCN collaborated with a focal point in the Department of Forestry to enable the NFLRA team in Malawi to make use of the gender-responsive tools and methods documented in these guidelines while building the capacity of partners and stakeholders engaged in the process on gender and FLR.

As each national-level assessment process varies based on local objectives and situations, it is essential that early planning account for the diversity of objectives to fully and effectively address context-specific economic, environmental and social issues, including gender. In Malawi, IUCN worked with stakeholders and implementing groups to facilitate the development of a plan to administer a unique, gender-responsive approach that used a broad suite of activities and interventions, including:

- Preliminary policy and institutional background research on gender equality across multiple sectors in Malawi;
- Stocktaking of relevant FLR activities during field visits through stakeholder dialogues, including separate women's and men's discussion groups on preferences, income-generation, co-benefits, etc.;
- Facilitation of a pre-inception workshop for gender specialists and technical working group focal points, and establishment of a gender specialist group;
- Identifying national and locally enabling conditions and entry points for gender consideration into the different activities implemented by the technical working groups;
- Design, training on and dissemination to districts of a tailor-made questionnaire on themes relevant for addressing gender issues in FLR in Malawi;
- Collection, analysis and validation of questionnaire responses, as well as stakeholder consultations, to identify gender gaps and entry points;
- Gathering of sex-disaggregated socio-economic data and performing geospatial analysis with biophysical characteristics to provide multi-criteria analysis; and
- Inclusion of specific chapter on gender analysis and recommendations in final NFLRA report, along with integration throughout other sector-specific chapters, and the National Strategy and Action Plan.

Data collection and analysis

The methodology for the inclusion of gender in Malawi's NFLRA started with preliminary background research on the political and institutional framework for gender in Malawi as well as some broad gender equality statistics. Identifying the inclusion – but also strengths and weaknesses – of gender across environmental sectors' policies relevant to FLR provides an idea of what level of understanding and commitment for gender exists.

Additionally, sex-disaggregated data at the national level on anything from access to primary education to average marrying age, to data on cell-phone ownership to existence of bank accounts gives an overview of how gender equality is advancing on the ground in a country, beyond the policies and rhetoric that may boast gender equality.

A key component of a gender-responsive ROAM (and FLR processes more broadly) is levelling the playing field of knowledge on FLR for women, women's organisations and gender experts at the national and sub-national level. Using the collected data and research, IUCN facilitators were able to create a methodology for a gender workshop to precede the overall ROAM inception workshop – a “pre-inception” workshop to engage these specific stakeholders.

The Malawi pre-inception workshop invited gender experts from the MoGCCD, gender focal points from environmental ministries (including Agriculture, Water, Land, and others), and representatives from the Department of Forestry, all of whom contributed to the establishment of a gender specialist group. The pre-inception workshop focused on building the capacity of this gender group on FLR and the ROAM process to instil confidence when engaging in the NFLRA inception workshop with FLR-relevant sector specialists who presumably would have more knowledge on FLR, but may be lacking knowledge of the gender issues important to their sector. The pre-inception workshop also specifically provided the gender specialist group with information on the linkages between gender and FLR, including issues with climate change, forests, land, water, etc., which may be new sectors in which to apply their knowledge and thinking on gender.

With diverse knowledge and expertise of gender across multiple sectors, the pre-inception workshop specialist group collectively contributed inputs to the gender issues in the design and elaboration of a Gender Plan of Action (GPA) for the NFLRA. The objective of

the GPA was to provide guidance to the three technical working groups of the NFLRA and implementing partners to ensure a gender-responsive ROAM process in Malawi in all the various aspects.

The gender specialist group presented this GPA and general information on the context of gender and FLR to the task force, technical working groups and other stakeholders during the NFLRA inception workshop that immediately followed the pre-inception workshop. To ensure the technical working groups' understanding, consideration and use of the GPA, at least two representatives from the gender group were added to each technical working group during the NFLRA inception workshop, and also a permanent representative added for the continuing elements of the NFLRA process. The technical working groups were then able to discuss the different actions needed to strengthen the opportunities for gender considerations, add any additional opportunities if needed, and recognise the enabling factors at the national and district levels that could help mainstream gender in the NFLRA.

A priority action of the GPA for the Stocktaking and Mapping technical working group was to conduct a gender analysis using IUCN's *Gender Responsive FLR Analysis Framework*¹² as a guide. This framework was adapted by the gender facilitators of IUCN and gender specialist group to design a questionnaire specific to the gender issues, as relevant to FLR, identified during the pre-inception and inception workshops. The questionnaire covered the following topics:

- Socio-cultural norms and practices of local communities in the district area in terms of gender division of labour, rights and responsibilities, access to information and services, access to and control over

economic and financial resources and services, with focus on gender and ethnicity;

- Gender-based livelihood patterns of local communities, including such aspects as access to land, water, sanitation, education, health, agriculture and forest, disaggregated by sex, with a focus on women and female-headed households; and
- Use and control over the resources and services and the roles of women and men in the management of community and household natural resources.

Following the design of this questionnaire, gender officials from the 28 districts in Malawi were invited to a regional workshop where the questionnaire – and methodology for collecting evidence in a gender-sensitive manner – was shared so that each official could complete the questionnaire for their district providing a more local evaluation complete with sex-disaggregated data. Unfortunately, invitations for this regional workshop were sent on short notice, and gender officials from some districts were unable to attend, resulting in a lack of gender data and information gathered from those districts.

Still, 14 districts returned gender questionnaires providing a wealth of information on specific gender issues in the context of FLR-relevant sectors at the sub-national level. The information was organised for each district into sub-categories, including demographics; livelihoods; natural resource access, use and control; women's empowerment and decision making; and restoration activities with results compared across districts. The data gathered was analysed by the gender specialist group along with the stocktaking and mapping technical working group, and then moved to a validation workshop for approval of all groups and stakeholders of the NFLRA process.

12 Complete framework available at <http://genderandenvironment.org/resource/gender-responsive-roamflr-analysis-framework/> to be adapted to the specific context and programme for analysis; see also recommended questions to include from the "Gender situation and analysis" section above.

Results to recommendations

With the qualitative and quantitative information from the questionnaires – identifying gender gaps and entry points – and consultations with the leads of the three technical working groups, GIS specialists worked with the IUCN to develop spatial data that takes into consideration the social and economic issues affecting natural resources and landscapes.

For example, the stocktaking and mapping technical working group took into account gender and the socio-economic issues that are important to Malawi to address by including data on poverty, access to markets, food security and population density overlaid with sex-disaggregated population statistics, specifically considering areas where the gender ratio showed a higher proportion of women (Figure 1).

The resulting multi-criteria map was then used to highlight areas for prioritising food security interventions, including areas where women could be specifically targeted for enhanced impact – drawing recommendations for gender-responsive landscape restoration strategies based on the coupling with broader multi-criteria analyses (Figure 2).

Furthermore, the gender specialist group with the support of IUCN identified global, regional and national mandates and commitments on gender and environment in Malawi and how key national policies and institutions that include gender considerations will be crucial to engage for the implementation of gender-responsive FLR interventions in Malawi. This additional background research and analysis, coupled with the data collected from the questionnaires strengthened the gender analysis results, was

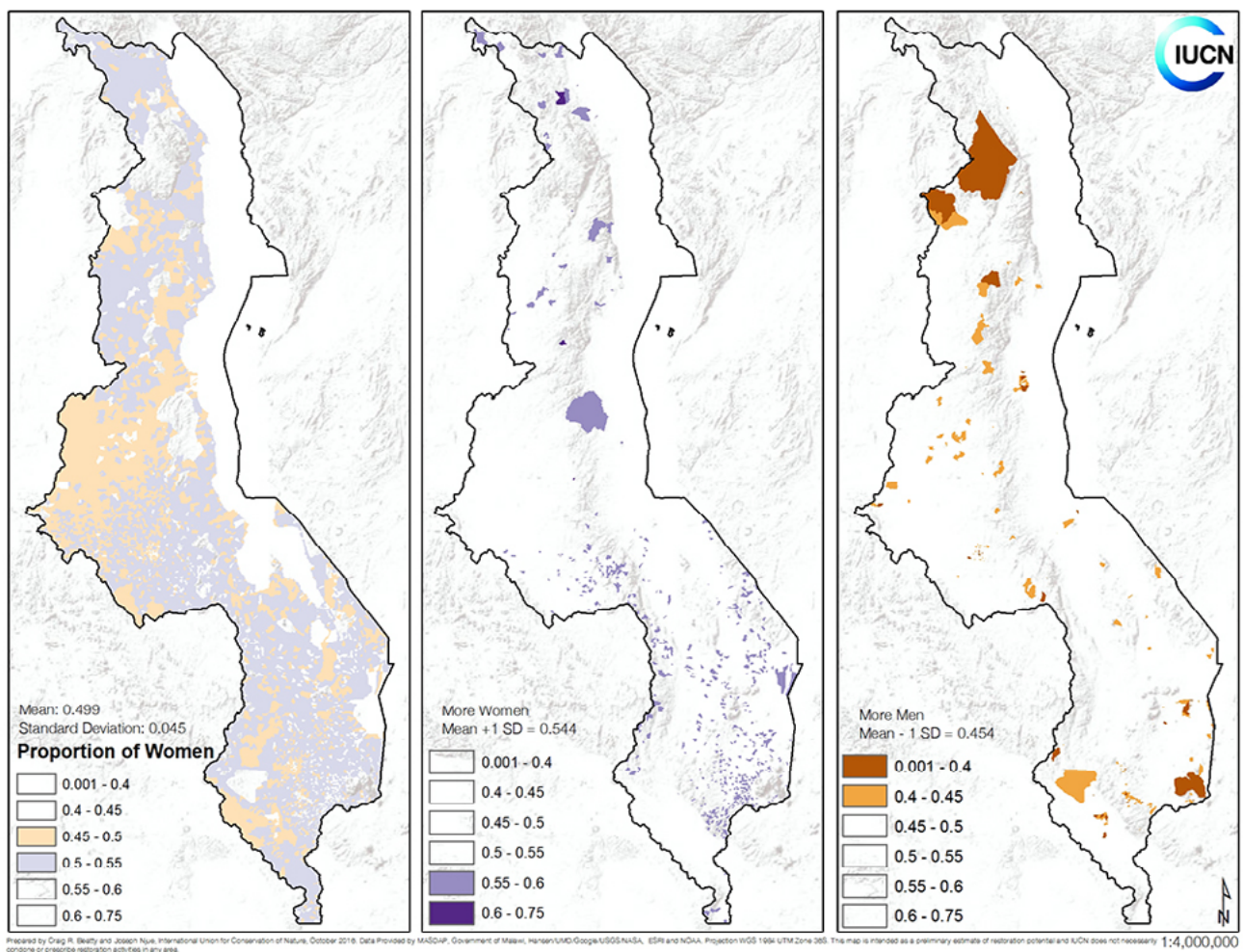


Figure 1. Analysis of sex-disaggregated population density to identify areas with higher proportion of women, Malawi

shared with MoGCCD national gender focal points and district level officials, and MoAIWD representatives for review and validation.

The information from the gender analysis also supports the overall restoration opportunities assessment by feeding into the drafting of Malawi’s NFLRA Report and the National Strategy and Action Plan. The final NFLRA Report went beyond a simple review by a gender expert on various sectoral chapters and instead opted to include a separate, comprehensive chapter on the results of the gender analysis as linked with FLR and restoration options to further build capacity and understanding of gender in Malawi. The Report also provides recommendations to ensure a gender-responsive approach is used in all FLR policy, programming and measures, to enhance gender equality in Malawi.

Additionally, the continued participation of the members of the gender specialist group – particularly with the technical working groups – in accordance with the GPA will ensure a gender-responsive approach is integrated throughout the FLR processes, with potential to catalyse additional forest, conservation, and environmental policy-making, programming, and measures in Malawi at national and local levels.

Enabling conditions

Certain elements promoted a comprehensive gender-responsive approach throughout the Malawi NFLRA process, in complement to these guidelines. Designated funding for gender-responsive planning and activities, as well as a facilitation team (including representatives from Malawi’s Department of Forestry and IUCN)

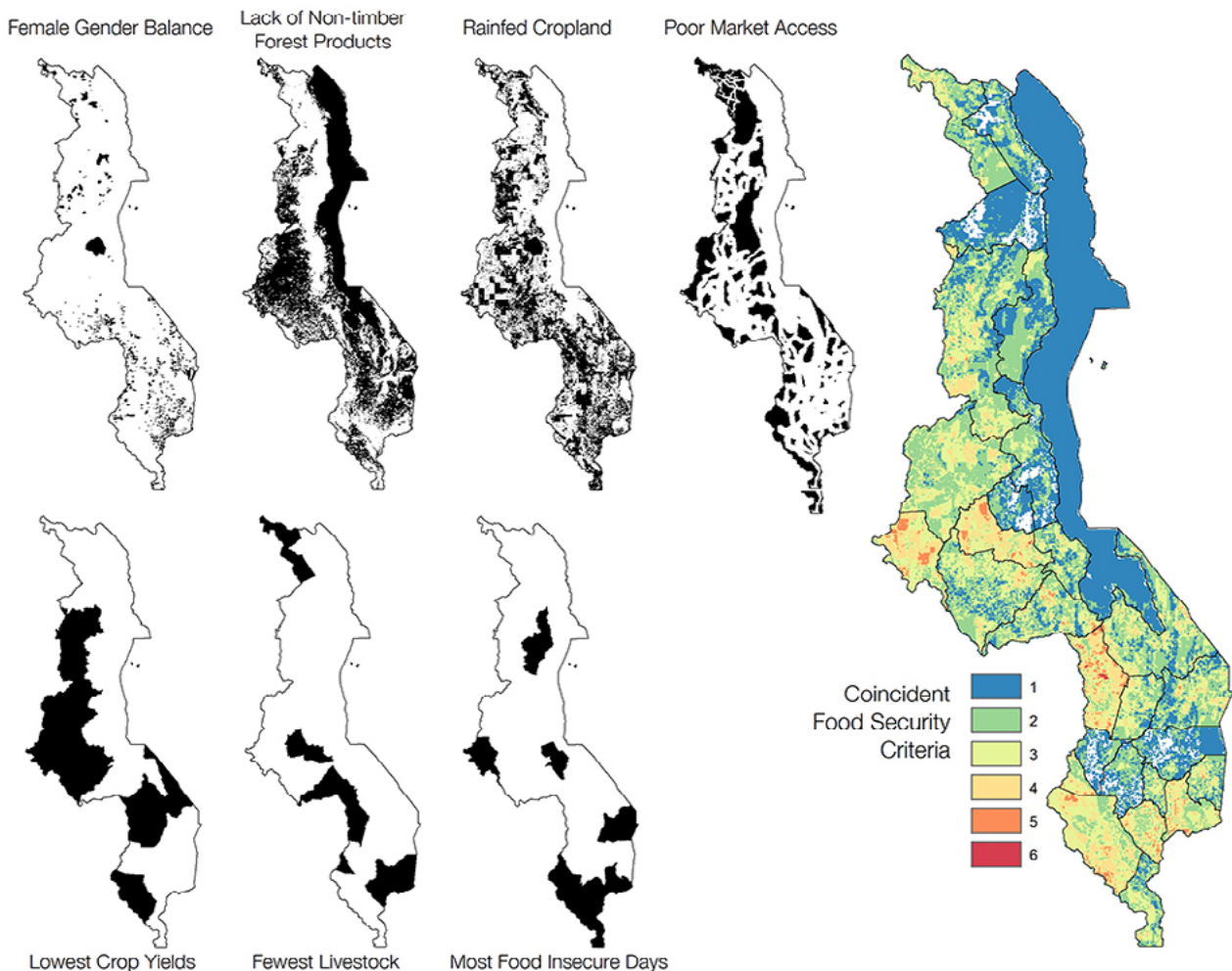


Figure 2. Multi-criteria analysis used to highlight areas for prioritising food security interventions, Malawi

who was keen to deliver results on a gender-inclusive process, ensured IUCN's engagement from the very beginning and throughout the ROAM phases. Technical support provided by IUCN, coupled with the participation of gender experts from MoGCCD at the national level and its gender officers in the districts, highlighted a variety of issues allowing for a more robust analysis of the linkages between gender and FLR specific to the Malawian context.

This was particularly evident in the engagement of the 28 districts in identifying which areas and restoration interventions should be prioritised for the greatest impact. Additionally, the induction of the technical working groups on gender issues in FLR, as well as the participation of the gender specialists with each of the technical working groups, provided the opportunity for enhanced collaboration of gender, rather than a siloed sector, to inform the assessment phase and implementation of specific initiatives.

In order to maintain the momentum of a gender-responsive assessment process in Malawi, these elements need to be carried on and translated into the planning, policies and interventions for implementation of FLR

initiatives. Continued facilitation of the gender specialist group and their engagement with the technical working groups is crucial for gender-responsive planning and implementation.

This will also ensure review of the National Strategy and Action Plan by the gender specialist group to ensure gender issues and information from the analysis have been sufficiently considered, including specific gender actions, budget and indicators, with outcomes enhancing gender equality. The gender focal point of MoGCCD (or other gender machinery) should be regarded as a key stakeholder in guiding the process and can be seen as a coordinator of the gender specialist group, and its engagement. The MoGCCD should also maintain communication with district officers, particularly as restoration initiatives are planned and refined to specific districts, so that overcoming gender challenges and securing equal opportunities and benefits will be secured.

All of these components can also be supplemented with continued support from IUCN's Global Gender Office (gender@iucn.org).

Appendix III. Sample Gender Plan of Action (GPA) for Malawi

STOCKTAKING AND MAPPING	
AREA OF INTERVENTION	GENDER CONSIDERATION IN RELATED ACTIONS
Stocktaking	Identify success stories of women in landscapes: agroforestry, nurseries, forestry management, etc. from literature, interviews, project documentation
	Make sure the criteria for selecting successful FLR experiences are gender responsive
	Identify gender-responsive objectives for restoration taking into account national policies on youth and gender, forestry, SDGs
Data collection	Collect and analyse sex- and age-disaggregated data, as well as data on use, access and control
	Conduct a gender analysis using the <i>Gender Responsive Analysis Framework</i> (genderandenvironment.org/resource/gender-responsive-roamflr-analysis-framework/) as a guide
Assessment criteria	Take into consideration women's resource use and needs after the criteria are decided. For example: <ul style="list-style-type: none"> • Resilience (species maps for trees and non-timber fruit trees, multipurpose trees that women use) • Biodiversity and adaptation (with reference to increasing the resilience of women and men) • Soil organic matter (to ensure production and food security) • Diversification of products (for food security, firewood and income generation) • Drought (food security, firewood and water)
	Take into consideration the use of NTFPs and fruit trees by women when restoration intervention selection takes place
Consultation and validation	Organise gender-responsive validation and inception workshops
	Organise a separate validation workshop for women and youth
Monitoring	Develop gender indicators to monitor the impact of FLR on well-being of men, women and youth

ECONOMICS, FINANCE AND FOOD SECURITY	
AREA OF INTERVENTION	GENDER CONSIDERATION IN RELATED ACTIONS
Social, economic and environmental data collection/ analysis	Identify impacts and benefits for men, women and youth during data analysis
	Ensure that while analysing the cost of FLR interventions (e.g., labour) the unpaid or unequal pay for women's labour is taken into account
	Thematic working group ensuring the analysis and data collection are gender responsive; gender expert group to validate whether this has been addressed. Are there any gaps?
Food security	Measure the access and control of resources by women, men and youth
Demographics	Collect sex-disaggregated data for households and communities. Check National Statistics Office; if data not available at national level, use women's working groups/extension workers within the ministry for at least half of districts.
Capacity building	Train extension workers on gender and FLR (for collecting data from women's working groups but also for training farmers, especially illiterate communities)
Validations	Ensure participation and leadership of women's groups to represent the interests of their peers and validate gender-responsive outputs (e.g., engage expert personnel with a background in social science to validate results relevant to gender and youth)
Final results	Review and validate by gender experts to ensure the suggestions from the stakeholder validation have been integrated and address gender and youth
POLICY AND INSTITUTION	
AREA OF INTERVENTION	GENDER CONSIDERATION IN RELATED ACTIONS
On-going programmes, strategies and investment	Draw lessons learned from gender mainstreaming in programmes, strategies and investments
	Incorporate success stories on gender mainstreaming into FLR programmes, strategies and investments that will be implemented
	Draw lessons learned from youth integration in programmes, strategies and investments
	Incorporate success stories on youth integration into FLR programmes, strategies and investments that will be implemented
Enabling conditions and barriers	Assess the enabling conditions and barriers in relation to gender and youth participation (take into consideration the <i>Gender Golden Procedures</i> and enabling factors developed by Malawi gender specialists)
Policy analysis	Lobby for the integration of gender into various policies
Full technical ROAM assessment report	Review technical report to ensure information on gender is included in each section
	Present the gender strategy for action plan

Appendix IV. Sample from *Gender and REDD+ Roadmap for Uganda*

GENDER DIFFERENCES IN FOREST USE IN UGANDA		
	Men	Women
Activities carried out in the forest	Gathering timber, poles, and grass for building materials; honey harvesting; conducting scientific research; hunting birds and small animals; burning charcoal; gathering fruit; thatching grass; grazing animals; enjoying adventure and recreation; conducting rituals; cultivating; gathering fodder; worshipping ancestors; mining, fishing; meditating	Collecting wild vegetables and mushrooms; worshipping ancestors; gathering construction materials; collecting fruits, herbs, fuel wood, water, and handicraft materials; farming food; hunting
Part of the forest visited	Whole forest, men go into deep parts of the forest	Forest edges and water points (Note: educated women can go anywhere)
Resources obtained from the forest	Medicine, construction materials, wild meat, fish, honey, timber, charcoal, poles, food, medicine, water, fodder for animals	Water, food, firewood, medicine, construction materials, fodder for animals, handicraft materials, weaving materials
Non-cash benefits obtained from the forest	Food security, spiritual healing, connection with ancestors, shelter, recreation and courtship, rite of passage	Close connection with nature, good health, food security, rite of passage, nutrition, shelter
Cash benefits obtained from the forest	Meat, minerals, animal skin	Handicrafts, herbs, firewood

OPPORTUNITIES AND RISKS FOR GENDER AND REDD+ IN UGANDA	
OPPORTUNITIES	CHALLENGES/RISKS
READINESS PHASE	
<ul style="list-style-type: none"> Ensuring that women are in top leadership positions in institutions responsible for REDD+ 	<ul style="list-style-type: none"> Lack of an effective communication strategy
<ul style="list-style-type: none"> Consulting women at community level 	<ul style="list-style-type: none"> Limited information dissemination to women

<ul style="list-style-type: none"> • Bringing women’s organisations on board to fully participate in policies and laws related to REDD+ 	<ul style="list-style-type: none"> • Weak land policy reforms targeting women
<ul style="list-style-type: none"> • Exploring the different types of tenure systems and forest types 	<ul style="list-style-type: none"> • Cultural barriers limiting women’s participation and leadership roles
<ul style="list-style-type: none"> • Building capacity of NGOs and community organisations to address gender 	<ul style="list-style-type: none"> • Limited time to participate due to already too much workload
<ul style="list-style-type: none"> • Improving security of tenure for women by planting boundary trees 	<ul style="list-style-type: none"> • Lack of alternative sources of energy and income-generating activities
<ul style="list-style-type: none"> • Identifying context issues on how women will benefit from REDD+ 	<ul style="list-style-type: none"> • Lack of comprehensive consultations at all levels
<ul style="list-style-type: none"> • Targeting the education system to include a gender-sensitive ecosystem approach in the curricula 	<ul style="list-style-type: none"> • Few pilot demonstrations targeting women due to few resources
<ul style="list-style-type: none"> • Reaching women’s movement participants and Uganda Women’s Parliamentary Association to explain climate issues in relation to REDD+ and get their support 	<ul style="list-style-type: none"> • Limited support for women’s initiatives since forestry is low among government priorities
<ul style="list-style-type: none"> • Consulting with gender and forest task force on laws and policies that relate to women (by REDD+ focal point) 	<ul style="list-style-type: none"> • Planning at the local level not linked to national-level process especially for women
<ul style="list-style-type: none"> • Identifying the contextual issues in relation to women and harmonising with REDD+ pilots 	<ul style="list-style-type: none"> • Emerging disasters that may affect women, necessitating relocation
	<ul style="list-style-type: none"> • Women in NGOs have insufficient information about REDD+
	<ul style="list-style-type: none"> • Poor linkages from the local to planning authorities
	<ul style="list-style-type: none"> • No deliberate effort to involve women in consultation and participation
	<ul style="list-style-type: none"> • Correct information may not reach women during consultation
IMPLEMENTATION PHASE	
<ul style="list-style-type: none"> • Change from forest dependency to alternative activities (e.g. beekeeping, ecotourism) 	<ul style="list-style-type: none"> • Women may not be employed in key REDD+ positions
<ul style="list-style-type: none"> • Women’s concerns about tree planting addressed 	<ul style="list-style-type: none"> • Women’s organisations may not get information in all phases of REDD+ implementation
<ul style="list-style-type: none"> • Legislation reforms in the forestry and land sectors that benefit women 	<ul style="list-style-type: none"> • REDD+ funds may not target women’s organisations
<ul style="list-style-type: none"> • Incorporation of new amendments in relevant laws such as the Domestic Relations Bill, Succession Act, etc. 	<ul style="list-style-type: none"> • Limited decision-making at household level by women may limit their benefits
<ul style="list-style-type: none"> • Access to resources and information, for example access to botanical information and benefits for women 	<ul style="list-style-type: none"> • Women may have limited time to participate in REDD+ activities

<ul style="list-style-type: none"> Increased participation of women in forest use and management 	<ul style="list-style-type: none"> Men may not allow women to participate in REDD+ activities
<ul style="list-style-type: none"> Formation of women's forest conservation groups 	<ul style="list-style-type: none"> Women lack skill to use monitoring and evaluation tools
<ul style="list-style-type: none"> Capacity building for women 	<ul style="list-style-type: none"> Poor implementation of land tenure laws
<ul style="list-style-type: none"> Formulation of safeguards to protect women's land rights 	<ul style="list-style-type: none"> Women do not own land (only 16% nationally)
<ul style="list-style-type: none"> Involvement of women in REDD+ implementation activities 	<ul style="list-style-type: none"> Women not informed about forest laws and reforms
<ul style="list-style-type: none"> Equal participation in decision-making process regarding land use 	
<ul style="list-style-type: none"> Increasing entrepreneurship skill 	
<ul style="list-style-type: none"> Involvement in decision-making 	
CONSOLIDATION PHASE	
<ul style="list-style-type: none"> Training and knowledge sharing on forest management for communities 	<ul style="list-style-type: none"> Weak capacity by women to negotiate
<ul style="list-style-type: none"> Access to formal and informal education for girls 	<ul style="list-style-type: none"> Conflicts with regard to benefits-sharing at household levels
<ul style="list-style-type: none"> Capacity building for youth, especially girls, in technical aspects of REDD+ 	<ul style="list-style-type: none"> Likely frustration hence reverting to negative environmental practices
<ul style="list-style-type: none"> Skills development in vocational skills preferred by women 	<ul style="list-style-type: none"> Women may de-campaign REDD+ among the younger population
<ul style="list-style-type: none"> Elimination of stereotyped roles in the forestry sector 	<ul style="list-style-type: none"> Limited land ownership by women affecting equitable sharing of benefits
<ul style="list-style-type: none"> Increased dialogues on forest use and management 	<ul style="list-style-type: none"> Threat to women's priority for food security at household level
<ul style="list-style-type: none"> Increased access and control to forest resources 	<ul style="list-style-type: none"> Limited understanding of the technical aspects of REDD+ hindering women's meaningful participation
<ul style="list-style-type: none"> Involvement of women in monitoring activities 	<ul style="list-style-type: none"> Traditional viewpoint that "property cannot own property," (i.e. women do not own property)
<ul style="list-style-type: none"> Legal protection of rights of women including contracts 	
<ul style="list-style-type: none"> Increased income from payments for environmental services 	
<ul style="list-style-type: none"> Involvement in other forms of employment 	
<ul style="list-style-type: none"> Non-cash benefits, food production, nutrition, etc. 	
<ul style="list-style-type: none"> Use of alternative and improved sources of energy 	
<ul style="list-style-type: none"> Improved health and clean environment 	
<ul style="list-style-type: none"> Forest conservation and women's protection fund 	



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