

From research to  
action, leaf by leaf:

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**getting gender  
right in the  
REDD+ Social and  
Environmental  
Standards**



Action Steps for National REDD+ Programs  
BOOKLET 2

# Credits

The Women's Environment and Development Organization (WEDO) and the REDD+ Social and Environmental Standards (SES) Secretariat have produced this publication.

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Countries, policymakers, program officers and practitioners are encouraged to use the action checklists and may request extra guidance and support from [wedo@wedo.org](mailto:wedo@wedo.org).

Any person or entity using the publication, including the action checklists, must acknowledge WEDO and the REDD+ SES in all communications and documentation.

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# FOREWORD

The international agreement reached at the 2010 UNFCCC Conference of Parties in Cancun on reducing emissions from deforestation and forest degradation (REDD+) requests countries “to address, *inter alia*, drivers of deforestation and forest degradation, land tenure issues, forest governance issues, gender considerations and the safeguards.” In 2012, WEDO in partnership with the REDD+ SES initiative set out to fully unpack and address the links between gender, safeguards and standards in REDD+. The intention was to move beyond the conceptual level and generate suggestions for strengthening REDD+ from in-country research based on the lives of women and men in forest communities. We are delighted to share the results of this effort in the pages ahead.

Comprised of action research across four REDD+ SES countries, this project has sought to move ‘from words to action’ – finding ways to implement the mandate for including ‘gender considerations’ agreed at global level – a critical piece to safeguarding the rights and promoting the livelihoods of people living in forests, particularly women. Each country presented its own set of unique challenges and enabling conditions; each country demonstrated that political will is alive but that technical guidance is welcomed and invaluable. One of the most important lessons learned – which will fuel our work for years to come – has been that women in forest communities are eager for information, capable of engaging and are often leading the way already, in spite of very real and persistent barriers. Every recommendation in this publication is drawn directly from their experiences, insights and ideas shared during participatory workshop

processes. These also shaped the revision of the REDD+ SES (Second Version), into a much more gender responsive set of standards, and which are now supported by the action checklists included herein.

It is our hope that this publication serves a number of purposes, helping to guide countries conceptually, methodologically and practically in addressing the gender considerations of REDD+ through the use of social and environmental safeguards and standards. We envision the information and recommendations presented herein as useful examples for other safeguards and standards initiatives, not only specific to REDD+ but also to other environmental programs, climate change initiatives and broader sustainable development efforts. Ultimately, we anticipate that this effort might contribute to a transformation in how forest and forest-related programs support and propel the achievement of gender equality and women’s rights. We are grateful to Norad and the Ford Foundation, for providing the funding that has made this project possible, and we thank all the local research associates, workshop participants and practitioners for their invaluable contributions to this effort. We are especially appreciative of the REDD+ SES country facilitation teams who welcomed us and remain committed to this process – step by step contributing toward a just world that promotes and protects human rights, gender equality and the integrity of the environment, especially for the women and men living in forests from the Amazon to the Himalayas and everywhere in between.

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# Introduction







# Introduction

The purpose of this publication is to describe the action research and its outcomes (Booklet 1), as well as provide tools to guide the development of gender sensitive REDD+ national programs (Booklet 2). The booklets work together to tell a complete narrative; however, Booklet 2 has been designed to stand alone, as well, as a user-friendly checklist tool for policymakers and practitioners.

The first section of this Booklet explores whether it is possible for REDD+ to improve gender equality and is followed by a review of the steps required to capture the gender dimension when designing a gender sensitive forest (REDD+) program or strategy.

The bulk of Booklet 2 consists of three action checklists:

1. **Essential actions** to develop a gender sensitive REDD+ program (to be followed in all REDD+ phases);
2. Actions to address the **gender sections of the REDD+ SES** Principles, Criteria, and Indicators (PCI);
3. Actions to ensure that the **country-level process of the REDD+ SES** is gender sensitive (following the ten-step process organized around three core elements: governance, interpretation and assessment).

## Could REDD+ improve gender equality?

REDD+ is intended to be a mitigation response to climate change (to reduce net carbon emissions); but in addition, it could be simultaneously a payment for an environmental service (the conservation of forests) and a development intervention (to promote sustainable resource management and improve livelihoods). From whichever perspective REDD+ is analyzed, it has gender dimensions – the distribution of payments affects women and men differently; women and men use and value natural resources differently; women and men have different access to and control over land and resources; and women and men have differing roles, responsibilities, capacities and consequences with respect to the causes and impacts of climate change. Thus, a gender perspective is critical to REDD+ being implemented effectively and in a way that promotes social equity.

All development interventions should address women's rights and empowerment and make progress toward gender equality. However, in reality, how these issues are integrated varies greatly. Development interventions can be anywhere on a spectrum from gender blind, gender

### Why pursue gender equality and women's empowerment in REDD+?

- To promote social justice and inclusion
- To make REDD+ more effective
- To respect women's rights, including those affirmed by national and international law
- To avoid exacerbating discrimination and marginalization
- To address feminization of poverty
- To meet REDD+ international standards

sensitive, gender equitable, to gender transformative (see definitions in Booklet 1). What a particular REDD+ initiative can aim to achieve will vary drastically according to context, but like any just, equitable and sustainable development intervention, it should strive to transform an unjust status quo.

Gender relations are social constructs that are far greater and deeper than just those involved directly in the implementation of REDD+. In general, REDD+ alone is likely to have only a small impact on the wider social, economic and cultural context in the area in which it is implemented. But REDD+ could have negative impacts on women and communities if it is implemented poorly, without gender safeguards and within a weak international climate change regime. However, if REDD+ is implemented well, it can be a catalyst for changes in other sectors that cumulatively amount to something approaching transformative change. For example, if REDD+ is used through the school curriculum to influence the attitudes of boys and girls toward forest conservation, that could also be used as a space to explore the gender differences in the sharing of forest benefits.

It is helpful to think of gender relations working at two levels. At one level, they are created and maintained by a set of **practices and behaviors** throughout society, day to day. Underlying these at a deeper level are a set of **attitudes and beliefs** that are products of local culture and history. REDD+ can thus contribute to positive gender outcomes in two ways. Firstly, it can influence practices and behaviors in areas related to but outside the scope of REDD+ – for example, if village meetings to discuss forest issues consistently make special efforts to involve and empower women, village meetings on other topics may begin to take similar approaches.

Secondly, through positive gender practices, REDD+ can also begin to influence attitudes and behaviors about women's and men's roles, rights and responsibilities. This will take longer, as it will come across deep-seated conventions and entrenched interests, but the long term potential impact could be profound.

### Achieving change

Experience has shown that achieving gender equality requires two approaches side-by-side: thoroughly integrating gender equality issues, typically called **gender mainstreaming**, in every aspect of a development or other initiative, at every stage, as well as **targeted attention to women's rights and empowerment**, to address the specific discriminations and disadvantages faced by women across cultures and contexts. This twin approach can be effective – but it demands capacity, including technical skills, time, dedicated staff/expertise, and of course financial resources.



Photo: Andrea Quesada-Aguilar

A gendered approach to REDD+ could contribute toward positive change in a number of ways, including:

1. Demonstrating how one initiative for climate change mitigation can be used to benefit poor women and men, with lessons applicable for other areas of climate change response;
2. Bringing good practice and lessons learned from other development sectors with more established experience to the arena of forest conservation;
3. Introducing good gender practice to sectors such as forestry that have been traditionally male oriented, and promoting cross-fertilization between sectors;
4. Using multi-sectoral entry points for working on gender, including (but not limited to) energy security, livelihoods diversification, credit and savings, land rights, and local governance;
5. Raising awareness of institutional and policy obstacles to gender equality, and building capacity to overcome them.

Gender mainstreaming cuts across many issues relevant to the overall design and implementation of REDD+ programs – all of which need to be considered carefully. Women’s rights and gender equality cannot be mainstreamed into REDD+ or any other mechanism without questioning the risks and opportunities of the mechanism itself. For example, improving the gender sensitivity of REDD+ safeguards will not be effective if the overall conditions for safeguards compliance or the safeguards information system are weak. Similarly, gender guidelines developed for a REDD+ program where local stakeholders do not have full and effective participation will be meaningless. Crucially, if REDD+ is implemented in isolation from other equitable climate policies, the gender gains made under an individual REDD+ program could be canceled out or reversed by other impacts of climate change and the associated responses to them.



Photo: Andrea Quesada-Aguilar



## Steps to capture the gender dimension in a REDD+ program

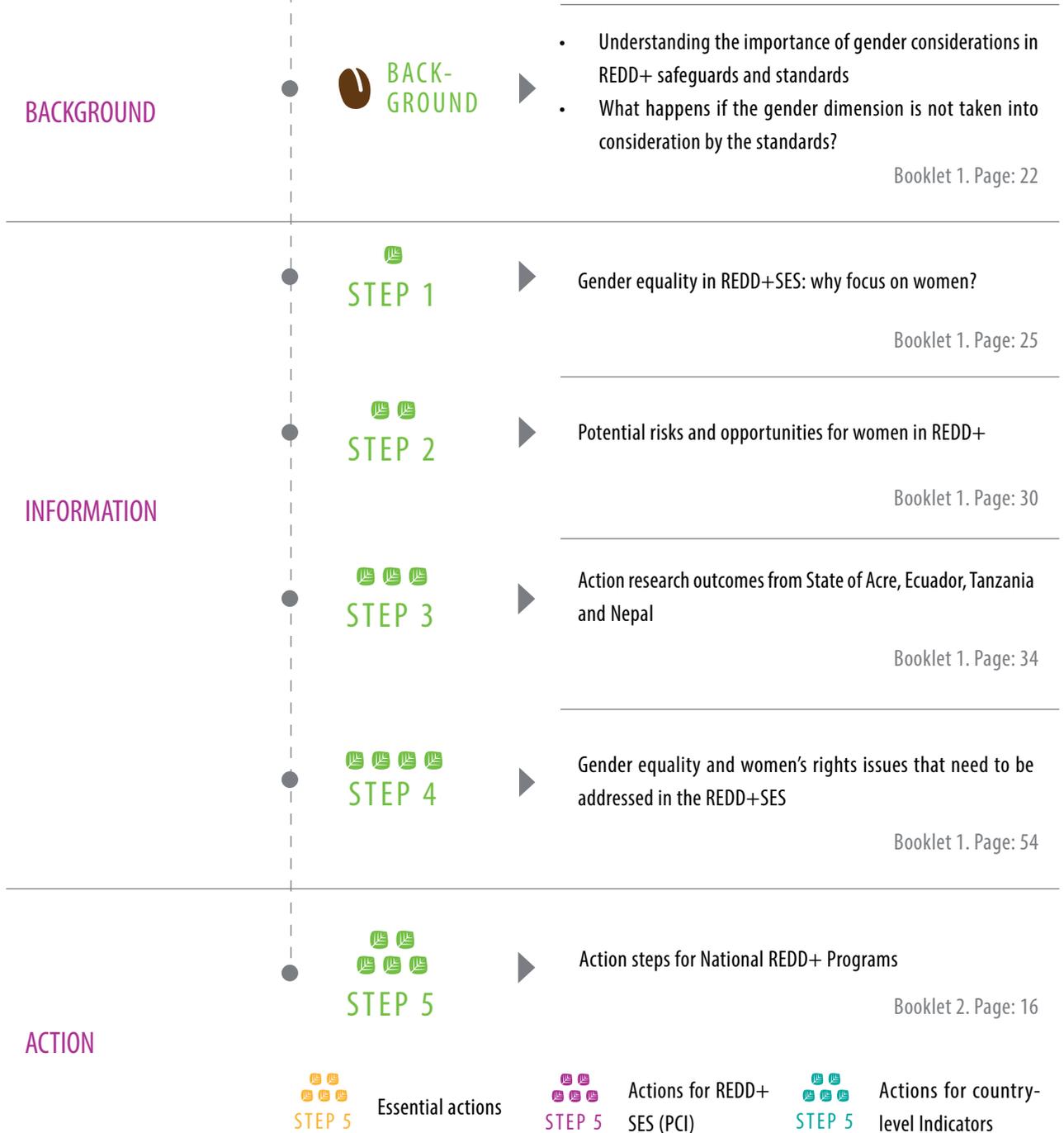
In designing a gender sensitive strategy or program for REDD+, it is crucial to include gender sensitive standards and safeguards. To do so, countries must “connect the dots” between gender, forests and REDD+ and obtain information baselines that will allow the program developers to identify the gender considerations that REDD+ can address. The action research described herein reveals that the development of a gender sensitive process requires a step wise method that first understands and identifies the gender considerations and obtains baseline information (steps 1-4) and then effectively incorporates them into the program or strategy design (step 5). The main steps include:

- 
**STEP 1** | Conduct an analysis of the gender differentiated use, access to and control of forest resources, and of the gender inequities that are observed in many forest-related processes (e.g., participation, transparency, distribution of benefits, etc).
- 
**STEP 2** | Carry out a gender differentiated analysis of the potential positive and negative social impacts – the risks and opportunities – associated with a gender-blind (compared to a gender responsive) REDD+ program.
- 
**STEP 3** | Understand the current situation of the country with regards to policies (environmental, gender, sustainable development), climate change initiatives, forestry programs, gender equality, enabling conditions that address gender issues, etc.
- 
**STEP 4** | Identify gender equality and women’s rights issues that should be included in a REDD+ program, including a gap and opportunity analysis.
- 
**STEP 5** | Propose concrete suggestions to address gender equality and women’s rights in the REDD+ program, particularly in the safeguards and standards.

Capturing the gender dimension in a REDD+ program is a process, and it is key to a gender transformation of the forest sector. But it is not the end goal. Rather, the end goal is to successfully implement the program and have a positive impact on gender equality. To be able to effectively implement gender sensitive policies it is crucial to engage in a comprehensive process that first identifies and strengthens in-country enabling conditions, next develops an overall strategic action plan to carry out a gender responsive country process of interpretation and implementation of the policies, and then proposes a series of on-ground efforts such as projects to implement the strategic action plan.

## DIAGRAM: HOW TO READ THIS PUBLICATION

A guide to “connect the leaves” and provide an overview of the contents of both booklets



# Action Checklists







## Action Checklists

### REDD+ Social & Environmental Standards (REDD+ SES)

The three action checklists that follow are based on the action research conducted by WEDO together with the REDD+ SES Secretariat and local research associates. The main purpose of the checklists is to provide guidance for countries developing their REDD+ national programs to ensure that their strategies/programs address gender considerations. The target audience is policymakers, program officers and practitioners – those who will be developing the REDD+ national strategy or program. However, the action checklists may be adapted for a number of different situations, processes, programs or projects, particularly within the forest sector. All three lists are meant to be used for to self-evaluate and monitor how gender considerations are incorporated throughout program development and implementation.

#### How to use the checklists

**Purpose:** To provide guidance for countries developing their REDD+ national programs and ensure that their strategies/programs address gender considerations.

**Other uses:** The checklist can be further adapted to review policies, design projects, evaluate on-going initiatives and/or use it as guidance for the safeguard information system.

**Target audience:** Policymakers, program officers and practitioners developing the REDD+ national strategy or program.

**How to use:** Actions in the checklist should be completed in a stepwise process; where implementation is challenging, countries are encouraged to seek further guidance or support from local experts to implement the actions.

**Evaluation:** Self-evaluate progress on each action: inadequate (1); satisfactory (2); good (3). Document the outcomes in report form for future comparison purposes.

#### Assessing a program after self-evaluation:

- **Not yet gender sensitive:** Actions incomplete and/or numerous scores of inadequate (1)
- **Gender sensitive:** Countries have implemented all of the actions and do not have a score of inadequate (1) in any of the actions
- **Gender responsive:** Countries have implemented all of the actions, do not have a score of inadequate (1) in any of the actions, and receive a score of good (3) in at least 50% of the actions
- **Gender transformative:** Countries have implemented all of the actions and receive a score of good (3) in at least 75% of the actions, with no scores of inadequate (1)

## Checklist 1. Essential actions to develop a gender sensitive program

Gender equality and women’s rights should be addressed from the beginning of any process – from the earliest stages of planning through implementation and evaluation. Programs must have a set of core actions that will ensure that the entire planning, design, implementation and monitoring process will be gender sensitive. These core actions will be part of a comprehensive process that must be accompanied by actions on specific issues relevant to the program or sector.

In the case of REDD+, core actions are divided into two categories – those designed to help identify and understand the importance of the gender dimension (in this case, of forests/REDD+) and those intended to create a gender sensitive process (in this case, for designing and implementing a REDD+ program).

Some of the essential steps mentioned above re-appear in a more specific form under one or more of the Principles below. This is deliberate and to demonstrate that following good practice from the outset can contribute significantly to meeting specific REDD+ standards.



### **Actions to understand the importance of the gender dimension and recognize women as forest stakeholders**

- **Survey the current situation of women in the country or area through focus group discussions or interviews with both women and men.**
- **Determine the main barriers (e.g. cultural, institutional, social) and gender inequalities that limit women’s full and effective participation and engagement in all phases of a REDD+ program.**
- **Document women’s contribution to conservation of biodiversity and sustainable management of resources, including women’s role in agroforestry, agriculture and as forest practitioners.**
- **Identify women’s needs and preferences with regard to forest conservation, use and management.**
- **Identify case studies that link gender with forests, conservation or natural resource management.**
- **Review the extent to which local and national laws, and international treaties, conventions and other instruments, that refer to women’s rights and gender equality and are relevant to the REDD+ program are being implemented.**



## Actions to create a gender sensitive process

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**Organize focus group discussions or interviews with women and men from diverse backgrounds to obtain data on gender issues relevant to REDD+.**

*Special Consideration:* Organize meetings for women only if there is a need for a safe space to discuss controversial issues or in situations where gender inequalities prevent women from fully and effectively engaging during open meetings.

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**Collect sex-disaggregated data and conduct gender analysis of data.**

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**Engage both female and male researchers and facilitators in any data collection, surveys, interviews, consultations, workshops and meetings.**

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**Organize capacity building sessions for women so they can access information on REDD+ and fully and effectively participate in meeting planning, decision-making, etc.**

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**Empower women through a capacity building process that involves both women and men.**

*Special Consideration:* Ensure that women are accepted and respected in the process.

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**Enact parity measures/quotas to guarantee that women are involved in all phases of planning and decision-making.**

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**Take into account women's mobility, workload and cultural restrictions.**

*Special Consideration:* Particularly when planning surveys, interviews, consultations and workshops, ensure women are able to attend and timing aligns with their schedules.

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**Identify and undertake actions to improve relationships between women and men, particularly with regard to the division of labor, full and effective participation, consultation, information sharing, distribution of benefits, access to and control over resources, and decision-making in communities and governmental institutions.**

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**Include gender equality and women's rights champion(s), who is/are trusted and respected (by both women and men) in decision-making structures.**

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**Evaluate the extent of women's full and effective participation.**

*Special Consideration:* Review meeting minutes and logs to determine if women are asking for the floor or expressing views, if issues raised by women are appropriately addressed, and if actions to improve parity were taken and successful.

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**Identify potential conflicts, e.g., between the enforcement of women's rights and other rights or between interests of women and other groups that may marginalize women's needs and preferences.**

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**Review past conservation, natural resource management and forestry projects, and elaborate a list of practices that have negatively impacted women's lives or increased gender inequalities.**

## Checklist 2. Actions to address the gender components of the REDD+ SES Principles, Criteria, and Indicators (PCI) (based on REDD+ SES Version 2)<sup>1</sup>

The following checklist of actions is intended as guidance for countries to address the gender components of the REDD+ SES Principles, Criteria, and Indicators (PCI). On the side of each action, there is a key to guide the user to the gender sensitive PCI included in version 2 of REDD+ SES. The specific actions in the checklist complement the essential actions above.

### PRINCIPLE 1 THE REDD+ PROGRAM RECOGNIZES AND RESPECTS RIGHTS TO LANDS, TERRITORIES AND RESOURCES

inadequate  
satisfactory  
good

1 2 3



#### Actions to recognize and respect women's rights to lands, territories and resources relevant to the REDD+ program

P	1	1
C	1.1	1.2
I	1.1.1 i	

Establish a research method that differentiates between women land users and women land owners, as this affects ability to assert rights to lands.

1 2 3

Promote collection of sex-disaggregated data on land tenure.

1 2 3

*Suggestions of indicators:* The % of women that own land in their own name, have rights to land owned by their family or have land rights established under customary law

Promote collection of sex-disaggregated data on land use in the country.

1 2 3

*Variable suggestions:* The % of women that use territories, % women that use land but have not legal land rights; activities women perform on land they own or access.

Document national and sub-national policies that ensure and/or promote women's rights to lands, territories and resources.

1 2 3

Promote identification and removal of main barriers that limit women's ability to own land, territories and resources.

1 2 3

*Barriers that may need attention:* Inheritance customs that benefit males, lack of adequate policies recognizing that women can own land, lack of financial resources to buy land or engage in a process to obtain legal land title, lack of time or capacity to pursue legal land title, state policies on ownership of forest land that prevent communities from owning forests

<sup>1</sup><http://www.redd-standards.org/>

P	1	6
C	1.3	6.3
I	1.3.2 iii	6.3.3 ii
	1.3.2 iv	(b) (c)

## Actions to ensure Free, Prior and Informed Consent (FPIC) is gender sensitive

Host capacity building sessions on FPIC process for women to ensure they understand FPIC and have the capacity to define a relevant process. 1-2-3

Incorporate a survey of women's needs and preferences related to FPIC. 1-2-3

Create a safe and democratic voting process to ensure that women's views and voices have equal value to those of men. Process should be adapted to traditional structures. 1-2-3

*Suggestions:* Separate meeting spaces or closed voting schemes

Design a structure that allows women to ask for independent advice. 1-2-3

## Actions to ensure women are not at risk if Indigenous Peoples and local communities agree on displacement or relocation

P	1
C	1.3
I	1.3.5 v

Incorporate a survey of women's concerns, needs and preferences, prior to relocation or displacement. 1-2-3

Establish alternatives for women who are not legal landowner, but are the main users of the land (e.g. co-titling, land concessions). 1-2-3

Establish a compensation structure that recognizes women's land use rights and provides compensation directly (not through a family member.) 1-2-3

Require that the process identifies cultural practices that limit women travelling by themselves. 1-2-3

Require that temporary settlements have a gender responsive design, with safe space for women, including proper hygiene facilities and basic services to address women's health needs and household responsibilities. 1-2-3

**PRINCIPLE 2** THE BENEFITS OF THE REDD+ PROGRAM ARE SHARED EQUITABLY AMONG ALL RELEVANT RIGHTS HOLDERS AND STAKEHOLDERS

inadequate  
satisfactory  
good

1 2 3

 **Actions to conduct gender differentiated analysis of benefits, costs and risks**

P	2
C	2.1
I	2.1.1 vi

Require that benefits are determined through analysis that recognizes and values gender differentiated roles and contributions of women and men.

1 2 3

Require that risks and costs are determined by analysis of how existing gender inequalities may be exacerbated or new ones created.

1 2 3

Review previous forest projects or conservation initiatives to determine the benefits, costs and risks; when possible, engage local women's organizations, including grassroots, professional and expert networks.

1 2 3

Incorporate a survey of needs and preferences of women with regards to benefit-sharing.

1 2 3

 **Actions to ensure women participate in defining the decision-making process and distribution mechanism for equitable benefit-sharing**

P	2
C	2.2
I	2.2.1 ii

Guarantee that main barriers limiting women's full and effective involvement in decision-making processes are identified and removed.

1 2 3

*Barriers that may need attention:* Practices that undermine women's views, practices that exclude women from meetings, and restrictions on women in attaining decision-making positions

Establish a monitoring and evaluation system of women's involvement in decision-making to ensure full and effective participation.

1 2 3



## Actions to ensure women determine the decision-making process and distribution mechanism for equitable benefit-sharing

P	2
C	2.2
I	2.2.2 ii

1	2	3
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**Guarantee that inequalities that affect women's access to and control of monetary resources or financial benefits are identified and removed.**

*Inequalities that may need attention:* Men controlling cash, limited rights or opportunities to apply for credit, lack of or inability to open bank account, lack of credentials/identification needed to engage in a financial structure

1	2	3
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**Incorporate a survey of women's needs and preferences regarding benefit-sharing.**

**Incorporate an assessment of the kind of benefits (e.g., cash, non-cash, services) that women will most likely have access to and control over.**

**Plan for external mediation in situations where women's needs and preferences are excluded or overruled.**



## Actions to establish a gender sensitive benefit-sharing mechanism

P	2
C	2.2
I	2.2.3 i

1	2	3
---	---	---

**Identify and incorporate good practices that have benefited women in existing/past benefit-sharing mechanisms/systems.**

1	2	3
---	---	---

**Identify and exclude "bad" practices that have excluded or limited women receiving benefits in existing/past benefit-sharing mechanisms/systems.**

1	2	3
---	---	---

**Propose actions to ensure benefit-sharing system takes into account current needs and preferences of women.**

1	2	3
---	---	---

**Include an option in benefit-sharing mechanism that only women can access.**

1	2	3
---	---	---

**Require that benefit-sharing mechanism includes a wide range of benefits (e.g. cash, financial, services, non-cash) to minimize control by one group only.**

1	2	3
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**Establish a clear, transparent and inclusive monitoring system to determine if women are receiving appropriate benefits in a timely manner.**

## PRINCIPLE 3

THE REDD+ PROGRAM IMPROVES LONG-TERM LIVELIHOOD SECURITY AND WELL-BEING OF INDIGENOUS PEOPLES AND LOCAL COMMUNITIES WITH SPECIAL ATTENTION TO WOMEN AND THE MOST MARGINALIZED AND/OR VULNERABLE PEOPLE

inadequate  
satisfactory  
good  
1 2 3



### Actions to ensure that objectives and policies of REDD+ program generate additional, positive impacts on long-term livelihood security and well-being of women

P	3
C	3.1
I	3.1.1 <i>i</i>

Create dialogue platforms between policymakers or parliamentarians and women's groups and grassroots women to discuss measures to address their needs and preferences.

1 2 3

Include objectives and policies in the program to secure forest resources that women use and rely upon.

1 2 3

Include actions in the program to identify and address structural inequalities and other barriers that affect women's well-being and livelihood security.

1 2 3

Include actions in the program that will provide women with benefits and employment from REDD+ activities.

1 2 3

Include objectives, policies, and actions in the REDD+ program that promote equal and equitable relations between women and men.

1 2 3

Revise objectives and policies to ensure that they recognize, value and respect women's knowledge and contributions to forest conservation and sustainable forest management.

1 2 3

Involve national women's mechanisms (e.g., Women's Ministry or gender focal point in Ministry of Environment) and other gender equality experts in-country to ensure coherence and accountability with gender equality and related mandates.

1 2 3



### **Actions to ensure the REDD+ program generates additional, positive impacts on long-term livelihood security and well-being of women**

P	3
C	3.1
I	3.1.2 ii

- \_\_\_\_\_ 1 2 3  
**Incorporate an analysis to identify women's use of and reliance upon forests and forest products.**
- \_\_\_\_\_ 1 2 3  
**Incorporate gender differentiated analysis of benefits, paying attention to the opportunities potentially available to diverse women/groups of women affected by the REDD+ program.**
- \_\_\_\_\_ 1 2 3  
**Review past conservation, natural resource management and forestry projects, and elaborate a list of good practices that led to positive impacts on women's lives.**
- \_\_\_\_\_ 1 2 3  
**Incorporate and scale up identified best practices to improve the livelihood security and well-being of women into the REDD+ program.**
- \_\_\_\_\_ 1 2 3  
**Allocate sufficient and equitable resources to support women's networks and/or women's organizations whose work focuses on the improvement of women's livelihoods.**



### **Actions to ensure the REDD+ program mitigates negative, and enhances and sustains positive, impacts on/for women**

P	3
C	3.2
I	3.2.1 iv

- \_\_\_\_\_ 1 2 3  
**Incorporate a gender differentiated risk and benefit analysis.**
- \_\_\_\_\_ 1 2 3  
**Include actions to identify and address gender inequalities that marginalize or place women in a vulnerable position.**
- \_\_\_\_\_ 1 2 3  
**Include context-appropriate measures in the REDD+ program to avoid negative impacts on women.**
- \_\_\_\_\_ 1 2 3  
**Include context-appropriate measures in the REDD+ program to maximize positive impacts on women.**
- \_\_\_\_\_ 1 2 3  
**Include in the monitoring and evaluation system baselines for livelihood security and well-being of women.**
- \_\_\_\_\_ 1 2 3  
**Include in the monitoring and evaluation system indicators to measure improvement of livelihoods and well-being of women.**
- \_\_\_\_\_ 1 2 3  
**Address gender issues when reviewing or modifying the REDD+ program.**

inadequate  
satisfactory  
good  
1 2 3

P	4
C	4.2
I	4.2.2 ii

**PRINCIPLE 4** THE REDD+ PROGRAM CONTRIBUTES TO GOOD GOVERNANCE, TO BROADER SUSTAINABLE DEVELOPMENT AND TO SOCIAL JUSTICE.

**Actions to ensure the REDD+ program is consistent with women’s rights, policies, strategies and plans**

- Review and incorporate international and national policies, programs, strategies and plans regarding women’s rights relevant to the REDD+ program. 1 2 3
- Review and analyze national poverty reduction strategies and other sustainable development plans and priorities, including national climate change strategies and plans, as guidance for the development of a REDD+ program that is consistent with women’s rights, policies, strategies and plans. 1 2 3
- Engage gender experts and government representatives from women’s mechanisms to review national policies and the REDD+ program. 1 2 3
- Engage human rights lawyers or NGOs to identify inconsistencies between the enforcement of different rights as they apply to women and men. 1 2 3

P	4
C	4.7
I	4.7.1 ii 4.7.2

## Actions to ensure the REDD+ program addresses women's rights

- Review country reports produced for the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) committees and/or the women's mechanism to determine the full enjoyment of women rights in the country and to identify gaps in the fulfilment of women's rights. This would provide guidance on gender gaps and focus areas that are relevant to REDD+.** 1 2 3
- Incorporate recommendations provided by the CEDAW or the women's mechanism reports into REDD+ programs.** 1 2 3
- Contact agencies and organizations from government and civil society that work toward gender equality and women's rights to identify women's rights issues relevant to REDD+.** 1 2 3
- Foster a dialogue with traditional authorities and local government institutions (e.g. local development agencies and women's councils) on women's rights issues pertinent to the forest sector.** 1 2 3
- Support the understanding that REDD+ program implementers are duty bearers with the responsibility to ensure respect for, protection and fulfillment of women's rights.** 1 2 3
- Develop an engagement strategy and plan capacity building sessions for traditional authorities and local and national government institutions (e.g. the women's council) to support and protect women's rights.** 1 2 3
- Ensure that the monitoring system includes indicators to measure changes in the relationships between women and men.** 1 2 3
- Include in the monitoring and evaluation system a specific section that identifies the women's rights issues relevant to REDD+ and how the advancement of these rights would be measured and reported.** 1 2 3

**PRINCIPLE 5** THE REDD+ PROGRAM MAINTAINS AND ENHANCES BIODIVERSITY AND ECOSYSTEM SERVICES.

inadequate  
satisfactory  
good  
1 2 3

 **Actions to identify areas with biodiversity and ecosystem services of significance to women**

P	5
C	5.1
I	5.1.1 ii

Incorporate a gender differentiated analysis of biological resources and ecosystem services that communities depend on and of benefits derived from these resources and services.

1 2 3

Incorporate a gender differentiated analysis of knowledge and practices of Indigenous Peoples and local communities.

1 2 3

Incorporate a survey of the needs and preferences of women regarding biological resources and ecosystem services upon which women rely.

1 2 3

Document all resources that women use and rely upon, not only in forests (landscape approach).

1 2 3

**PRINCIPLE 6** ALL RELEVANT RIGHTS HOLDERS AND STAKEHOLDERS PARTICIPATE FULLY AND EFFECTIVELY IN THE REDD+ PROGRAM.

inadequate  
satisfactory  
good  
1 2 3

 **Actions to ensure women are identified as rights holders and stakeholders and their rights and interests are characterized**

P	6
C	6.1
I	6.1.1 iv

Hold consultations with a broad range of stakeholders to identify the range of women rights holders and stakeholders, and to characterize their rights and interests.

1 2 3

Suggestions: women's NGOs, organizations and groups working on women's empowerment, youth groups working on gender issues, women's councils and local women's networks involved in the environmental/forestry sector

Incorporate a gender analysis of forest rights holders and stakeholders.

1 2 3

Host orientation sessions for government officials involved in the development of the REDD+ program to highlight women's roles as forest stakeholders, and their rights and interests.

1 2 3



## Actions to ensure that women are considered relevant rights holders or stakeholders

P	6
C	6.1
I	6.1.2 ii

Design an application system that is available in native language(s) and has an option to allow illiterate people to understand and apply.

1 2 3

Request that application system has varied modes of applying: online, in an office, or through specially convened meetings.

1 2 3

Include a capacity building session for women who are interested in applying.

1 2 3

Take actions to ensure the selection process does not discount women due to lack of skills, education or resources.

1 2 3

Provide a mechanism to enable women's groups to be recognized without threatening other community interests.

1 2 3



## Actions to ensure full and effective participation of women in the REDD+ program

P	6
C	6.2
I	6.2.1 iii

Guarantee the main barriers that limit women's participation (paying special attention to cultural barriers and regional differences) at the local and national level are identified and removed.

1 2 3

Document women's needs regarding capacity building and establish gender sensitive training.

1 2 3

Provide women representatives with child or elder care support during consultations, workshops and meetings.

1 2 3

Designate a gender equality and women's rights champion in REDD+ program design, implementation, monitoring and evaluation.

1 2 3

Include a diverse group of women, which reflects the diversity of the country, in the REDD+ program design, implementation, monitoring and evaluation.

1 2 3

Incorporate policy that ensures 50% quotas for women's participation in consultations, decision-making structures and technical bodies through the REDD+ program design, implementation, monitoring and evaluation.

1 2 3

Conduct outreach efforts to involve a broad range of organizations.

1 2 3

*Suggestions:* Women's NGOs, organizations and groups working on women's empowerment, youth groups working on gender issues, women's councils and local women's networks involved in the environmental/forestry sector

 **Actions to ensure that consultations are gender sensitive**

P	6
C	6.2
I	6.2.2 iii

Request that consultations reflect the cultural diversity of women in the country and include both grassroots and professional women.

1-2-3

Ensure that consultations take into account women’s workload, schedules, mobility and cultural restrictions, and offer an option to visit women in their homes or gathering places.

1-2-3

Design sessions with women and men to discuss the importance of respecting and valuing the diversity of positions.

1-2-3

Include capacity building sessions for women and men on the value and importance of fully and effectively engaging women in decision-making processes.

1-2-3

Design a methodology for consultations that allows women to express and discuss their comments and concerns in a safe environment.

1-2-3

Organize and support women’s platforms to foster informal dialogues and information sharing, for example in gender- and age-focused groups at grassroots levels.

1-2-3

Provide guidance to ensure that information provided by women is used with respect and sensitivity to avoid conflicts with other groups.

1-2-3

Incorporate policy to establish a goal of at least 50% women in consultations.

1-2-3

Request that monitoring systems provide an explicit evidence-based rationale when women’s quota is not met.

1-2-3

 **Actions to ensure women are selecting their own representatives**

P	6
C	6.2
I	6.2.5 i

Provide resources to support women’s groups and organizations, including women leaders and gender champions, to participate or engage in activities.

1-2-3

Promote and preserve right of women’s constituency to select a designated representative.

1-2-3

Provide additional resources for the women’s representative to ensure participation and to consult with constituency (including home visits and in places where women commonly gather).

1-2-3

Conduct a yearly survey with women’s groups and organizations to assess their representative in fulfilling her designated role.

1-2-3

## Actions to ensure women's institutions and practices are respected

P	6
C	6.3
I	6.3.1 ii (b) (c)

1 2 3

Assess/determine potential conflicts between different rights holders and stakeholders that may undermine women's institutions and practices.

1 2 3

Guarantee that women's formal and informal decision-making processes, timing and organizations are respected.

1 2 3

Ensure that discussion sessions include a designated time and space for women's decisions to be presented.

## Actions to ensure that the grievance mechanism is gender sensitive

P	6
C	6.4
I	6.4.1 vi

1 2 3

Guarantee that barriers limiting women's access to and use of traditional mechanisms to resolve grievances and disputes are identified and removed.

1 2 3

Include a gender differentiated risk analysis to identify gender specific risks that women might face when using a grievance mechanism.

1 2 3

Design grievance mechanisms that are neutral, democratic and safe for women, with an established protocol to ensure women are able to use it.

1 2 3

Incorporate into the grievance mechanism options for women with limited mobility or who cannot speak in public places due to cultural practices.

1 2 3

Include measures to monitor that the use of the grievance mechanism will not result in domestic or other violence against women.

1 2 3

Design a grievance mechanism system that includes a contact person dedicated to women's grievances.

1 2 3

Ensure that accountability processes include the gender sensitive grievance mechanism.

1 2 3

Provide capacity building for women about their rights and the use of conflict and grievance management systems.

1 2 3

Provide orientation sessions for conflict resolution actors on women's rights issues pertinent to the forest sector.

1 2 3

Design a conflict resolution mechanism to mediate between women's groups and other groups.

 **Actions to ensure that women have access to relevant information on rights and laws**

P	6
C	6.5
I	6.5.1 i (c) (h)

Involve gender experts and government representatives from women’s mechanisms to compile and provide country information on women’s rights.

1 2 3

Organize capacity building sessions for women and men on REDD+, including relevant gender equality aspects of laws, with special sessions for women only, as necessary.

1 2 3

Engage and build the capacity of traditional authorities and local government institutions to support the acknowledgement of women’s rights and inclusion of women’s rights in capacity building to their own constituents.

1 2 3

 **Actions to ensure that means of disseminating information are gender sensitive**

P	6
C	6.5
I	6.5.2 i

Consult with women’s groups or NGOs that have developed gender sensitive communication strategies to identify good practices and lessons learned.

1 2 3

Consult with women and men to assess their information needs and preferences, constraints to accessing information, and preferred media or communication tools.

1 2 3

Develop communication products that use gender sensitive language and images.

1 2 3

Include messages that present both men and women as important conservation agents and messages that do not reinforce gender inequalities (e.g., roles, stereotypes, cultural practices) in any communications strategies and outputs.

1 2 3

Guarantee women’s information needs and interests are identified and addressed in messages.

1 2 3

Design a gender sensitive information dissemination system that involves women on equitable terms with men.

1 2 3

## Actions to ensure women can access capacity building to increase their participation

P	6
C	6.5
I	6.5.3 iii

1 2 3

Include an assessment of women's skills and knowledge related to REDD+ activities in order to identify gaps, strengths and needs.

1 2 3

Guarantee that major constraints to women's full and effective participation in capacity building processes are identified and removed.

1 2 3

Hold consultative meetings with various stakeholders (e.g., CSOs, NGOs, ministries, local governments) to identify priority areas for capacity building.

1 2 3

Incorporate special measures in capacity building sessions to respond to women's roles as caretakers (such as day care and elder care support, direct visits and encouraging men to participate more equally in care responsibilities.)

1 2 3

Develop training methodology and manuals that use varied techniques and can be adjusted to the needs of different audiences (including those with both formal and informal education.)

## Actions to ensure that women's representatives collect and disseminate information

P	6
C	6.6
I	6.6.1 i

1 2 3

Provide resources for women's representatives to consult with their constituency to be able to reflect and represent their needs and preferences.

1 2 3

Provide resources for women's representatives to visit women directly or consult women in places where they commonly gather.

1 2 3

Conduct a training of trainers with women to provide tools and methods needed to collect information from and share information amongst their constituency.

1 2 3

Provide resources for women to undertake exchange visits to meet and gather with other women.

# PRINCIPLE 7

**THE REDD+ PROGRAM COMPLIES WITH APPLICABLE LOCAL AND NATIONAL LAWS AND INTERNATIONAL TREATIES, CONVENTIONS AND OTHER INSTRUMENTS**

inadequate  
satisfactory  
good  
1 2 3



## **Actions to ensure that women’s rights are recognized and respected**

P	7
C	7.1
I	7.1.2 <i>i</i>

1 2 3

**Review local and national laws and international treaties, conventions and other instruments regarding women’s rights that are relevant to the REDD+ program.**

*Suggestions:* Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Beijing Platform for Action, Millennium Development Goals, Chapter 24 of Agenda 21, UN Human Rights Declaration

1 2 3

**Consult with gender expert(s) to review the REDD+ program and propose suggestions to incorporate the local and national laws and international treaties, conventions and other instruments that refer to women’s rights and gender equality relevant to REDD+.**

1 2 3

**Conduct focus group discussions with a broad range of organizations to review and provide suggestions on how to promote women’s rights through the REDD+ program.**

*Suggestions:* Women’s NGOs, organizations and groups working on women’s empowerment, youth groups working on gender issues, women’s councils, and local women’s networks involved in the environmental/forestry sector

1 2 3

**Report on contributions of the REDD+ program toward the fulfillment of women’s rights (e.g., include contributions of REDD+ program in CEDAW reporting).**

## Checklist 3. Actions to develop gender responsive country-level interpretation of Indicators

Although the REDD+SES provides generic principles and criteria applicable to all contexts, these must be interpreted to develop country-specific indicators through a national process in each country. To guarantee a gender sensitive use of REDD+SES, it is key to implement a gender responsive process for the governance, interpretation and assessment, which will ensure the gender dimension is incorporated as a crosscutting issue from the beginning. The early incorporation allows gender issues to be addressed progressively as part of ongoing country efforts, preventing a disjointed process where gender issues are an extra step after the process has been initiated.

The objective of the following checklist is to provide suggestions to REDD+ SES country teams on how to systematically incorporate gender in the REDD+ SES country level process. The actions proposed are not meant to create a separate process for gender issues; the actions should be undertaken as part of the guidelines followed for the use of REDD+ SES at country level.<sup>2</sup>

### 1. AWARENESS-RAISING / CAPACITY-BUILDING

**Who:** Awareness raising and capacity building for relevant rights holders & stakeholders, such as representatives from: government agencies, civil society, indigenous peoples and community-based organizations

**Outputs:** Meetings, workshops and other methods to raise awareness of the REDD+ program, potential impacts, and REDD+ SES and other safeguard mechanisms

inadequate	satisfactory	good
1	2	3

Establish a 50% quota for women participating in workshops and meetings.

1	2	3
---	---	---

Open spaces for a gender equality and women's rights champion(s) to participate in meetings and consultations.

1	2	3
---	---	---

Organize targeted sessions for women only in situations where gender inequalities or discrimination prevent women from fully and effectively engaging in meetings and workshops; ensure the information covered is the same.

1	2	3
---	---	---

Take women's mobility, schedules, workload and cultural restrictions into account when planning workshops and meetings.

1	2	3
---	---	---

Consider holding workshops and meetings in places where women commonly gather, or visit women directly.

1	2	3
---	---	---

Facilitate stakeholder consultations by both female and male researchers, taking into account women's mobility, workload and cultural restrictions.

1	2	3
---	---	---

## 1. AWARENESS-RAISING / CAPACITY-BUILDING (CONTINUED)

inadequate  
satisfactory  
good  
1 2 3

Conduct meetings and workshops to highlight the importance of including the gender dimension in the REDD+ program and REDD+SES.

1 2 3

Hold consultative meetings with various stakeholders, e.g., CSOs, NGOs, ministries, local governments, women's organizations, to identify priority capacity building areas for women.

1 2 3

Assess women's skills and knowledge related to REDD+ activities to identify gaps, strengths/capacities and needs; use the assessment to shape awareness raising messages and capacity building content.

1 2 3

## 2. ESTABLISH THE FACILITATION TEAM

**Who:** Government (typically one person) and non-government (typically one or two people).

**Outputs:** Team to organize meetings, prepare drafts, organize consultations, organize data collection, data analysis and compilation and stakeholder review of assessment reports, etc.

inadequate  
satisfactory  
good  
1 2 3

Ensure gender balance on the facilitation team.

1 2 3

Recognize women as major forest stakeholders.

1 2 3

Host orientation sessions on gender equality and women's rights and the importance of incorporating the gender dimension in the REDD+ program and REDD+ SES.

1 2 3

Analyze minutes or records from meetings to determine if women are participating fully and effectively.

1 2 3

Certify that the data collection, analysis and compilation includes sex-disaggregated data and that information and analysis is gender differentiated.

1 2 3

Present and communicate information and reports with stakeholders in a gender sensitive manner.

1 2 3

### 3. CREATE THE STANDARDS COMMITTEE

**Who:** Representatives of interested parties (government departments, Indigenous Peoples, local communities, NGOs, private sector, etc.). Where appropriate, use the same multi-stakeholder committee created for other aspects of REDD+ program or for other safeguards mechanisms.

**Outputs:** A committee to ensure balanced stakeholder oversight of use of REDD+ SES of assessment reports, etc.

inadequate  
satisfactory  
good  
 1  2  3

#### *Create the committee*

Reserve a seat for a gender equality and women's rights champion whom both women and men trust and respect.

1  2  3

Require both a male and female representative from key stakeholder groups.

1  2  3

Invite women's organization(s) or networks working with forests or natural resource management.

1  2  3

#### *Standards Committee Responsibilities*

Request a report from the Facilitation Team on barriers and inequalities that prevent women from participating or engaging fully and effectively in the interpretation and application of the REDD+ SES program; provide suggestions to Facilitation Team on how to address these barriers and inequalities.

1  2  3

Liaise with gender experts and government representatives from the women's mechanism.

1  2  3

Assess the multi-stakeholder committee composition for gender balance.

1  2  3

Research potential conflicts of interests between women's representatives and other major stakeholder groups, and design a mediation strategy.

1  2  3

Create a safe and democratic voting process that ensures women's views and voices have equal value to those of men (this may require separate meeting spaces or anonymous voting schemes).

1  2  3

Establish conflict resolution protocols to ensure that women's interests and comments are not undermined.

1  2  3

#### 4. DEVELOP PLAN FOR THE REDD+ SES PROCESS

**Who:** Led by the facilitation team with relevant stakeholders as appropriate.

**Outputs:** Well defined timeline of activities and responsibilities for the REDD+ SES process.

inadequate  
satisfactory  
good

1 2 3

---

**Consult with gender expert(s) or women’s mechanism representatives to ensure the plan is gender responsive.**

1 2 3

---

**Ensure the timeline is flexible and designed to accommodate participatory decision-making processes in which women and women’s organizations participate fully and effectively.**

1 2 3

---

**Ensure all members are aware of the gender requirements in the REDD+ SES process so that one member is not responsible for all gender aspects.**

1 2 3

---

**Assess women’s information needs, constraints to information access, and preferred media or communication tools before designing means of communication and dissemination of information.**

1 2 3

---

**Consult with gender and communications expert(s) to design a public reporting strategy and a means of dissemination that is gender responsive.**

1 2 3

#### 5. DEVELOP DRAFT COUNTRY-SPECIFIC INDICATORS

**Who:** Technical working group composed of the facilitation team and relevant stakeholders/experts (e.g., 3-7 people), potentially several groups in a workshop setting.

**Outputs:** Draft of indicators that are relevant to the country context.

inadequate  
satisfactory  
good

1 2 3

---

**Include a gender expert in the technical working group.**

1 2 3

---

**Ensure development of Indicators is inclusive, participatory and gender sensitive.**

1 2 3

---

**Provide a technical capacity building session for women’s representatives to ensure they have the skills needed to provide input to country level interpretation of Indicators.**

1 2 3

---

**Design a facilitation and mediation strategy to ensure that adaptations, deletions and additions suggested by women’s representatives are not undermined due to resistance from other stakeholders.**

1 2 3

## 6. ORGANIZE CONSULTATIONS ON INDICATORS

**Who:** Facilitation team organizes two public comment periods through publication of draft indicators , workshops and other solicitation of comments, revision of indicators and response to comments. Standards Committee approves revision and final version of indicators.

**Outputs:** Comments collated, indicators revised and comments responded to.

inadequate	satisfactory	good
1	2	3

**Establish a timeline and protocol to ensure that addressing gender is not postponed or neglected due to resistance in promoting gender equality and women’s rights.**

1	2	3
---	---	---

**Map gender experts, women’s organizations and networks, and representatives from women’s mechanisms that can contribute comments to Indicators.**

1	2	3
---	---	---

**Involve local gender experts to design gender sensitive consultations and determine the most effective means to get feedback from women.**

1	2	3
---	---	---

**Send draft Indicators to the identified gender contributors, in addition to public posting.**

1	2	3
---	---	---

**Conduct informal consultations with identified gender contributors to verify they have received the information, are aware of the timeline, and have started a consultation process with their constituents.**

1	2	3
---	---	---

**Ensure gender sensitive consultations:**

1	2	3
---	---	---

- Engage both female and male researchers;
- Include focus group discussions with women and men; survey both women and men;
- Reflect the cultural diversity of women in the country;
- Include both grassroots and professional women;
- Take into account women’s workload, schedules, mobility and cultural restrictions; consider visiting women in their houses or places they gather;
- Use a methodology that allows women to express and submit their comments and concerns in a safe environment; and
- Work with both women and men to respect and value the diversity of their positions.

1	2	3
---	---	---

**Make resources available specifically for consultations with at least one women’s constituency (e.g., grassroots women, women’s NGOs, gender experts/professionals, etc.)**

## 7. PREPARE MONITORING AND ASSESSMENT PLANS

**Who:** Facilitation team, and possibly a consultant or expert with monitoring and evaluation expertise.

**Outputs:** A monitoring plan defining what specific information is required, methods and responsibilities for information collection, and an assessment plan defining the process for preparation, review, approval and dissemination of the assessment report.

inadequate  
satisfactory  
good

1 2 3

### Design a gender sensitive monitoring plan.

Plan should, among other things, review and follow guidance provided in gender checklist for PCI; collect sex-disaggregated data; include focus group discussions with women and surveys with both women and men; include a gender differentiated analysis of information.

1 2 3

### Design the plan to involve women in information collection.

Plan should, among other things, take into consideration women's workload, schedule and responsibilities; include special measures such as day care support; create opportunities for informal data collection to ensure that women's involvement does not overburden them.

1 2 3

### Ensure monitoring includes views from women that reflect the diversity in the country.

1 2 3

## 8. COLLECT AND ASSESS MONITORING INFORMATION

**Who:** Facilitation team organizes data collection and analysis and compiles draft report, with stakeholders or independent third party as appropriate.

**Outputs:** Draft assessment report that includes performance summaries for each criterion, details for each indicator and annexes as appropriate.

inadequate  
satisfactory  
good

1 2 3

### Analyze monitoring data in gender differentiated manner, engaging with gender expert when possible.

1 2 3

### Include the reports from the gender checklist for PCI in the annex.

1 2 3

### Include a section on gender in the report.

1 2 3

## 9. ORGANIZE STAKEHOLDER REVIEW OF DRAFT ASSESSMENT REPORT

**Who:** Facilitation team organizes consultations on the draft assessment report, revision of the report and response to comments. Standards Committee approves revision and final version.

**Outputs:** Comments collated, report revised and comments responded to.

inadequate	satisfactory	good
1	2	3

1	2	3
---	---	---

**Consult with gender expert to design gender sensitive consultations.**

1	2	3
---	---	---

**Ensure gender sensitive consultations:**

- Engage both female and male researchers;
- Include focus group discussions with women and men; survey both women and men;
- Reflect the cultural diversity of women in the country;
- Include both grassroots and professional women;
- Take into account women's workload, schedules, mobility and cultural restrictions; consider visiting women in their houses or places they gather;
- Use a methodology that allows women to express and submit their comments and concerns in a safe environment; and
- Work with both women and men to respect and value the diversity of their positions.

## 10. PUBLISH THE ASSESSMENT REPORT

**Who:** Facilitation team organizes publication and dissemination of the assessment report.

**Outputs:** Full report of performance against criteria and indicators of the REDD+ SES publicly available.

inadequate	satisfactory	good
1	2	3

1	2	3
---	---	---

**Assess women's information needs, constraints to information access, and preferred media or communication tools before designing means of communication and dissemination of information.**

1	2	3
---	---	---

**Consult with gender expert(s) to ensure dissemination plan is appropriate to the needs of both women and men.**