



# Mainstreaming Gender into Cambodia's REDD+ Action and Investment Plan

## ASSESSMENT REPORT

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## Acronyms

CDC	Commune Council Development Committees
CFMC	Community Forest Management Committees
CFMP	Community Forest Management Plan
COP	Convention of Parties
FA	Forestry Administration
FREL	Forest Reference Emission Level
GDANCP	General Department of Administration for Nature Conservation and Protection
GEF	Global Environment Facility
GHG	Green House Gas
GII	Gender Inequality Index
I/NGOs	International Non-governmental Organizations
IP	Indigenous People
KII	Key Informant Interviews
LULUCF	Land Use, Land Use Change, and Forestry
MAFF	Ministry of Agriculture, Forestry and Fisheries
M&E	Monitoring and Evaluation
MoE	Ministry of Environment
MIS	Monitoring Information System
MoWA	Ministry of Women's Affairs
NCSD	National Council for Sustainable Development
NFP	National Forest Programme 2010-2030
NPASMP	National Protected Areas Strategic Management Plan 2017-2030
NRS	National REDD+ Strategy
NRS-AIP	National REDD+ Action and Investment Plan
PFSP	Production Forestry Strategic Plan
REDD+	Reducing Emissions from Deforestation and forest Degradation and the role of conservation, sustainable management of forests and enhancement of forest carbon stocks in developing countries
RGC	Royal Government of Cambodia
SPFF	Strategic Planning Framework for Fisheries 2010-2019
UNFCCC	United Nations Framework Convention on Climate Change
WOCAN	Women Organising for Change in Agriculture and Natural Resource Management

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## Executive Summary

Cambodia has been making significant progress in the implementation of its REDD+ readiness phase in fulfillment of its commitment to the UN Framework Convention on Climate Change (UNFCCC) to reduce greenhouse gases from deforestation and forest degradation. Over the next decade, various Cambodian national development policies, plans, programmes and strategies will have incorporated REDD+ as part of their strategic agendas and work plans. For example, the third Strategic Objective of the Cambodia Climate Change Strategic Plan (2014-2023) identified REDD+ as a mechanism to ensure climate resilience of critical ecosystems. At the same time, REDD+ has been acknowledged as one of the mechanisms to generate additional financial support for the Royal Government of Cambodia (RGC) to develop and/or strengthen the implementation of its national development policies related to sustainable forest management and poverty alleviation.

In 2016 the RGC developed its National REDD+ Strategy (NRS) for the period 2017-2026, which was endorsed by the RGC in 2017. The Strategy articulates a vision, mission, and goal, identifies deforestation trends and causes, and proposes a set of strategic objectives and actions. The cumulative policy impact and effective implementation of actions that will lead to mitigation results, over a period of time, with cross-sectoral coordination, and adequate technical, human and financial resources, will contribute to sustainable development and improved governance and management of forest resources. The NRS Action Plan includes prioritized actions for the implementation of the NRS to achieve the three strategic objectives and thereby reduce emissions from deforestation and forest degradation while promoting sustainable management, conservation of natural resources and contribute to poverty alleviation. Strategic objectives of the NRS are: 1. Improve management and monitoring of forest resources and forest land use; 2. Strengthen implementation of sustainable forest management; and 3. Mainstream approaches to reduce deforestation, build capacity and engage stakeholders. From 2008-2016 the Cambodia National REDD+ Programme achieved important milestones, and learned important lessons. This included the understanding that REDD+ has to be mainstreamed within existing and planned national government policies, frameworks, and plans related to sustainable development, resilient agriculture, conservation, and low carbon development pathways.

The ability to participate in and benefit from REDD+ is often affected by, among other factors, gender, as many REDD+ initiatives are implemented in particular cultural and socioeconomic contexts marked by gender inequality. Numerous reports have acknowledged that REDD+ initiatives should recognize gender-differentiated roles in forest management to ensure effective and equitable implementation and meet the differentiated needs of women and men. Engaging women in REDD+ policies is also a key to successful implementation of REDD+ policies and to achieve sustainable results, as women have specific knowledge, roles and responsibilities in forest governance.

Forest resources are important for rural livelihoods. It is reported that 41 per cent of rural households in Cambodia obtain 20 to 50 per cent of their total livelihood value from forest use, while 15 per cent of households obtain more than half of their total livelihoods from forest use. Women's harvesting is central to maintaining family livelihoods through the utilization of forest resources. Around 80 per cent of rural women collect non-timber forest products (NTFPs) for household consumption and sell. In forest management, women play an especially important role by engaging in a variety of activities such as patrolling, conducting forest inventory and collecting NTFPs. Access to and use of forest resources and knowledge is often differentiated by gender.

In September 2018, the REDD+ Programme in Cambodia commissioned this assessment with the overall objective to support the RGC's inter-ministerial Gender Group's efforts to mainstream gender into REDD+ Action and Investment Plan. The specific objectives were to: 1) Assess to what extent gender considerations are addressed within strategic documents, action plans and reports related to the REDD+ programme in Cambodia and identify any good practices on gender undertaken and and/or lessons learned, which can be used to help

inform the National REDD+ Action and Investment Plan; 2) Through field surveys, identify any gender gaps in REDD+ implementation (e.g. in REDD+ demonstration project sites); 3) Identify entry points for mainstreaming gender within the National REDD+ Action and Investment Plan; and 4) Provide recommendations on how to make the National REDD+ Action and Investment Plan gender-responsive.

The analytical framework for the assessment took into consideration some of the critical gender-related barriers and opportunities in REDD+ identified by various studies (e.g. WOCAN, 2013 and 2014; REDD+ Cambodia, 2014) in Cambodia, including: the lack of meaningful participation of women at both community and formal institutional levels, particularly in decision-making processes; lack of awareness on gender; limited budget and capacity for gender-responsive budgeting; limited capacity of human resources at the subnational level; perception that forestry is a men's profession, and the fact that women are primary users of the forests with specific forest management knowledge and skills. Within this context, data collection, analysis and report writing were undertaken through a two-pronged approach to collect and analyze the data at the community and institutional levels. The community level analysis included a categorization and disaggregation of the community, including an assessment of the material conditions and social positions of different groups of women and men.

## Key Findings

### From Desk Review

- The Royal Government of Cambodia has taken various steps to assess the gender gaps in its REDD+ actions and identify opportunities for gender integration. To illustrate, acknowledging gaps between policy and practice on gender within the country, the RGC, from 2012-14, served as a pilot country in a regional Joint Initiative on women's inclusion in REDD+, organized by the UN-REDD Programme, USAID Lowering Emissions in Asia's Forests (LEAF) and Women Organizing for Change in Agriculture and Natural Resource Management (WOCAN). Through this Initiative, a comprehensive country assessment was undertaken wherein concrete barriers to women's inclusion and integration of gender perspectives in REDD+ (at institutional and community levels) were examined; corresponding key entry points and recommendations for removing those barriers were formulated; and good practices on gender issues for replication were identified. This country assessment has helped to inform this report and analysis.
- The National REDD+ Strategy 2017-2026 integrates gender considerations. For example, one of the guiding principle calls for the full and effective participation of relevant stakeholders, including those most vulnerable, such as local communities, indigenous peoples and women. In addition, the REDD+ Gender Group is included in the institutional arrangements for the transition period of 2017-2021, so from readiness to implementation. Lastly, the NRS also calls for the use of indicators that track benefits to vulnerable communities, indigenous peoples, and women, as well as the collection of gender disaggregated data within monitoring and evaluation. While these are positive achievements, given the existing gender inequalities that are present in the country, additional gender mainstreaming efforts in REDD+ implementation will need to take place in order to ensure women and men across stakeholder groups can equitably benefit from and participate in REDD+ action (see recommendations section for how this can be done).
- In the National Protected Area Strategic Management Plan (NPASMP) and Production Forestry Strategic Plan (PFSP) and Action Plan, the vision, mission, goals and objectives provide space for the integration of gender and social inclusion by mentioning that the plans can "contribute to socio-economic development of Cambodian people", "promote participatory community engagement", and "promote active participation of rural people". However, moving forward, local stakeholders/communities should not be considered as homogenous groups, but rather be clearly defined from gender, social categories and vulnerability perspectives. Similarly, the NPASMP and Production Forestry Action Plans have limited activities and indicators re-

lated to gender and social inclusion. Without making this additional distinction and explicitly integrating gender considerations into the action plans, given existing gender and social inequalities within the country, it could be a case that poor women and vulnerable groups are then inadvertently excluded from accessing and benefiting from the NPA and its resources.

- REDD+ implementing agencies (e.g. Ministry of Environment and Forest and Fisheries Administration) do have some budget to support gender and for example, such funding is used to support the participation of corresponding government staff within the REDD+ Gender Group.<sup>1</sup> To note, this budget is limited and seems to be used to support the participation of government staff in gender-related workshops/meetings/training rather than in implementing specific gender-related activities in the field. For example the NPASMP and Production Forestry Action Plans do not specifically allocate budget to support the integration of gender activities within them. Additional clarity is also still needed to ascertain how this budget for gender is allotted.
- A review of the evaluation reports of the three types of the demonstration sites (protected area, production forest and fisheries) revealed that the project has several activities to reduce drivers of deforestation and forest degradation, such as the biodigester, water sanitation tanks, animal husbandry etc., which could directly benefit women and vulnerable groups (see tables 2 and 3 in the findings section of the main report for more information) and be replicated in future REDD+ projects. However, without clearly defining stakeholder composition and their social status as well as taking explicit efforts to equitably engage women and men across different stakeholder groups, including those more marginalized, it can be a case that only certain groups would then stand to benefit from REDD+ and such activities.
- The evaluation report's analytical framework and methodology did not explicitly mention any social, gender and community participation dimensions of the project. These reports also did not discuss these aspects, or provide analysis, information or recommendations related to gendered aspects of community participation and access to resources. As such, based on the data provided in the reports, it is unclear which groups of women and men are engaging/benefiting or not engaging/benefiting from the project.
- Per the documentation available on the demonstration sites, the goals, objectives and outcomes of the demonstration site projects focuses on expanding livelihoods of the forest dependent communities, strengthening capacities of staff and local communities, and encouraging dialogues with stakeholders, thus providing room for community engagement in project implementation. However, the extent to which women and vulnerable groups engage in the technical aspects of forest management still seems to be low.

## **From Field Work**

The findings of the fieldwork are based on the key informant interviews (KIIs) and focus group discussions (FGDs) with national and subnational staff and key partners, as well as observations and workshops with the government, non-governmental staff, stakeholders and local communities from Kampong Thom, Siem Reap (Kulen Mountain), Pursat Province and REDD+ Taskforce Secretariat staff and its partners. Altogether eight KIIs, 16 FGDs and two workshops were conducted with 164 people, out of which 72 were women and 92 were men.

## **Institutional Level Findings**

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<sup>1</sup> This feedback and information were provided by government staff during the Validation Workshop for this report in January 2019.

## a) National Level

**Gender integration initiatives of the MoE, MAFF and its departments are noteworthy and can be further expanded and continued both at the national and subnational levels.**

- The creation of the inter-ministerial REDD+ Gender Group in 2014 has helped to address some of the gender gaps and barriers identified in previous gender analyses. The Gender Group has also successfully built awareness on gender issues among members of the RTF, consultation group and technical teams as well as provided gender-specific inputs to the NRS to help inform the development of the NRS. The role of the REDD+ Gender Group in REDD+ implementation can be further defined in order for them to be able to play a more active role in implementation.
- The ministries involved in REDD+ (MoE, FiA, FA, etc.) have undertaken various efforts to help promote the integration of gender into the work they support. They have provisioned for gender through their strategies, action plans and activities. To illustrate, the MoE, to help contribute to reducing gender gap and promoting that benefits equally reach men and women, the ministry has developed a gender mainstreaming strategic plan for the environmental sector for the period of 2016-2020. Additionally, MoWA has developed a number of mechanisms, such as gender guidelines, Joint Monitoring Indicators (JMIs 2014-2018), Technical Working Group-Gender, gender training etc., to integrate gender in 24 sectoral ministries, based on the series of CFAs (Cambodian Gender Assessment) and five year strategic plans<sup>2</sup>. Also, as noted above, the ministries have some budget they can and do allot to supporting the integration of gender, but it is unclear how much exact budget (in terms of amount or part of overall budget) is used and allotted to support such activities by the ministries. Through the fieldwork, it was evident that, while these good efforts to promote gender integration are in place, having a clear additional budget allocation, human resources and monitoring and evaluation plans to support these existing mechanisms on gender can ensure their proper implementation.

**The awareness and motivation among the national and subnational level of MoE, MAFF and its department staffs to integrate gender is high.**

- The awareness and motivation among the national and subnational level staffs to integrate gender is high. By improving the skills and knowledge of these technical staff on gender analysis and integration in planning, implementation and M&E, and participatory methods and approaches can enhance their capacity to effectively integrate gender into their work.

**Need for making the technical plans, strategies and decision-making processes more gender responsive.**

- Strategies, plans and decision-making processes within the MoE, MAFF and its departments are largely technical, where in more attention needs to be given to social inclusion and gender integration.

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<sup>2</sup> Cambodian Gender Assessment (2014); Neary Ratanak IV (2014-2018)



**Responsibilities for gender integration within the technical sectors (MoE, MAFF) need to be clearly specified.**

- Although MoWA and REDD+ Gender Group support the MoE and MAFF to integrate gender and social inclusion, it should also be the responsibility of the technical staff along with their technical priorities to integrate gender. By clearly specifying in the job responsibilities of the technical staff and providing them with the mandate to integrate gender it can ensure effective gender integration in technical activities.

**Need for more gender integration activities, in addition to the capacity building activities for both national and subnational stakeholders or partners.**

- There have been ample capacity building activities on gender in the concerned institutions (MoE, MAFF and their departments). In addition to these by giving attention to and investment in improving women's participation, access to forest-related resources and decision-making processes and recognizing their contributions in forest management, it can ensure effective gender integration. In most cases gender-related activities were typically short awareness workshops or planning and sharing events supported by donors and projects, which mainly focused on the national level staff, and less on subnational level staff or partners. Due to the large number of gender and non-gender related REDD+ events and training workshops, training/workshop fatigue was observed among national level staff – making it challenging for them to invest time and interest in the trainings/workshops.

#### **b) Subnational Level**

**Subnational level guidelines and action plans of sector strategies of MoE, MAFF and MoWA have high considerations to enhance community livelihoods and participation and can be more effective with dedicated budget and human resources support.**

- MoE, MAFF and MoWA have developed guidelines and action plans for the implementation of sector strategies and plans at subnational levels with high consideration to enhance community livelihood and encourage participation. Given existing gender and social inequalities within the country, these guidelines and plans cannot be inclusive without the integration of a gender perspective. As they currently stand and per fieldwork, they are gaps in human resources, wherein there is limited staff with gender expertise as well as dedicated budgets for gender, making the possibility for gender integration more challenging.

**Women are encouraged to participate by the subnational level forest and development related authorities and project implementers, but participation of women in forest management activities is still low.**

- Findings from the field revealed that many project implementors and relevant local authorities encourage women's participation in project activities, particularly in general meetings and tree planting. For all sites visited, on average, 60-70% of participants in these activities were women. While this is encouraging, participation of women in forest management activities or technical training or aspects (such as patrolling, forest inventories, using GIS, etc.) can be improved.

**Forest management has been perceived as technical work at subnational levels and considered to be challenging for women to participate.**

- In relation to the findings from different gender workshops, trainings, forest related events and assessments, the field work also demonstrated that women seem to participate only in certain activities, and are still largely absent from more technical aspects and activities of REDD+. It seems that efforts to promote women's participation is restricted to a few specific activities, wherein women's role is stereotyped around the current roles they play in communities. For example, women staff and committee members at the sub-national levels in the forestry sectors are often perceived by their male technical staffs and committee members to be physically weak with limited technical skills, knowledge and confidence and are often not encouraged to engage in forest management technical activities.

**Most of the subnational level women staff and women community members feel that they do not have the confidence and capacities to participate in forest management technical activities.**

- Women staff and committee members in the research sites felt that they do not have the confidence and right set of skills to perform technical forest management tasks. This illustrates the need to ensure that stakeholder engagement activities are implemented in a more inclusive and gender-responsive manner, so that women and men are more equitably involved in all REDD+ related technical activities.

**Though the strategies and guidelines for the commune level development and forestry related institutions do not discriminate women from engaging in all aspects of the programme/project implementation, making more investments for gender integration or women's participation in technical activities can make the implementation effective.**

- In the research sites, it was observed that the roles and responsibilities are highly gendered, with women mainly responsible for secretarial/administrative or social/livelihoods related tasks and with men more engaged with forestry related institutions and activities such as participate in planning, decision-making, patrolling, etc. For example, the commune development plans have strong gender focus, where the elected 2<sup>nd</sup> Deputy Chief has a specific mandate to assist activities related to social affairs and public services. If a woman is not elected as a 2<sup>nd</sup> Deputy Chief, the commune hires a woman staff from its budget to carry out this gender and social related tasks.<sup>3</sup> This dynamic can limit women staff/members from participating, contributing and benefitting from the technical aspects of local development and forest management.

**The stakeholders and beneficiaries are considered as a homogenous group (in strategies, guidelines and planning) and by categorizing them from socio-economic and geographical diversity perspectives, it can enhance effective inclusion.**

The stakeholders and beneficiaries are not categorized from gender, age, ethnicity, socio-economic and geographical diversity perspectives. This can result in excluding the poor, socially and geographically marginalized women and men from REDD+ and forest management activities.

**The cooperation and coordination between the subnational level forest related institutions and community management committees' exists but can be further strengthened.**

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<sup>3</sup> <https://www.social-protection.org/gimi/RessourcePDF.action;jsessionid=nYE-hA914hZ5P0hkXH3-EWdr1rZKqTQC7DVDMAv9IHDzr5x40jIAI-1920585729?id=40839>

- The cooperation and coordination between the subnational level forest technical institutions and community management committees' can be further strengthened to support gender integration and capture the learning to feed into their respective projects/programmes.

### **Community Level Findings**

**There was a perceived low level of representation and participation of women and vulnerable groups in REDD+ and forest management related activities and decision-making forums. Following were some of the reasons for their low participation:**

- Non-recognition of diversity within the community from gender, ethnic, economic and geographical perspectives; diversity from these perspectives is not often recognized in the REDD+ and forest management. This then often results in the exclusion of marginalized women and men in both technical and decision-making aspects of REDD+ and forest management.
- Women's heavy household workloads often prevent them from engaging in forest management activities.
- Majority of the stakeholders interviewed, such as the commune council and community forest management committee members, perceive forest management solely as a technical work consisting of patrolling and reporting illegal activities and hence women, who are oftentimes perceived as weak and vulnerable, are then excluded from engaging in forest management activities.

**Women from both advantaged and marginalized groups have poor access to resources, information and decision-making processes related to REDD+ and forest management, despite having access to communications and transportation facilities.**

- Women's representation in key decision-making positions in the REDD+ and forestry related committees are low or insignificant and they often do not get opportunities to lead and engage in forest management. Despite having access to communications and transportation facilities, such as cell phone and motor bikes, women from both advantaged and marginalized groups still have poor access to REDD+ and forestry related information and resources.

**Although MoWA has established women's groups at the subnational levels, there is still limited "invited spaces" (forums/user groups/ women's groups) for organizing and mobilizing women and marginalized groups to engage, participate and benefit from REDD+ and forest related resources.**

- The existing mechanisms in the community do not provide a platform for communities to meet on a regular basis. This can then restrict the different consultation processes from being participatory and inclusive and discourage women to organize in groups to make demands and benefit from REDD+ and forest related resources.

Women, particularly from the poor and marginalized groups, often did not seem to have confidence and capacities to participate in forest management activities.

- Due to the traditional roles of women (household/indoor work), they do not have adequate exposure to understand the value and incentive of participating in forest management. They feel that they will be ridiculed in the meetings as they have no skills and confidence to speak. However, most women interviewed stated that they are keen to participate in REDD+ and forest management activities if they are trained, informed, invited and incentivized.

## Recommendations

### a) Overarching Recommendations for National REDD+ Action and Investment Plan/NPASMP/PFSP

- **The MoE and REDD+ Taskforce Secretariat can work with the REDD+ Gender Group, MoWA and with other relevant institutions to develop a common working gender strategy that can be easily embedded in the NRS-AIP and PA and PF management plans.** The working strategy could be based on the findings and recommendations of this report on “Mainstreaming Gender into Cambodia’s REDD+ Action and Investment Plan.”
- **Strengthen the national level REDD+ Gender Group to guide and support the MoE, MAFF’s technical staffs and stakeholders at national and subnational levels to integrate gender.** Gender Group could be strengthened with formal mandates and ToRs and adequate financial resources to facilitate and guide the implementation of the NRS-AIP.
- **Create/strengthen Gender Groups at subnational level to support REDD+ planning and monitoring from gender perspectives to ensure gender equality.** Sector-wise gender groups could be designated with clear ToRs on gender and social inclusion in national REDD+ action.
- **Create or strengthen informal network of local resource persons at the district and commune levels.** A pool of local resource persons (LRPs) from the government and NGOs with skills on gender and social inclusion and participatory approaches together with technical skills can support women’s participation and access to REDD+ and forest management related resources.
- **Support the formation of community level women’s groups or platforms to ensure their participation and to recognize them as key stakeholders in REDD+ and forest management.** Pilot the formation of women’s groups in selected PAs and PFs and use the experiences to scale-up in the next phases.
- **Develop a capacity development package to enhance gender integration.** The package should be integrated with the REDD+ related technical capacity building component. It should include training on analytical capacities, methods and tools for gender and social inclusion, including topics, such as gender and social analysis, gender integration, organizational assessment from gender perspective, leadership, etc.
- **Support the Monitoring Information System (MIS) of REDD+ and forest institutions in establishing a monitoring system that captures gendered outcomes (immediate and intermediate levels).**

- **Generate and share knowledge on gender integration.** Gender-related challenges and learning should be fed back into the planning process, and disseminated through publications and other knowledge-sharing events at national and community levels. For example by developing a knowledge management strategic plan on gender and REDD+ which can be tied to MoE's and MAFF's existing knowledge management/communication plans and efforts, as well as to monitoring and evaluation processes or functions.

**b) Specific Recommended Actions for National REDD+ Action and Investment Plan/ NPASMP/PFSM**

- Support the integration of gender in the preparation of the PA Management Plans, in the revision of the Law on Forestry and National Forest Programme, and in the establishment of new PAs (e.g. Wetland PAs and Coastal/Marine PAs).
- Support integration of gender in the development of the three Regional Training Centers for PA management and in their technical training modules for central and subnational staffs.
- Develop a provision for at least 30% for women and marginalized groups to participate in key regional and international workshops; trainings and study tours, in National Committee for Conflict Resolution on PA Management; and in these Forestry inventory team.
- Support women's participation in collaborative efforts to monitor and control unauthorized activities in forest areas, and involve them in forest rehabilitation, restoration programmes and other forest technical activities through investment in formation of women's groups, technical training; social, gender analysis and leadership training and coaching and mentoring; providing equipment etc.
- Promote and support alternative energy technologies that reduce poor women's household and farm workloads, allowing them to participate regularly in the REDD+ and forest management activities.
- Assess the capacity needs of the key implementing PA and PF related staff and stakeholders, particularly at subnational levels from gender perspectives. Ensure educational outreach/awareness programmes and trainings are gender responsive and delivered using participatory tools and methods to increase women and marginalized groups participation in forest and ecosystem restoration/management.
- Expand livelihood opportunities for women and marginalized groups by provisioning targeted resources and budget. For example design and pilot *Win-Win* development for conservation initiatives, such as ecotourism packages for marginalized women (homestays) and support gender integration in the development of the proposed Ecotourism Strategy for the PAs.
- Review the three forest institutions mandates (FA, PA, FiA) from gender perspectives to include gender integration as their roles and responsibilities.
- Improve coordination and collaboration for research, forestry education, resource planning and policy development to increase women's meaningful participation as well as their access to forestry and REDD+ related resources.

# 1. Introduction

## 1.1 Benefit and importance of REDD+

In response to the deforestation and forest degradation causing greenhouse gas (GHG) emissions, parties to the United Nations Framework Convention on Climate Change (UNFCCC) developed “reducing emissions from deforestation and forest degradation in developing countries, and the role of conservation, sustainable management of forests and enhancement of forest carbon stocks” or REDD+ as a climate change mitigation response, designed to incentivize developing countries to reduce carbon emissions from deforestation and forest degradation. REDD+ aims to incentivize developing countries to contribute to climate change mitigation actions in the forest sector by reducing carbon emissions from deforestation; reducing carbon emissions from forest degradation; conserving forest carbon stocks; sustainably managing forests; and enhancing forest carbon stocks.

Developing countries that meet UNFCCC REDD+ requirements receive results-based payments for verified emissions reductions, creating an incentive for these countries to reduce emissions from forests, and invest in low-carbon paths to sustainable development. By implementing REDD+ actions, countries will contribute to conserving their national biodiversity and to the global fight against climate change. In addition to the environmental benefits, REDD+ also offers social and economic benefits. Most recently, it is being integrated into green economy strategies.

REDD+ is also a tool to realize achievement of the transformative 2030 Agenda for Sustainable Development adopted by world leaders in September 2015. The new agenda calls on countries to begin efforts to achieve 17 Sustainable Development Goals (SDGs) over the next 15 years. While REDD+ is directly linked to Climate Action (Goal 13), it can also play an important role towards Responsible Consumption and Production (Goal 12), Gender Equality (Goal 5), Life on Land (Goal 15), and Decent Work and Economic Growth (Goal 8), among others.

In addition to their carbon storage role, forests are valuable in water regulation, soil protection, non-timber forest products including food and fiber, climate regulation and biodiversity. It is estimated that 1.6 billion people depend on forests. As such, by conserving forests, REDD+ offers a broad range of social, environmental and economic benefits to developing countries and forest communities.<sup>4</sup>

## 1.2 REDD+ in Cambodia

Cambodia has been making significant progress in the implementation of its REDD+ readiness phase in fulfillment of its commitment to the UNFCCC to reduce greenhouse gases from deforestation and forest degradation. Various Cambodian national development policies, plans, programmes and strategies will have incorporated REDD+ as part of their strategic agendas and work plans. For example, the third Strategic Objective of the Cambodia Climate Change Strategic Plan (2014-2023) identified REDD+ as a mechanism to ensure climate resilience of critical ecosystems. At the same time, REDD+ has been acknowledged as one of the mechanisms to generate additional financial support for the Royal Government of Cambodia (RGC) to develop and/or strengthen the implementation of its national development policies related to sustainable forest management and poverty alleviation.

From 2008-2016, the Cambodian National REDD+ Programme achieved important milestones and learned

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<sup>4</sup> UN-REDD Programme Fact Sheet, About REDD+

important lessons. These included the understanding that REDD+ has to be mainstreamed within existing and planned national government policies, frameworks, and plans related to sustainable development, resilient agriculture, conservation, and low carbon development pathways.

The RGC has taken significant measures to address climate change in the context of sustainable development, and to improve national coordination mechanisms that will have positive impacts on the sustainable management of forest resources. A Climate Change Strategic Plan (2014-2023) directs how climate change responses are mainstreamed into national, sectoral and sub national planning processes. A National Council for Sustainable Development (NCSDD) was established to address sustainable development issues at the highest level of policy making. The government recognizes that the sustainable management of forest resources will make an important contribution to local livelihoods, generate co-benefits, and build resilience against extreme climate change-induced events.

In 2017 the RGC developed its National REDD+ Strategy (NRS) for the period 2017-2026. NRS takes note of the Cancun Agreements, the Warsaw Framework for REDD+, and the Paris Agreement. Cambodia has strengthened its national forest monitoring system; submitted initial forest reference level (FRL) to the UNFCCC, and undertaken significant analytical and awareness work on establishing a safeguards information system, including a grievance mechanism. The structural framework for REDD+ will enable Cambodia to report its GHG emissions from land use, land use change, and forest (LULUCF) sectors and provide a technical annex to the Biennial Update Report (BUR) to be submitted to the UNFCCC as part of the process to request results-based payments for REDD+ activities. The timeframes for FRL are defined as 2006-2010, 2010-2014 and 2014-2016.<sup>5</sup>

The RGC presented its REDD+ Strategy to the global community at COP21. The strategy articulates a vision, mission, and goal; identifies deforestation trends and causes, and proposes a set of strategic objectives and actions. The cumulative policy impact and effective implementation of actions that will lead to mitigation results, over a period of time, with cross-sectoral coordination, and adequate technical, human and financial resources, will contribute to sustainable development and improved governance and management of forest resources. This is an expression of Cambodia's continued commitment to contribute to national and global climate change mitigation efforts through the improved management of its forest resources.

The RGC's National REDD+ Strategy includes prioritized actions for its implementation to achieve the three strategic objectives and thereby reduce emissions from deforestation and forest degradation while promoting sustainable management, conservation of natural resources and poverty alleviation. Strategic objectives of the National REDD Strategy are to: i) Improve management and monitoring of forest resources and forest land use; ii) Strengthen implementation of sustainable forest management; and iii) Mainstream approaches to reduce deforestation, build capacity and engage stakeholders.

The RGC has developed or is in the process of developing sector strategies, management plans and action plans for protected areas and production forestry as well as flooded forest and mangroves. The success of the NRS is closely linked to the successful implementation of these plans that together cover the total national forest area of Cambodia. The objectives of the NRS and sector management plans are thus complementary; the successful implementation of the sector management plans, such as the National Protected Areas Strategic Management Plan (NPASMP), will determine the success of REDD+ implementation in Cambodia. The NRS that has been endorsed by the RGC builds primarily upon three national policy frameworks that guide

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<sup>5</sup> National REDD+ Strategy, Royal Government of Cambodia (1 August 2016 Version)

forest management: the National Forest Programme 2010-2030 (NFP), the NPASMP and the Strategic Planning Framework for Fisheries 2010-2019 (SPFF). In addition, as part of the process to develop the NRS action plan, Cambodia has developed forest sector strategies/management, action plans and sub-decrees for protected areas, production forestry and flooded and mangrove forest. The NPASMP outlines the management strategies for protected areas governed by General Department of Administration for Nature Conservation and Protection (GDANCP) of the Ministry of Environment (MoE). The NPFS, currently under preparation, will lay out management strategies for future development and sustainable management of production forests overseen by the Forestry Administration (FA) of the Ministry of Agriculture, Forestry and Fishery (MAFF). The FA has issued a sub-decree for flooded forest conservation and is in the process to develop and finalize a sub-decree for the protection of mangrove forests.

Thus far, the initial draft of the NRS Action Plan has built on these sectoral policies and strategies. However, while REDD+ results associated with policies and measures that aim to address drivers of deforestation and forest degradation and the results are measured in tons of CO<sub>2</sub>, the sector policies and strategies may not give high priority to address the drivers often associated with non-forestry sector policies and measures in order to achieve REDD+ results. Not all actions that have high priority for sectoral management plans are equally important for REDD+ implementation and REDD+ results.

To address this gap and to develop a more integrated NRS Action Plan that combines national sectoral and subnational priorities, an in-depth analysis of site-based drivers of deforestation and forest degradation will be commissioned to determine priority areas for REDD+, key REDD+ interventions for both forest and non-forest priorities, institutional roles, actors and potential financial support for implementation (Plan for Advancing NRS Action Plan, Subnational REDD+ implementation and National REDD+ M&E Framework, 2018).

### 1.3 Status of Women in Cambodia

Despite the political, economic and social developments opening up new opportunities for men and women and challenging traditional gender roles, Cambodian society remains largely patriarchal and hierarchical, and women continue to be politically and economically marginalized. Cambodia ranks 96 out of 148 countries in the Gender Inequality Index (GII) with a value of 0.473. Women hold few parliamentary seats (18.1 per cent) and have limited access to education. Half of the female farmers are illiterate or have less than a primary school education (compared to 27 per cent for men).<sup>6</sup> Few Cambodian women understand their constitutional and land rights thereby making them more likely to encounter greater challenges in securing land tenure rights.<sup>7</sup>

Cambodian women comprise 56 per cent of the subsistence farmers and 54 per cent of the workers in market-oriented agriculture,<sup>8</sup> but their labor contributions are often undervalued and they are mostly positioned as unpaid family workers. Access to extension services, credits and markets remain limited for most Cambodians, but women farmers tend to be more marginalized than men due to their limited mobility and time, as well as their exclusion from male-dominated community networks. Food insecurity has been a serious problem for the poor population in Cambodia, in which 90 per cent of whom are living in rural areas. This issue is especially pivotal for rural women who are responsible for 80 per cent of food production.<sup>9</sup>

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<sup>6</sup> UNDP. 2013. Human Development Report: Cambodia. Retrieved on 7 August 2013 from <http://hdrstats.undp.org/images/explanations/KHM.pdf>

<sup>7</sup> USAID Cambodia. 2006. Gender Analysis and Assessment: Volume I: Gender Analysis.

<sup>8</sup> Ibid

<sup>9</sup> SIDA and FAO. 2010.



Forest resources are important for rural livelihoods. It is reported that 41 per cent of rural households in Cambodia obtain 20 to 50 per cent of their total livelihood value from forest use, while 15 per cent of households obtain more than half of their total livelihoods from forest use. Women's harvesting is central to maintaining family livelihoods through the utilization of forest resources. Around 80 per cent of rural women collect non-timber forest products (NTFPs) for household consumption and sale. In forest management, women play an especially important role by engaging in a variety of activities, such as patrolling, conducting forest inventory and collecting NTFPs. Access to and use of forest resources and knowledge is often differentiated by gender.<sup>10</sup> A study in Oddar Meanchey suggests that women and men have specialized knowledge and skills and differentiated access to forest resources. Men tend to access and have deeper knowledge about commercial products such as rattan, resin and honey, while women collect and are more knowledgeable about other resources, such as wild mushrooms, tubers, bamboo shoots, etc. Despite this fact, women have been minimally engaged in decision-making processes related to forest management, and their representation in forest management institutions remains low.<sup>11</sup>

Cambodia has carried out reforms in the forestry sector, particularly after the suspension of all logging concessions by the RGC in 2006. Laws and policies including agreements for community forestry and Community Protected Areas (inside protected areas under MoE) have been issued to decentralize forest governance, recognizing the rights of local communities. The National Forestry Program considers local forest management, especially through community forestry, to be a vital component to reduce deforestation and forest degradation, especially through REDD+ initiatives. These policies present opportunities for greater inclusion of women in forest governance and provision of their secure access to forests. Nevertheless, without proper safeguards, gender disparity could broaden.

#### **1.4 Social inclusion and gender dynamics within REDD+**

The ability to participate in and benefit from REDD+ is often affected by gender, as many REDD+ initiatives are implemented in particular cultural and socioeconomic contexts marked by gender inequality. Numerous reports have acknowledged that REDD+ initiatives should recognize gender-differentiated roles in forest management to ensure effective and equitable implementation and meet the differentiated needs of women and men. Engaging women in REDD+ policies is also a key to successful implementation of REDD+ policies and achieve sustainable results as women have specific knowledge, roles and responsibilities in forest governance. There are at least four key steps in integrating gender into REDD+ readiness efforts: 1) understanding gender-differentiated roles and needs in REDD+; 2) equal representation and meaningful participation of women; 3) secured and equal access to and control over resources; and 4) equitable benefit sharing mechanisms.

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<sup>10</sup> RGC. 2009c. Project Design Document.

<sup>11</sup> Bradley, et.al. 2013. Gender and REDD+: An Assessment in the Oddar Meanchey Community Forestry REDD+ Site, Cambodia. Phnom Penh: PACT, WOCAN, FFPRI and RGC.

## Box 1: Social Group and Gender Concepts

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

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

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

**Social inclusion:** It is a process of that ensures that those at greatest risk of poverty and social exclusion gain the recognition, opportunities and resources they need to participate fully in economic, social and cultural life to enjoy a standard of living and well-being that is considered normal in the society in which they live. It ensures that they participate more in decision-making on matters that affect them and gain equal access to the resources, opportunities and services they need to enjoy their fundamental rights (International Development Partners Group, Nepal, 2017)

**Marginalised Groups:** Different groups of people within a given culture, context and history at risk of being subjected to multiple discrimination due to the interplay of different personal characteristics or grounds, such as sex, gender, age, ethnicity, religion or belief, health status, disability, sexual orientation, gender identity, education or income, or living in various geographic localities (European Institute on Gender Equality)

As noted above, women and men's specific roles, rights and responsibilities, as well as their particular use and knowledge of forests, shape their experiences differently. As such, women, men and youth in many countries, including in Cambodia, often experience the effects of climate change and forest-related actions, such as REDD+, differently. They also often respond differently to corresponding incentive measures and public policy interventions, have different relationships with institutions (international organizations, national and local governments, and traditional authorities) and unequal access to, and control over resources.

Both women and men are key agents of change whose unique but often differentiated knowledge, skills, and experience are vital to successful REDD+ actions. However, given various social, economic, and cultural inequalities and legal impediments, particularly within the forest sector, women (and often other marginalized groups such as the poor, youth, and handicapped, for example), within many societies, including in Cambodia,

continue to experience ongoing exclusion that limit their ability to fully participate, contribute to, and benefit from REDD+ actions.

It is therefore critical that deliberate and meaningful efforts are taken to ensure REDD+ action is inclusive, fair and gender-responsive both in policy and in practice, and at various levels. Given the various socio-economic and political barriers they face, if explicit steps are not taken to incorporate a gender perspective, women and other vulnerable groups are very often unintentionally left out of planning and implementation processes, and their roles and contributions are not accounted for in REDD+ monitoring and reporting frameworks. Such 'gender-blind' activities not only limit the reach and effectiveness of REDD+ activities and reinforce 'business as usual' outcomes, but can actually worsen existing gender inequalities.

Gender-differentiated needs, uses, skills, and knowledge can provide critical data that can then inform and aid in the successful planning and implementation of REDD+. For example, women's subsistence activities and indigenous knowledge of the forest can aid forest-related activities, such as species monitoring, soil management and forest restoration functions, and thus contribute to the sustainable management of forests or enhancement of forest carbon stocks. Understanding the varying roles men and women play can enable a more accurate analysis of the problem—who is driving deforestation, where and how—and also help identify potential solutions while allowing interventions be applicable and relevant at national and local levels.<sup>12</sup>

### 1.5 Gender and REDD+ in Cambodia

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

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

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<sup>12</sup> Eggerts. 2015

egy and subsequent implementation guidelines as they were prepared.<sup>13</sup>

The development of the NRS has taken into account national policies, strategies, and programmes including the Gender and Climate Change Action Plan, 2014-2018. When identifying the drivers of deforestation and forest degradation, the national REDD+ Gender Group was consulted as a key stakeholder. Additionally, decisions to address these drivers will be made by considering potential to involve participation from local communities, especially indigenous peoples and women.<sup>14</sup>

The RGC's Gender Mainstreaming Strategic Plan into the Environmental Sector 2016–2020 recognizes that women are more directly involved in natural environment than men. However, it is observed that women seem have received less information, education and training opportunities than men, especially on the withdrawal and use of, and dissemination on the conservation and protection of natural resources and environment. This issue increases the gender gap in environmental sector, which in turn, is one of the many factors that result in women facing more hardships than men. Specifically, in terms of gender and climate change, the environment sector strategic plan assesses climate change as an emerging issue and recognizes that women are more impacted than men and are different from men. Even though the reduction strategy and adaptation strategy have been developed to solve the problems, they do not adequately mention the differences of climate change impacts and natural disasters on women and men. The participation of women in reducing and adapting to climate change is still limited, which requires special and specific intervention for women. However, Cambodia is making good progress in mainstreaming gender principles in the policies and programmes to achieve gender equity, especially in the development of the gender mainstreaming strategic plan into climate change, which will ensure both men and women are receiving benefits and increasing knowledge on climate change and how to adapt to it.<sup>15</sup>

## 1.6 Objectives of the Assessment/Report

The overall objective of the assessment/report is to support the RGC's inter-ministerial Gender Group's efforts to mainstream gender into the REDD+ Action and Investment Plan. The specific objectives are:

- To assess to what extent gender considerations are addressed within strategic documents, action plans and reports related to the REDD+ Programme in Cambodia, and identify any good practices undertaken and and/or lessons learned on gender which can be used to help inform the National REDD+ Action and Investment Plan that is currently be developed.
- Through field surveys, identify any gender gaps in REDD+ implementation (e.g. in REDD+ demonstration project sites).
- Identify entry points for mainstreaming gender within the RGC's National REDD+ Action and Investment Plan.
- Provide recommendations on how to 1) make the National REDD+ Action and Investment Plan gender-responsive; and 2) continue to collect gender-disaggregated data and track the gender-responsiveness of outcomes within pilot province testing efforts of the National REDD+ Action and Investment Plan.

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<sup>13</sup> UN-REDD, 2017. *Methodological Brief on Gender*. UN-REDD.

<sup>14</sup> National REDD+ Strategy, Royal Government of Cambodia (1 August 2016 Version)

<sup>15</sup> Gender Mainstreaming Strategic Plan into the Environmental Sector 2016 – 2020, Ministry of Environment, RGC

## 1.7 Methodology

The methodology for the assessment included applying an analytical framework that took into consideration some of the critical gender-related barriers and opportunities in REDD+ identified by various studies (e.g., WOCAN, 2013 and 2014; REDD+ Cambodia, 2014) in Cambodia, including: the lack of meaningful participation of women at both community and formal institutional levels, particularly in decision-making processes; lack of awareness on gender; limited budget and capacity for gender-responsive budgeting; limited capacity of human resources at the subnational level; perception that forestry is a man's profession, and the fact that women are primary users of the forests with specific forest management knowledge and skills. To collect this secondary information, a desk review was first conducted. The key documents reviewed include the following.

- The NPASMAP and NPFS, to identify the extent to which the plans have integrated gender.
- MoE's Gender Mainstreaming Strategic Plan (2016 – 2020).
- Implementation reports (e.g. progress reports, mid-term review report, final report, etc.) for the five REDD+ demonstration sites supported by the FCPF, to see how these have integrated gender concerns in design and implementation, and identify good practices and/or lessons learned on gender integration.
- Other gender-related assessment reports, such as the UN-REDD/USAID LEAF/WOCAN country assessments, "The Path through the Woods: Gender-responsive REDD+ policy and action" in "Roots for the future" by Elizabeth Eggerts, and documentation on Cambodia's community-based REDD+ projects and related documents to identify good practices and lessons learned as well as to identify organizations, partners and stakeholders (government, CSOs, NGOs, and private sector organizations) that have supported socially inclusive and gender-responsive national policy processes, consultations and engagement efforts.

**A two-pronged approach** was also adopted to collect and analyze primary data a) at the community level (demand side); and b) at the institutional level (supply side). At the community level, the focus was on the types, levels and areas of engagement/participation; access to resources and control over decision-making. At the institutional level, the focus was on understanding the capacities (knowledge, skills), commitments and accountability of various REDD+-related institutions at national and subnational levels, including the community groups/committees.

**The institutional level analysis** included consultative and participatory approaches with staff and committee members of REDD+ government and non-governmental institutions at national and subnational levels to assess their institutions from a gender perspective. The assessment used elements of the 9-Box Framework (Goverman and Gurung, 2001) to capture the institutional level gender-related gaps and opportunities. For example, gender gaps related to the institutional policies, human resources, gender expertise, planning processes, budget, decision making processes, institutional culture and behaviours were assessed.

**The community level analysis** included a categorization and disaggregation of the community, based on members' different levels of participation engagements/roles in forest/natural resource management (NRM) and access to forest/NRM resources, governance (mainly decision-making), etc. A community cannot be

considered a homogenous group. The needs, priorities, interests, capacities, access, etc., of women and men from different categories of people within families and communities can be different. For example, the needs of a woman-headed household might differ from that of a Khmer woman whose husband has not migrated for work. Similarly, the priorities of an indigenous woman might be different from that of an indigenous man.

**The analysis included an assessment of the material conditions<sup>16</sup> and social positions<sup>17</sup>** of different groups of women and men. For any group of women and men to be able to effectively access and benefit from forestry and REDD+ related resources, both their material conditions and social positions in society must be understood, addressed and enhanced. For example, an indigenous woman's access to forest products and participation in trainings and meetings alone will not ensure her full engagement in REDD+ and benefit sharing.

See Annex 1 for the Detail Methodology.

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<sup>16</sup> **Material Conditions** are the conditions and needs related to the roles women and men play in society. Examples of activities that address the material conditions include reducing household workloads of women, increasing income from forest products, improving technical knowledge and skills in forest management, etc. Material conditions do not address the subordinate position of women in the society.

<sup>17</sup> **Social Positions** are the needs that question the traditional roles that women and men play in society, related to the inequalities in decision-making positions and long-term benefits. Activities that address and enhance social positions include improving access to productive/valuable forest resources, taking up leadership roles by women and marginalised groups, acquiring equal opportunities in forest employment, gaining rights to participate in decisions about forest management, etc.

## 2. Key Findings

### 2.1 Findings from Desk Review

1. National Protected Area Strategic Master Plan (NPASMP)	
Gender gaps	How could gender gaps be addressed?
<ul style="list-style-type: none"> <li>The NPASMP's vision, mission, goals, and principles provide space for gender integration by mentioning that the plan "contributes to poverty reduction", "equitable management", "promote participatory community management", "poor and vulnerable groups of the society". However, it does not explicitly disaggregate the stakeholders by gender, social inclusion and vulnerability perspectives. The stakeholders/local community is considered as a homogenous group. It is unclear which groups of women and men were consulted and targeted.</li> <li>The analysis used in the document to inform and develop the strategy is largely based on technical analyses with limited information and analysis from gender, social exclusion and vulnerability perspectives, resulting in limited integration of gender in the whole document.</li> <li>The institutional arrangements have not adequately considered the gender and social inclusion aspects, such as the provision for gender related working guidelines, adequate budget, technical expertise or specific provisions for participation at subnational levels. Nor did the arrangements specify gender-related institutions for collaboration both at national and subnational levels.</li> <li>The Result Indicator Section of the document does not have strong gender indicators. It includes only a quantitative measurement "Number of PAs...that include gender considerations" and "Number of CPAs that have facilitated access to microcredit opportunities (including women entrepreneurs)".</li> </ul>	<ul style="list-style-type: none"> <li>Expand and establish a working definition of stakeholders/local communities from gender, social inclusion and vulnerability perspectives both at the community and institutional levels. Explicitly mention the categories of women and men to be targeted and engaged by the programme (e.g. Economically poor women and men, Marginalized (differently abled, ethnic minority, geographically remote etc.).</li> <li>The NPASMP and PFSP and their Action Plans should include an embedded Gender Strategy with a working guideline and an Action Plan with dedicated budget that target all steps from vision to M&amp;E. These working gender strategies and guidelines should support and strengthen the NPFMP and PFSP to be gender-responsive and socially inclusive to help government institutions sustain efforts for law enforcement and policy implementation.</li> <li>To develop these gender strategies and working guidelines, adapt them to existing gender mainstreaming guidelines and plans such as MoWA's <i>Gender Mainstreaming Strategic Plan into Environmental Sector (2016-20)</i> in order to develop common gender working guidelines to support the planning, implementation and monitoring both at national and subnational levels. (for example conduct gender analysis prior to the development of the embedded Gender strategies/guidelines/action plans to identify gender gaps and challenges and then integrate and address these gaps in the NPASMP.</li> </ul>
2. Action Plan for Implementing NPASMP	
<ul style="list-style-type: none"> <li>The stakeholders and target groups/beneficiaries are not defined and disaggregated from gender and social inclusion perspectives and hence it is unclear as who will have more access and benefits from the</li> </ul>	<ul style="list-style-type: none"> <li>Within this assessment also include an <b>Organisational Assessment from Gen-</b></li> </ul>

<p>NPA and its resources.</p> <ul style="list-style-type: none"> <li>• The activities under capacity building has very limited activities to improve knowledge and skills related to gender and participatory methods and approaches.</li> <li>• The Action Plan does not have specific activities, indicators, targets and budgets related to gender and social inclusion.</li> </ul>	<p><b>der Perspectives</b> to assess and identify gender related gaps and opportunities within institutions (assess gender budget, capacities/expertise, human resources, decision making processes, culture, etc.) both at <b>national and subnational levels</b> and include the recommendations in the implementation management plan.</p>
<p><b>3. Production Forestry Strategic Plan (PFSP) and Action Plan</b></p>	
<ul style="list-style-type: none"> <li>• As in the case of NPASMP the vision, mission, goals and objectives of the PFSP has limited space for gender integration and social inclusion. It mentions: "contributes to socio-economic development of Cambodian people"; "promote participatory community engagement"; "promote active participation of rural people". It does not specifically mention gender and social inclusion and considers its stakeholders and beneficiaries as a homogenous groups – e.g. uses phrases, such as "Cambodian people", "community", "rural people".</li> <li>• Although the PFSP has a specific objective to "promote active participation of rural communities", the analysis largely focuses on the technical aspects of forest management and less on the situation of the different groups of women and men. This has made the Plan more "protection/enforcement focused" with limited space for and investment on engaging different groups of rural women and men.</li> </ul>	<ul style="list-style-type: none"> <li>• For example, the Gender Guidelines and Action Plan could include: specific clause for quotas to increase women's participation; Train and mentor to improve skills within local institutions on gender, participatory methods, etc. Revise and strengthen NPA management plans to be inclusive from gender and social inclusion perspectives; Gender responsive M&amp;E with concrete outcome level indicators; Development of a coordination and partnership plan etc.</li> <li>• The Result Indicator section of the PFSP and NPASMP should be revised to include concrete gender indicators with budgets. The indicators should be at immediate and intermediate outcome (change) levels.</li> </ul>
<p><b>4. i) Final Evaluation Report - Protected Area REDD+ Demonstration Site Implementation; ii) Final Evaluation Report – Production Forest REDD+ Demonstration Site Implementation; iii) Final Evaluation Report - Fisheries REDD+ Demonstration Site Implementation</b></p>	
<p><b>Gender gaps</b></p>	<p><b>How could gender gaps be addressed?</b></p>
<ul style="list-style-type: none"> <li>• The analytical framework and methodology used to conduct the final evaluation has not considered the social, gender and community participation dimensions of the project. The evaluation team also did not have gender/social expertise to evaluate the project from these lenses. Hence the evaluation report is silent from these aspects and does not provide analysis, information and recommendations related to gender, community participation and benefit sharing. It is unclear about which groups of women and men are</li> </ul>	<ul style="list-style-type: none"> <li>• Several experiences show that active engagement of local women and men in forest management contribute in making the government's efforts effective and sustainable. Thus, it is important to design policies, and programmes that recognize them as key stakeholders and invest in increasing their active participation. This can be done by: <ul style="list-style-type: none"> <li>• Including specific activities to increase the local women and men's motivations</li> </ul> </li> </ul>



<p>engaging/benefiting or not engaging/ benefiting from the project.</p> <ul style="list-style-type: none"> <li>• Although the focus of the demonstration site projects seems to be largely technical and on the protection of the forests and natural resources, it provide limited spaces for community engagement and social development. Its goals and objectives focus on expanding livelihoods of the forest dependent communities and strengthening capacities of staff and local communities on REDD+. It encourages holding dialogues with the local stakeholders.</li> <li>• As in the case of NPASMP/PFSP, the community/stakeholders are considered as a homogenous group and not disaggregated by socio-economic categories of gender, ethnicity, geographical location, etc. This can make it difficult to identify and target the key players and reach out to the disadvantaged and marginalised women and men to understand their needs, priorities, interests and capacities related to forest management.</li> <li>• The majority of activities in all the three demonstration sites are largely technical and protection oriented with limited investments in gender and social development. This can limit the engagement of women and disadvantaged men in forest management.</li> <li>• The recommendations also focus on the protection and technical management of the forests with less attention on the engagement of local communities particularly socially and economically disadvantaged women.</li> </ul>	<p>and incentives to conserve forests;</p> <ul style="list-style-type: none"> <li>• Improving awareness and technical knowledge/skills of marginalised women and men on sustainable forest management to increase their participation, access to resources and decision-making;</li> <li>• Improving leadership skills of women;</li> <li>• Assisting equitably women and men from forest communities to sustainably use forest to increase their incomes and benefits from forests;</li> <li>• Strengthening of social and gender related knowledge, and skills of the government and NGO staff to reach and mobilize the local communities, particularly marginalised women and men;</li> <li>• Integrating gender and social development into the entire project cycle from design to M&amp;E.</li> <li>• As in the case of NPASMP and PFSP the community should be categorised based on their gender, social status, economic conditions, geographic location, etc. A working definition of the community can help the project to target and understand the needs, interests, priorities and capacities of the stakeholders and ensure that the resources, both external and from the forests, are equitably accessed. This can also help in effectively integrating gender and social inclusion in the design, planning, implementation and M&amp;E of any projects/programmes.</li> <li>• A gender action plan with dedicated budget and outcome level gender indicators can ensure the integration of gender in the implementation of the projects.</li> </ul>
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## 2.2 Findings from Field Work

### 2.2.1 Institutional Level Findings

#### a) National Level Findings

Gender integration initiatives of the MoE, MAFF and its departments is noteworthy and needs to be further expanded and continued both at the national and subnational levels.

- The creation of the inter-ministerial REDD+ Gender Group in 2014 has helped to address some of the gender gaps and barriers identified in previous gender analyses. The Gender Group has also successfully built awareness on gender issues among members of the RTF, consultation group and technical teams, as well as provided gender-specific inputs to the NRS to help inform the development of the NRS. The role of the REDD+ Gender Group in REDD+ implementation still, however, can be further defined, in order for them to be able to play a more active role in implementation.
- The ministries involved in REDD+ (MoE, FiA, FA, etc.) have undertaken various efforts to help promote the integration of gender into the work they support. MoE, MAFF and its departments have provisioned for gender through its strategies, action plans and activities. To illustrate, the MoE, to help contribute to reducing gender gap and promoting that benefits equally reach men and women, the ministry has developed a gender mainstreaming strategic plan for the environmental sector for the period of 2016-2020. Additionally, MoWA has developed a number of mechanisms, such as gender guidelines, Joint Monitoring Indicators (JMIs 2014-2018), Technical Working Group-Gender, gender training etc., to integrate gender in 24 sectoral ministries, based on the series of CFAs (Cambodian Gender Assessment) and five year strategic plans.<sup>18</sup> Also, as noted above, the ministries have some budget they can and do allot to supporting the integration of gender. But it is unclear how much exact budget (in terms of amount or part of overall budget) is used and allotted to support such activities by the ministries. Through the fieldwork, it was evident that, while these good efforts to promote gender integration are in place, additional budget allocation, human resources and monitoring and evaluation plans to support these existing mechanisms on gender can ensure their proper implementation.

**The awareness and motivation among the national and subnational level of MoE, MAFF and its departments staffs to integrate gender is high.**

The awareness and motivation among the national and subnational level staffs to integrate gender is high. By improving the skills and knowledge of these technical staff on gender analysis and integration in planning, implementation and M&E, and participatory methods and approaches can enhance their capacity to effectively integrate gender into their work.

*A district FA officer from Kampong Thom said: "I want to engage more community women in forest management work, but I find it difficult to mobilize and convince them to participate. I also want to be trained as the ADF staffs (local NGO) who are good at engaging women."*

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<sup>18</sup> Cambodian Gender Assessment (2014); Neary Ratanak IV (2014-2018).

**Need for making the technical plans, strategies and decision-making processes more gender responsive.**

- Strategies, plans and decision-making processes within the MoE, MAFF and its departments are largely technical, wherein more attention needs to be given to social inclusion and gender integration.

**Responsibilities for gender integration within the technical sectors (MoE, MAFF) need to be clearly specified.**

- Although MoWA and REDD+ Gender Group supports the MoE and MAFF to integrate gender and social inclusion, it should also be the responsibility of the technical staff along with their technical priorities to integrate gender. By clearly specifying in the job responsibilities of the technical staff and providing them with the mandate to integrate gender it can ensure effective gender integration in technical activities.

**Need for more gender integration activities, in addition to the capacity building activities for both national and subnational stakeholders or partners.**

- There have been ample capacity building activities on gender in the concerned institutions (MoE, MAFF and their departments). In addition to these by giving attention to and investment in improving women's participation, access to forest-related resources and decision-making processes and recognizing their contributions in forest management, it can ensure effective gender integration. In most cases gender-related activities were typically short awareness workshops or planning and sharing events supported by donors and projects, which mainly focused on the national level staff, and less on subnational level staff or partners. Due to the large number of gender and non-gender related REDD+ events and training workshops, training/workshop fatigue was observed among national level staff – making it challenging for them to invest time and interest in the trainings/workshops.

#### **b) Subnational Level Findings**

**Subnational level guidelines and action plans of sector strategies of MoE, MAFF and MoWA have high considerations to enhance community livelihoods and participation and can be more effective with dedicated budget and human resources support.**

- MoE, MAFF and MoWA have developed guidelines and action plans for the implementation of sector strategies and plans at subnational levels with high consideration to enhance community livelihood and encourage participation. Given existing gender and social inequalities within the country, these guidelines and plans cannot be inclusive without the integration of a gender perspective. As they currently stand and per fieldwork, they are gaps in human resources, wherein there is limited staff with gender expertise as well as dedicated budgets for gender, making the possibility for gender integration more challenging.

**Women are encouraged to participate by the subnational level forest and development related authorities and project implementers, but participation of women in forest management activities is still low.**

- Findings from the field revealed that many project implementors and relevant local authorities encourage women's participation in project activities, particularly in general meetings and tree planting. For all sites

visited, on average, 60-70% of participants in these activities were women. While this is encouraging, participation of women in forest management activities or technical training or aspects (such as patrolling, forest inventories, using GIS, etc.) can be improved.

**Forest management has been perceived as technical work at subnational levels and considered to be challenging for women to participate.**

- In relation to the findings from different gender workshops, trainings, forest related events and assessments, the field work also demonstrated that women seem to participate only in certain activities, and are still largely absent from more technical aspects and activities of REDD+. It seems that efforts to promote women's participation is restricted to a few specific activities, wherein women's role is stereotyped around the current roles they play in communities. For example, women staff and committee members at the subnational levels in the forestry sectors are often perceived by their male technical staffs and committee members to be physically weak with limited technical skills, knowledge and confidence and are often not encouraged to engage in forest management technical activities.

*A commune council chief in Kampong Thom said: "Forest management is men's work. Women are physically weak to patrol and is dangerous for them. They are also not interested and if we try to include them its more work for us to ensure their safety."*

**Most of the subnational level women staff and women community members feel that they do not have the confidence and capacities to participate in forest management technical activities.**

- Women staff and committee members in the research sites felt that they do not have the confidence and right set of skills to perform technical forest management tasks. This illustrates the need to ensure that stakeholder engagement activities are implemented in a more inclusive and gender-responsive manner, so that women and men are more equitably involved in all REDD+ related technical activities.

*A women from Pursat Province: "I do get invited sometimes in the forest management meetings, but I don't participate as I feel very awkward to speak as I don't understand and know much about the meeting agendas. Besides, I am also very busy with my household chores."*

**Though the strategies and guidelines for the commune level development and forestry related institutions do not discriminate women from engaging in all aspects of the programme/project implementation, making more investments for gender integration or women's participation in technical activities can make the implementation effective.**

- In the research sites, it was observed that the roles and responsibilities are highly gendered, with women mainly responsible for secretarial/administrative or social/livelihoods related tasks and with men more engaged with forestry related activities such as participate in planning, decision making, technical discussions, patrolling, land demarcation/ conversion etc (Table1). Following are some examples of the types of gender integration initiatives of the subnational level forest and development related institutions.
- The commune development plans have strong gender focus, where the elected 2<sup>nd</sup> Deputy Chief has a specific mandate to assist activities related to social affairs and public services. In cases where women

was not elected as the 2<sup>nd</sup> Deputy Chief, the commune hires a women staff from its budget to carry out this gender and social relates tasks<sup>19</sup>. The Commune Council Committees were found to include at least two women in each committee to handle the social activities such as birth registration, health care, divorce, and violence against women cases. These same roles were reproduced among the women members in the Community Forest Management Committees (CFMCs) as well. This dynamic can limit women staff/members from participating, contributing and benefitting from the technical aspects of local development and forest management.

- The existing subnational level guidelines<sup>20</sup> mention that women are encouraged to participate, but the field observations revealed that it is not mandatory for these institutions to consult with and target women and marginalized groups and submit socio-economically disaggregated reports.
- Under the Ministry of Planning, the RGC has a system of providing identity cards (ID) to the poor based on a set of criteria. The responsibility of identification of the poor are given to the Commune Council members who use these criteria and their own judgment and experience to select the poor. However, these identified categories of poor were not usually identified or targeted by the projects, including the REDD+ demonstration projects. During the interviews with women and men (non-committee members) they said that in most of the cases 50% of the poor ID card holders were non-poor – owning land, motorbikes, and livestock, and usually were relatives or friends of the Council Development Committee members. The same pattern of exclusion was observed among the CFMC members in the delivery and distribution of REDD+ resources.

**Table 1: Forest management tasks as described by CFMC Chief in Pursat Province**

Forest Management Tasks	Women	Men
1. Poles and fencing		X
2. Forest Patrolling and monitoring		X
3. Forest inventory		X
4. REDD+ Training (GPS, reporting, DRR, inventory)		X
5. Meetings – Local level	X	X
6. Meetings – Province and national levels	X	X
7. Annual Planning		X
8. Identifying plots/zoning		X
9. Plantation	X	X
10. Land demarcation		X
11. Coordination with local authority		X
12. Preparation/arrangement of snacks during events/meetings	X	

<sup>19</sup> <https://www.social-protection.org/gimi/RessourcePDF.action;jsessionid=nYE-hA914hZ5P0hkXH3-EWdr1rZKqtQC7DvDMAv9IHDzr5x40jAI-1920585729?id=40839>

<sup>20</sup> MoE, 2017. Guideline on Procedure and Process of Community Protected Area (CPA)

The stakeholders and beneficiaries are considered as a homogenous group (in strategies, guidelines and planning) and by categorizing them from socio-economic and geographical diversity perspectives, it can enhance effective inclusion.

- The stakeholders and beneficiaries are not categorized from gender, age, ethnicity, socio-economic and geographical diversity perspectives. This can result in excluding the poor, socially and geographically marginalized women and men from REDD+ and forest management activities.

The cooperation and coordination between the subnational level forest related institutions and community management committees' exists but can be further strengthened.

- The cooperation and coordination between the subnational level forest technical institutions and community management committees' can be further strengthened to support gender integration and capture the learning to feed into their respective projects/programmes. The Commune Council Development Committees (CDC) and the Community Forest Management Committees (CFMC) are the two committees that have direct access to the Forest Administration offices and presence in the community. However, there is no clear mechanism for these two committees to support the implementation of FA's activities, besides patrolling and reporting of illegal activities. The FA directly implements its activities in the community with limited resources and skills, so it is challenging for them to ensure local participation, particularly by that of women and marginalized groups. The lack of resources and participatory skills and methods of the CFMC members and forest related frontline staff have made the task of engaging and mobilizing the local community difficult.

### **c) Community Level Findings**

There was a perceived low level of representation and participation of women and vulnerable groups in REDD+ and forest management related activities and decision-making forums, mainly due to the following reasons:

- Non-recognition of diversity within the community from gender, ethnic, economic and geographical perspectives; diversity from these perspectives is not often recognized in the REDD+ and forest management. This then can result in the exclusion of marginalized women and men in both technical and decision-making aspects of REDD+ and forest management.
- Women's high household workload due to the gender roles that stipulate that outside work is to be done by men and household work by women has also played a key role in restricting women's mobility and hindered them from participating in REDD+ and forest management activities. Women are unable to take advantage of the opportunities, even when they are on their doorstep.

*A woman from Pursat said: "I was offered to participate in a home garden meeting in the village, but I could not go, as there was no one to take care of the livestock at home".*

Both advantaged and marginalized women often have poor access to the REDD+ and forest related resources and decision-making processes due to the following reasons:

- Although MoWA has established women's groups at the subnational levels, there is still limited "invited spaces" (forums/user groups/ women's groups) for organizing and mobilizing women and marginalized

groups to engage participate and benefit from REDD+ and forest related resources. The existing mechanisms in the community do not provide a platform for communities to meet on a regular basis. This can then restrict the different consultation processes from being participatory and inclusive and discourage women to organize in groups to make demands and benefit from REDD+ and forestry related resources.

- Women's representation in key decision-making positions in the REDD+ and forestry related committees are very low or insignificant. The study showed that groups or individuals that had more advantaged identities or situations, such as being males in leadership positions, with networks, exposure, education and financial and physical assets, were found to be actively participating in and benefiting from the REDD+ and other development activities. Most of the activities in the REDD+ demonstration sites were not appropriate for or relevant to marginalized women and men (Table 2). For example, the REDD+ demonstration project provided the Angklong village people with five bio digester plants for piloting, but none of the marginalized women and men could benefit from it, as they did not have live-stock, land and matching funds. The project provided USD 400 subsidy and required the villagers to pay USD 100 - CFMC chief from Angklong Village in Pursat province.

**Table 2: Recipients of the REDD+ Demonstration Project Activities in Angklong Village in Pursat Province**

REDD+ Resources/Activities	Advantaged Women	Marginalized Women	Advantaged men	Marginalized Men
1. GPS Material, Camera, wireless etc.			X	
2. Bio-digester			X	
3. Fish feeding pond	X		X	
4. Home Garden (HG) training/inputs	X		X	
5. Forest Nursery establishment	X		X	
6. Planning and monitoring meeting/discussions			X	
7. Meeting (Siem Reap, within village, Pursat)			X	
8. Forest Patrol			X	
9. Training (Tree plantation, HG, GPS, land demarcation, coding, fire control etc.	X (tree Plantation only)		X	
10. Gender Training/workshop	X		X	
11. Manufacturing poles, sign board,			X	

**Women from both advantaged and marginalized groups have poor access to information, resources, CFMC committees and decision-making processes related to REDD+ and forest management despite having access to communications and transportation facilities (cell phone, motor bikes).**

- The first line of recipients of the information from the project, government and other external sources are the CFMC or the CDC chairperson and members. They decide about how, when and to whom the information should be disseminated. Since the existing REDD+ and forest management related activities are largely technical in nature, women and particularly the marginalized women are not the ideal stakeholders. Even women members of the CFMC were not informed adequately and on time about key planning meetings. Women are informed to participate usually when the organizing authorities explicitly ask for women's participation. For example, some REDD+ related training workshops held in the provinces require at least 20% women's participation and in most of the cases more advantaged women who are members of the CFMC participate.
- The invitations for the consultation meetings in the community are usually through word of mouth and broadcast via microphones just before the meetings. Most of the marginalized women and men who are laborers or busy at home do not get the information and also do not fully understand the information passed through the microphones to be able to prioritize and plan their participation. Usually the venue of the meetings and events are also not close to their homes. The large consultation meetings also do not incentivize the participants as in the case of other meetings or events.

*CFMC women member from Kulen National Park said " I have a cell phone and a motorbike but still I was not informed on time about the meeting that was held to plan the implementation of the REDD+ activities in our village. I missed the meeting".*

**Women, particularly from the poor and marginalized groups, often did not seem to have confidence and capacities to participate in forest management activities.**

- Due to the traditional roles of women (household/indoor work), they do not have adequate exposure to understand the value and incentive of participating in forest management. For example, the election of CFMC members is open to all and the local leaders encourage women to stand for elections. But women usually do not join as they see it as an extra burden with no incentives. They feel that that they will be ridiculed in the meetings as they have no skills and confidence to speak and their husbands would also not allow them to participate. However, most of the women interviewed said that if they are informed on time, invited and incentivized, they would participate even if it means leaving their house for a longer period of time.

*A group of women from Kampong Thom said: "If more women are included in both the patrolling and in CFMC committees and are trained and paid as men, then we are happy to participate and our husbands might allow too. Right now we feel that we are closely scrutinized and feel insecure to speak and give our opinions. When we speak we are always corrected by men and told to assess the implications of our statements before speaking".*



### 3. Recommendations

Recommendations are divided into two sections as follows.

#### 3.1 Overarching Recommendations for MoE and its departments and draft National REDD+ Action and Investment Plan/ NPASMP/PFSP

The MoE and REDD+ Taskforce Secretariat can work with the REDD+ Gender Group, MoWA and with relevant institutions to develop a common working gender strategy that can be easily embedded in the NRS-AIP and PA and PF management plans. The working strategy could be based on the findings and recommendation of this report on “Mainstreaming Gender into Cambodia’s REDD+ Action and Investment Plan”. The strategy could have an adequate and dedicated budget and action plans with concrete gender activities, outcomes and indicators and process to measure results. The gender strategy should include:

- Define vulnerable groups in the context of Cambodia and REDD+: A working definition of the vulnerable groups in the Cambodian and REDD+ contexts needs to be defined, e.g. the community and stakeholders needs to be disaggregated by gender, ethnicity, geographical-remoteness, and economic status. The definition of vulnerable groups needs to be developed in consultation with the national, subnational and local communities. This definition should be used to identify and include representatives of the vulnerable groups in designing, planning, implementation and monitoring/reporting for all REDD+ related programmes and activities.
- Determine a quota for vulnerable groups/women: Based on the definition of the vulnerable groups, a quota for participation of women and the most vulnerable groups also needs to be determined.
- Systematically integrate gender in institutional and programme cycle levels: The gender strategy should provide a clear policy direction and resources to systematically integrate social inclusion and gender into the REDD+ and forest institutions at all levels (national, provincial, district and commune) and in all stages of the programme/project cycle management (design, planning, implementation and M&E). It should integrate social and gender goals and outcomes in the technical results and outcomes of the REDD+ and forest-related programmes and projects. While developing social and gender outcomes, participatory approaches should be used to improve the diversity of stakeholder engagement. The programme monitoring and evaluation system needs to capture higher level social outcomes to include both those that are intended and unintended.
- Hold the national and subnational level senior management, programme and project supervisors should be held accountable: Terms of Reference (ToR) and appraisal systems should incorporate responsibilities for social and gender results in programming and delivery.

**Strengthen the national level REDD+ Gender Group to guide and support the MoE, MAFF’s technical staffs and stakeholders at national and subnational levels to integrate gender.**

- REDD+ Gender Group should be strengthened with formal mandates and ToRs and adequate financial resources to facilitate and guide the implementation of the NRS-AIP. Sector-wise **gender focal points or gender groups** at the subnational levels also needs to be designated with ToR and appraisal systems that incorporate responsibilities for social and gender results in delivery. Coordinate with MoWA’s Gender Working Group (GWG) to strengthen linkages between the national and subnational level GWGs to sup-

port REDD+ planning and monitoring. These groups could also be developed as a pool of gender resource persons.

### **Create or strengthen an informal network of local resource persons at the district and commune levels.**

- A pool of local resource persons (LRPs) from the government and NGOs with skills on gender and social inclusion and participatory approaches together with technical skills can support women's participation and access to REDD+ and forest management related resources. A pool of local resource persons (LRPs) from the government and NGOs with skills on gender and social inclusion and participatory approaches can support women's participation and benefit sharing from REDD+ and forest management. The CFMC executive members need to be informed about the LRPs, so that they know they are available as a resource; potential LRPs will first need to be screened to see they are available. Then these LRPs, together with the Forest Management Committee Executive Members, should be trained on inclusive leadership methods to increase and improve downward accountability towards women, particularly from marginalized groups. At least 50% of the LRPs should be women. The network of LRPs can be institutionally linked with the national level REDD+ Task Force and REDD+ Gender Group as well as the proposed subnational level GWG and Gender Focal Points to support and learn from each other.

### **Support the formation of community level women's groups or platforms to ensure their participation and to recognize them as key stakeholders in REDD+ and forest management.**

- Pilot the formation of women's groups in selected PAs and PFs and use the experiences to scale-up in the next phases. Organize and train local women, particularly the marginalized women to form groups and strengthen them through technical and gender/leadership training and coaching (e.g. on group organization, leadership, REDD+ related technical training) and inputs so they meet regularly and participate in and benefit from REDD+ and forest-related resources. For example, the women's groups in the PAs could be tied-up with the eco-tourism management groups.

### **Develop a capacity development package to enhance gender integration.**

- The package should be integrated with the REDD+ related technical capacity building component. It should include training on analytical capacities, methods and tools for gender and social inclusion, including topics, such as gender and social analysis, gender integration, organizational assessment from a gender perspective, leadership, etc.
- The focus of the capacity development package should be on improving the capacities of the subnational level REDD+ and forest staff, particularly the frontline staff<sup>21</sup>, to integrate gender and social inclusion into their REDD+ work. This package should also be linked with the proposed three Regional Training Centers for PA management and embedded in the NRS-AIP (NPASP and PFSP).

### **Support the Monitoring Information System (MIS) to capture gendered outcomes.**

- MIS of REDD+ and forest institutions in establishing a monitoring system that captures gendered outcomes (immediate and intermediate levels). The MoE/REDD+ Taskforce Secretariat needs to introduce spaces to

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<sup>21</sup> Frontline staffs: both government and NGO staffs and stakeholders responsible for direct delivery of resources and engagement with the community.

track learning and change on gender through its existing reporting systems or by conducting gender outcome mapping in every progress reporting. The learning then needs to be fed into the planning cycle of the project/programme.

### **Generate and share knowledge on gender integration.**

- Gender-related challenges and learning should be fed back into the planning process, and disseminated through publications and other knowledge-sharing events at national and community levels. For example, by developing a knowledge management strategic plan on gender and REDD+ which can be tied MoE's and MAFFs existing knowledge management/communication plans and efforts as well as to monitoring and evaluation processes or functions.

### 3.2 Specific Recommended Actions for Gender Integration in the draft NRS + AIP/NPASMP/PFSP

NPASMP and PFSP Strategic Objectives	Recommended Actions for Gender Integration in NRS-AIP/ NPASMP/PFSP	Responsible	Resources	Priorities
Strategic Objective NRS 1: Improve management and monitoring of forest resources and forestland use.				
<p><b>NPASMP: SO 1.</b> Prioritize and Strengthen Conservation</p> <p><b>SO 1.3.2 NRS</b> Raise awareness for law enforcement among local authorities and communities.</p> <p><b>SO 1.2.4. NRS</b> <b>SO 1.3.2 PF</b> Establish a Forest Resource Management Information System (FRMIS) as supplement to the</p>	<p>1. Support to integrate gender in the preparation of the PA Management Plans; update and amend Law on Forestry and National Forest Program and in the establishment of new PAs (e.g. Wetland PAs and Coastal/Marine PAs). This should include the following:</p> <ul style="list-style-type: none"> <li>• Provision for gender specialist/focal point in the preparation team;</li> <li>• Review draft plan from gender perspectives;</li> <li>• Ensure the PA mgt. Plan has gender outcomes, activities, indicators and dedicated budget that respects and recognizes the roles, contributions and meaningful participation, benefit sharing of women, particularly marginalized women.</li> <li>• Define the stakeholders/community from gender, ethnicity and poverty aspects; designate mandatory quota, <b>at least 30%</b><sup>22</sup> for women's inclusion across REDD+ and Forestry related activities (in key decision-making positions, membership, consultation and awareness raising processes, forestry technicians, local resource persons, recipients of resources- patrolling equipment, technical training etc.)</li> </ul> <p>2. Develop and implement Gender &amp; Social inclusion responsive materials, approaches and methods:</p>	<p>GDANCP/ GDLC with support from. REDD+ Gender Group, MoWA, conservation NGOs GDLC, FA, FI, MAFF.</p> <p>FiA and FA national &amp; subnational level</p> <p>GDANCP, ELC &amp; SLC holders, forest communes GDANCP, MAFF, MoE with support from NCSD,</p>	<p>Gender Specialist from REDD+ Gender Group, MoWA and time of national and subnational key staffs:</p> <p>Gender Focal Points, Gender working groups and local women and men.</p> <p>Dedicated Budget: to implement activities in the Gender Action Plan and Capacity Development Strategy</p>	<p>1. High</p> <p>2. High</p> <p>3. High</p>

<sup>22</sup> 30% quota for women and marginalized groups: experiences from other countries show that 30% quota is a good starting point to increase the engagement of women in forestry sectors. In Nepal the Community Forestry started with 33% and went up to 50%.

<p>existing National Forest Monitoring System</p> <p><b>PFSP SO1.</b> Strengthen the forest governance framework</p>	<ul style="list-style-type: none"> <li>• Awareness raising/outreach packages to include women &amp; marginalized groups in PA, PF law enforcement and REDD+ activities and utilize a gender-responsive approach on language, materials, time, venue, information etc.);</li> <li>• Regular capacity building (training, coaching) on social and participatory methods and skills of field staffs and partners</li> <li>• Clarify tenure rights in ELC<sup>23</sup>s and community forests and develop procedures for monitoring and compliance assessment with Gender and Social Inclusion criteria</li> </ul> <p>3. Provision for at least 30% for women and marginalized groups to participate in key regional and international workshops; trainings and study tours, in National Committee for Conflict Resolution on PA Management; Forestry inventory team.</p>	<p>REDD+ Gender Group, MoWA</p>		
<p><b>Strategic Objective 2. NRS - Strengthen implementation of sustainable forest management</b></p>				
<p><b>NPASMP: SO2</b> Enhance Sustainable Management</p> <p><b>PFSP SO2.</b> Support the production of wood and NWFPs through reforestation, forest rehabilitation and planted for-</p>	<p>4. Integrate gender in the 1) establishment of new PAs (e.g. Wetland PAs and Coastal/Marine PAs); and 2) guidelines on forest management planning by referring to the Gender Strategy/working guideline/Gender Action Plans<sup>24</sup> developed and embedded in the NRS-AIP for NPASMP and PFSP (e.g. ensure at least 30%<sup>25</sup> women and marginalized groups in the executive committees of the Wetland mgt. committees; recognize them as one of the primary stakeholders by including them in the list of key stakeholders, access to forestry and REDD+ resources and benefit sharing, etc.).</p> <p>5. Support women's participation in collaborative efforts to monitor and control unauthorized activities in forest areas in forest rehabilitation</p>	<p>GDANCP with support from gender specialists/focal points from REDD+ Gender Group, MoWA.</p> <p>FA, FiA, GDANCP, MAFF, MoE with support from REDD+</p>	<p>Trainers with participatory knowledge and skills;</p> <p>Technical trainers;</p> <p>Dedicated Budget</p>	<p>4. Medium</p> <p>5. High</p> <p>6. High</p>

<sup>23</sup> ELC: Economic Land Concession: An economic land concession (ELC) is a long-term lease that allows a concessionaire to clear land in order to develop industrial-scale agriculture, and can be granted for various activities including large-scale plantations, raising animals and building factories to process agricultural products.

<sup>24</sup> Gender Strategy/gender working guidelines/gender action plans – to be developed based on the recommendations of this assessment and to be embedded in the NPASMP and PFSPs.

<sup>25</sup> 30% benchmark to be decided by the MoE/Projects after consultation. Countries commonly adopt 30-33% benchmark as a starting point (e.g. Nepal started with 33% and moved to 50% representation of women in Community Forestry User Group Committees).

est management	<p>and restoration programs through investment on formation of women's groups, technical training; social and gender analysis; leadership training, coaching and mentoring; providing equipment etc.</p> <p>6. Promote and support alternative energy technologies that reduce poor women's household and farm workloads and allowing them to participate regularly in the REDD+ and forest management activities. Existing REDD+ demonstration site's alternative energy technologies such as the bio-digesters should be assessed to see if these could be made more accessible and relevant to poor and marginalized women and men.</p>	Gender Group, MoWA; conservation and development NGOs		
<b>Strategic Objective 3. NRS - Mainstream approaches to reduce deforestation, build capacity and engage stakeholders</b>				
<p><b><u>NPASMP: SO3.</u></b> Expand Community Participation and Benefits</p> <p><b><u>PFSP: SO3.</u></b> Promote the active participation of rural communities</p>	<p>7. Assess the capacity needs of the key implementing PA and PF related staff and stakeholders, particularly at subnational levels, from gender perspectives. Ensure educational outreach/ awareness programs and trainings are gender responsive and delivered using participatory tools and methods to increase women and marginalized groups participation in forest and eco-system restoration/management.</p> <p>8. Expand and strengthen collaborative management mechanism and Community Forestry (CF) options as well as simplify CF Management planning and approval procedures to include women and marginalized groups.</p> <p>9. Expand livelihood opportunities for women and marginalized groups by provisioning targeted resources and budget. For example:</p> <ul style="list-style-type: none"> <li>• Increase employment opportunities associated with ELCs and other private sector investment activities in PF;</li> <li>• Support gender friendly technologies to enhance agricultural yields;</li> <li>• Encourage gender friendly multi-tiered land-use in agroforestry production systems;</li> <li>• Support and facilitate women-owned small business development and access to microcredit initiatives associated with processing and marketing of NWFPs, handicrafts and traditional medicines, home-based</li> </ul>	<p>GDLC with support from GDANCP and MoWA</p> <p>GDLC with support from MAFF</p> <p>GDLC with support from private sector/ tourism companies, NGOs and MoWA</p> <p>FA, FiA, GDANCP at national &amp; subnational level, MAFF, MoE, forest community organizations, NGOs and MoWA</p> <p>FA national &amp; subnational level, MAFF, ELC holders, CTIA,</p>	<p>Experts on eco-tourism and gender (homestays management; eco-tourism management);</p> <p>Private sector – hotel/lodge management (cooking, environmentally sensitive mgt. governance)</p> <p>Dedicated budget for homestay management and eco-</p>	All High

	<p>forest nursery, livestock and poultry, bio-briquettes from waste organic materials, etc.</p> <p>10. Support to integrate gender in the development of the Ecotourism Strategy for PAs</p> <p>11. Design and pilot <i>Win-Win</i> development for conservation initiatives to equitably engage women and men in REDD+ and forest management and empower them through improving their income and leadership skills. Design and pilot at least 2 conservation based economic empowerment programme (package) particularly for marginalized women. For example pilot a project on <i>'Women's Economic Empowerment through -Eco-tourism in the Protected Areas'</i>. Such pilot activities could centre around direct and indirect tourism related initiatives, such as formation of inclusive eco-tourism management committees with women (as majority of the members); training and coaching equitably local women and men on managing environmentally friendly home-stays such as home-stay management, nature guides, business literacy, home gardens, livestock, soft loans for poor women etc.;</p>	<p>NGOs women's groups</p> <p>GDLC/GDANCP with support from Ministry of Tourism</p>	<p>tourism management for women and marginalized groups</p>	
<p><b>NPASMP:</b> <b>SO4:</b> Strengthen Institutional Capacity and Collaboration</p> <p><b>PFSP: SO4:</b> Strengthen institutional capacity and inter-institutional collaboration</p>	<p>12. Support to integrate gender in the development of the three Regional Training Centers for PA management and in its technical training modules for central and provincial staffs;</p> <p>13. Review FA's mandate from gender perspectives to include gender integration as their roles and responsibilities;</p> <p>14. Improve coordination and collaboration for research, forestry education, resource planning and policy development to increase women's meaningful participation as well as their access to forestry and REDD+ related resources and benefit sharing.</p>	<p>GDANCP with support from MoE and GWP/MoWA</p> <p>Department (GDEKI)</p> <p>FA, FiA, GDANCP at central &amp; subnational levels, MAFF, MoE, RUA, MoWA, international organizations and development partners</p>	<p>Gender trainer for advice and inputs; dedicated budget for gender related trainings and coaching;</p>	<p>12. High</p> <p>13. Medium</p> <p>14. High</p>

## 4. Example of Gender-Responsive Data Collection and Monitoring Processes

This chapter provides some suggestions and critical activities that can be undertaken to make data collection and monitoring processes gender-responsive. The table below is not meant to be prescriptive, but rather illustrate a few key and relevant actions from the draft NRS-AIP-NPASMP/PFSP to show how to collect gender-segregated data and track gender-responsiveness of the outcomes.

NRS-AIP - NPASMP and PFSP Strategic Objectives	Examples of Relevant Actions from the draft NRS-AIP	Gender Responsive Data Collection	Means of Verification																		
<p><b><u>NPASMP: SO 1.</u></b> Prioritize and Strengthen Conservation</p> <p><b><u>PFSP SO1.</u></b> Strengthen the forest governance framework</p> <p><b><u>SO 1.2.4. NRS SO 1.3.2 PF</u></b> Establish a Forest Resource Management Information System (FRMIS) as supplement to the existing National For-</p>	<p><b>NPASMP. SO1.1.2:</b> Prepare PA Management Plans that include zoning designations</p> <p><b>PFSP.SO 3.1 PF</b> Expand and strengthen collaborative management mechanism with communities</p> <p>An IT Unit is established at FA and a user-friendly FRMIS is developed in cooperation with external partners to provide critical information for the implementation of the PFSP</p>	<p><b>Collect data to ensure and assess:</b></p> <p><b>Participation:</b></p> <ul style="list-style-type: none"> <li><b>Whether women and men participated equitably:</b> This means women (at least 30%<sup>26</sup>) have equitably participated in the preparation of the Management Plan; are in one of the key governance/decision making positions of the committees and participate as general members (should make up at least 30% of members). Disaggregate the data by gender, wealth and social status.<sup>27</sup></li> </ul> <table border="1" data-bbox="793 919 1562 1192"> <thead> <tr> <th colspan="3">Women</th> <th colspan="3">Men</th> </tr> <tr> <th>Poor/Marginalized</th> <th>Ethnic</th> <th>Others</th> <th>Poor/Marginalized</th> <th>Ethnic</th> <th>Others</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <ul style="list-style-type: none"> <li><b>Quality of Participation of different types of women and men:</b> Assess whether the CF members, disaggregated by gender, wealth and</li> </ul>	Women			Men			Poor/Marginalized	Ethnic	Others	Poor/Marginalized	Ethnic	Others							<p>Annual Report including gender outcomes/changes;</p> <p>Gender focal point and technical team engaged in monitoring and evaluation process;</p> <p>Stories of change/Case studies (qualitative) - documented on significant changes on leadership and livelihood of women, ethnic and marginalized groups</p> <p>Stakeholder perception surveys/Community</p>
Women			Men																		
Poor/Marginalized	Ethnic	Others	Poor/Marginalized	Ethnic	Others																

<sup>26</sup> Policy on % of women's to be decided by the REDD+ related institutions. 30-35% inclusion as a starting point is a best practice used in many places in Asia including Nepal.

<sup>27</sup> The definition of vulnerable/marginalized group to be defined in consultation with the subnational level stakeholders and government institutions.



est Monitoring System		social status, report differently on improved support from government and other institutions in areas where REDD+ activities are implemented. <b>Management Plan includes/has provisions for gender related financial resources and advisory services.</b>	stakeholder survey/Gender outcome mapping report
<p><b>NPASMP:</b> <u>SO2</u> Enhance Sustainable Management</p> <p><b>PFSP SO2.</b> Support the production of wood and NWFPs through reforestation, forest rehabilitation and planted forest management</p>	<p><b>NPASMP: SO1.2.3:</b> Raise awareness for PA law enforcement among local authorities and communities</p> <p><b>NPASMP: SO2:</b> Re-energize the National Committee for Conflict Resolution on PA Management.</p> <p><b>PFSP: SO 2.2.2:</b> Plan and implement pilot projects in production forest areas focusing on the production of wood and NWFPs</p> <p><b>PFSP.SO1.4.1:</b> Participate in key regional and international workshops, trainings and study tours.</p>	<p><b>Collect Data to ensure and assess:</b> <b>Capacity - Skills and Knowledge:</b></p> <ul style="list-style-type: none"> <li><b>Whether capacity building of rangers and other technical staff on gender and social methods and approaches occurred:</b> This means to collect data on the 1) number and types of gender training/sessions provided or integrated within the technical trainings; 2) presence of a system of regular gender coaching and refresher training in place; and 3) types of participants, disaggregated by gender and ethnicity;</li> </ul> <p><b>Access to Resources:</b></p> <ul style="list-style-type: none"> <li><b>Whether awareness events are designed in a gender responsive manner so that both women and men can equitably attend and participate actively:</b> This means to collect data on number of workshops that consider time, format (e.g. women's only groups), travel distance and content/language /materials of the events/training so as to encourage women's and men's attendance and active participation; Disaggregate data on participants from workshops, etc. by gender, ethnicity group. The number of women hired or participating for technical work and decision-making (e.g. inventory; part of the committees to select participants for training/workshops/ distribute resources etc.).</li> </ul> <p>Example: Checklist: <i>Content and Facilitation:</i> Is the training content appropriate for the knowledge level of rural women, ethnic and marginalized groups? Are the technical resource person oriented/trained on gender analysis and participatory methods? <i>Logistics and Participation:</i> Are there at least 30% participation of rural women, ethnic and marginalized groups? Are the venue, time, and outreach materials responsive/appropriate for women, ethnic and marginalized groups? What % of marginalized women are not actively participating and why?</p>	<p>% of budget allocated for gender integration;</p> <p>Annual Plans and annual budgets showing provision for gender integration e.g. training and regular coaching on gender and social methods for staff;</p> <p>Annual Reports with information on gender integration e.g. capacity building of staff on gender and social methods and %/participation of women and marginalized groups</p> <p>Communication materials based on knowledge and communication aspiration of women, ethnic/marginalized groups</p> <p>Periodic assessment/outcome gender mapping report (mid-</p>

			term)
<p><b>NPASMP: SO3.</b> Expand Community Participation and Benefits</p> <p><b>PFSP: SO3.</b> Promote the active participation of rural communities</p>	<p><b>NPASMP. SO3.1.1:</b> Provide training on using participatory tools for engaging local stakeholders</p> <p><b>NPASMP. SO3.1.2:</b> Deliver educational outreach and awareness programs for local authorities.</p> <p><b>NPASMP SO3.3.1:</b> Target CPAs for livelihood enhancements</p> <p><b>NPASMP SO 3.3.3:</b> Develop and implement Eco-tourism Strategy for PAs</p> <p><b>PFSP.SO 3.2.3</b> Expand livelihood opportunities for local communities</p> <p><b>PFSP. SO3.3.2:</b> Facilitate access to small business and microcredit opportunities for local entrepreneurs</p>	<p><b>Data Collection should ensure and assess:</b></p> <p><b>Participation and Access to Resources:</b></p> <ul style="list-style-type: none"> <li>• Presence of a system of regular gender coaching and refresher training in place;</li> <li>• Number and types of gender/social training/sessions provided or integrated within the technical trainings;</li> <li>• Number of women and men from each stakeholder group (e.g. local or national government, local communities, ethnic minority, etc.) Who participate in workshops, trainings etc. (Disaggregate data by gender, ethnicity, and social and stakeholder group)</li> <li>• Gender responsiveness of training, educational and outreach materials: (Refer Access to Resources Checklist above for SO2)</li> <li>• Number of poor and ethnic women reporting increased access to services and resources for income generation through livelihoods and engagement in eco-tourism; Number and percentage of those employed in eco-tourism related activities/businesses who are poor and ethnic women.</li> </ul> <p><b>Decision making and leadership:</b></p> <ul style="list-style-type: none"> <li>• Number of women in the key decision making positions in the proposed eco-tourism management committees; and in the CFMCs/CFCs etc.</li> <li>• Number and percentage of owners of home stays, small and micro-enterprises who are women;</li> </ul>	<p>Annual reports and Evaluation reports</p> <p>All extension, outreach and awareness raising materials</p> <p>Gender analysis tools (access and control profile)</p> <p>Perception surveys</p> <p>W+ Income and Assets Method to measure change</p> <p>Case studies and stories of Change.</p> <p>Workshop/trainings reports</p>

	<p>SO4.1.1: Develop three Regional Training Centers for PA</p> <p>SO4.1.2: Strengthen the Research and Development capacity in existing Departments management</p>	<p><b>Data collection should ensure:</b></p> <p>Regional Training centers have included curriculums, human resources/experts and budget on gender and social inclusion and participatory methods;</p> <p>Collect data on the number of gender and social trainings held and plans and monitoring supported and monitored annually</p> <p>The data base for PA have included space for reporting and documenting gender outcomes.</p>	<p>Annual Plans and budget have provision for gender;</p> <p>Disaggregated data base for PA from gender, wealth, ethnic and social status.</p>
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## 6. Annexes

### Annex 1. Detail Methodology

#### i) Analytical Framework

The analytical framework for this assessment took into consideration some of the critical gender-related barriers and opportunities in REDD+ identified by various studies in Cambodia, including: the lack of meaningful participation of women at both community and formal institutional levels, particularly in decision-making processes; lack of awareness on gender; limited budget and capacity for gender-responsive budgeting; limited capacity of human resources at the subnational level; perception that forestry is a men's profession, and the fact that women are primary users of the forests with specific forest management knowledge and skills.

Within this context, the following parameters of the analytical frameworks guided the data collection, analysis and report writing.

**A two-pronged approach** was adopted to collect and analyze the data – a) at the community level (demand side); and b) at the institutional level (supply side). At the community level, the focus was on the types, levels and areas of engagement/participation; access to resources and control over decision-making. At the institutional level, the focus was on understanding the capacities (knowledge, skills), commitments and accountability of various REDD+-related institutions at national and subnational levels, including the community groups/committees.

**The community level analysis included a categorization and disaggregation of the community**, based on members' different levels of participation engagements/roles in forest/natural resource management (NRM) and access to forest/NRM resources, governance (mainly decision-making), etc. A community cannot be considered a homogenous group. The needs, priorities, interests, capacities, access, etc., of women and men from different categories of people within families and communities can be different. For example, the needs of a woman-headed household might differ from that of a Khmer woman whose husband has not migrated for work. Similarly, the priorities of an Indigenous People (IP) woman might be different from that of an IP man.

**The analysis included assessment of the material conditions and social positions** of different groups of women and men. For any group of women and men to be able to effectively access and benefit from forestry and REDD+ related resources, both their material conditions and social positions in society must be understood and addressed. For example, an IP woman's access to forest products and participation in trainings and meetings alone will not ensure her full engagement in REDD+ and benefit sharing.

#### ii) Data Collection and Analysis Methods

Consultative and participatory approaches were used to engage a wide and inclusive<sup>28</sup> range of forest-related as well as cross-sectoral constituencies and stakeholders in Cambodia. The assessments was conducted through an approach that combined several participatory methods such as activity profile, access and control profile, and elements of the 9-box framework for institutional analysis etc. to capture the community and institutional level gender-related gaps and opportunities.

Sites for data collection were selected within the different forestry and natural resource management systems, such as the protected forest, productive forest and fisheries. Besides the management systems, priority was given to areas for which it was possible to capture information from diverse groups of people that are dependent on the forest for their livelihoods (for example, different ethnic groups of women and men; areas with high male out-migration, etc.).

Actual field data collection included following.

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<sup>28</sup> **Inclusive:** Attention was given in selecting interviewees from different socio-economic groups of women and men at the community level; at the institutional level, women and men from different govt. and non-governmental sectors and agencies from national and subnational levels will be interviewed.

- **Consultative Meetings** were held with UNDP Cambodia and REDD+ and the Gender Specialist for the UN-REDD Programme; the REDD+ Gender Group, and the Technical Specialist in the REDD+ Taskforce Secretariat to finalize the work plan. This resulted in agreement on the analytical framework, methods, key activities and timelines for the field work, and to identify fieldwork sites and stakeholders for national and subnational level institutions and community level interviews.
- **Data Collection** was done through in-depth interviews, Focus Group Discussions, observations and deep-dive interviews with key REDD+-related personnel/members and partners (government and NGOs) at national, subnational and community levels.
- **National Level:** Interviews with REDD+-related key members/personnel from the REDD+ Taskforce Secretariat and Technical Team; Consultation Group, Gender Group; I/NGOs working in REDD+; concerned personnel that manages the Monitoring Information System (MIS) database; and key staff/consultants responsible for developing the REDD+ Action and Investment Plan. The national level interviews will be conducted after the fieldwork, after sharing highlights from the field analysis, to generate additional information and recommendations.
- **Subnational Level:** Interviews with REDD+-related key members/personnel from government and non-government agencies from the provinces and districts, including local government officials from the Forest Administration, Ministry of Women's Affairs (MoWA), local authorities, Commune Councilors and; Village Chief Assistants.
- **Community Level:** Field level consultations were carried out with women and men from diverse groups, and where possible efforts will be made to interview people based on categories of gender, ethnicity, age, woman-headed household; geographic locations. Efforts will be made to interview women and men who are either non-members of the local groups or do not participate in any of the committee meetings and initiatives. Methods of data collection are as follows.
- **In-depth Interviews** were conducted with selected individuals that represent various interest groups (based on ethnicity, gender, geographic locations, forest management systems, different positions/levels etc.). The purpose of these interviews is to conduct "deep dives" that will focus on generating clearer understanding of the specific gaps and opportunities of the different groups of women and men which otherwise may not be revealed in a group setting.
- **Focus Group Discussions** were conducted with different stakeholder interest groups based on gender, ethnicity, age, geographic location (within the village). Women's groups, community forestry group, youth groups, mixed groups (men and women of all age groups, ethnicity) will also be consulted. Different participatory tools, such as the Situation Analysis, which includes an Activity Profile, Access and Control Profile, and Influencing Factors, shall be used to facilitate the discussions.
- **Participatory Observations** were conducted by the consultant by either staying in the respective villages or by spending substantial amount of time in the villages during the fieldwork.

### iii) Desk Review

The desk reviews was conducted to inform the formulation of the Gender Approach in the National REDD+ Action and Investment Plan. There were several related documents desk reviewed. The key documents reviewed included the following.

- The National Protected Area Strategic Management and Action Plans and National Production Forestry Strategic Plan, to identify the extent to which the plans have integrated gender.
- MoE's Gender Mainstreaming Strategic Plan (2016-2020)
- Implementation reports (e.g. progress reports, mid-term review report, final report, etc.) for the five REDD+ demonstration sites supported by the FCPF, to see how these have integrated gender concerns in design and implementation, and identify any good practices and/or lessons learned on gender integration.
- Other gender-related assessment reports, such as the UN-REDD/USAID LEAF/WOCAN country assessments and documentation on Cambodia's community-based REDD+ projects and related documents to identify good practices and lessons learned as well as to identify organizations, partners and stakeholders (government, CSOs, NGOs, and private sector organizations) that have supported socially inclusive and gender-responsive national policy processes, consultations and engagement efforts.
- Eggerts, Elizabeth, Chapter 4.2, "The Path through the woods: Gender-responsive REDD+ policy and action" in IUCN and GGCA's publication "Roots for the future"
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- A Common Framework for Gender Equality and Social Inclusion, Gender equality and Social Inclusion Working Group, International Development Partners Group, Nepal, 2017
- UN-REDD Methodological Brief on Gender, 2017



## Annex 2. Best Practices in Gender Integration in Development Projects/Activities

SN.	Project Description	GESI Best Practice	Lessons Learned
1.	<ul style="list-style-type: none"> <li>Prakas II project was implemented by RECOFTC and Cives Mundi in cooperation with 3 NGOs to carry out the CF management plan process of 16 CF sites in 4 provinces (Monduliri, Stung Treng, Kratie, and Ratanakiri). Prakas II project supports 16 CFs covering a total area of 21,193.00 ha over 17 villages, 9 communes, 6 districts, 5 FA triages, 4 FA division and 4 FA Cantonnements.</li> <li>There are a total of 4,728.00 members (2,360 women, 50%) as CF beneficiary of 16 CF in 4 provinces in northeast Cambodia.</li> <li>Source: Prakas: Community Forestry in Northeast Cambodia: An Experience of Management of Sustainable Development –Phase II (10-PR1-0506), Report on Gender Mainstreaming in Community Forestry Management Plan (January 2011 to December 2012)</li> </ul>	<ul style="list-style-type: none"> <li>Before implementation of the gender mainstreaming in Community Forestry Management Plan (CFMP) Prakas II project started, a work plan was prepared to be integrated into the core strategy of project. The strategy of the work plan was to:</li> <li>Provide training of trainers (ToT) to local partner NGOs staff and FA staff on gender awareness, gender analysis, gender mainstreaming, and monitoring and evaluation with gender perspective in the management of the CF;</li> <li>Conduct a gender gap assessment in CF development;</li> <li>Election and support of CF gender focal persons in each CF community (16 CFs)</li> <li>Train CF gender focal persons, Community Forestry Management Committees (CFMCs), CF members and local authorities on gender awareness, analysis, mainstreaming in CF development planning so that they can help lead the process of gender mainstreaming in the management of CFs</li> <li>Establish coordination between CF gender focal persons and commune council member in charge of women and children;</li> <li>Mainstream gender into CF</li> </ul>	<ul style="list-style-type: none"> <li>Gender mainstreaming in Community Forestry Management Planning with indigenous people was new experience in Cambodia;</li> <li>Women started to get involved in community forestry management planning after training and applying the methods and tools on gender mainstreaming;</li> <li>Effective facilitation encouraged women to participate and engage in the CFMP discussion process and other activities;</li> <li>Concept of gender can be mainstreamed in the CF development process among the CF members;</li> <li>CF gender focal persons play important roles in facilitation and dissemination of CF information to other CF members;</li> <li>Lessons learned and experiences (incl. issues) on gender mainstreaming in CFMP can be linked to the commune development plan through CC member in charge of women and children;</li> <li>The CFMCs should periodically review and evaluate the participation and decision making of men and women;</li> <li>Training for action is an effective approach to support women involvement in the process of CFMP development;</li> <li>Creating opportunities for women to participate in the CFMP process is essential (i.e. establishment of Community Forestry Development Fund to enable women/accountants to practice their financial management knowledge and skills acquired from training, involvement in CF resources</li> </ul>

		<p>management planning;</p> <ul style="list-style-type: none"> <li>• Conduct reflection workshop on the implementation of the gender mainstreaming action plan.</li> </ul>	<p>assessment/forest inventory, CFMP development etc.);</p> <ul style="list-style-type: none"> <li>• Gender awareness and training should be for both men and women, so that they can discuss and share and appreciate common understanding;</li> <li>• Challenges for involvement of CF gender focal persons with some objection from their husband or wife;</li> <li>• Gender mainstreaming and the local needs, knowledge and practices of indigenous communities should be taken into consideration in CF management planning and CFMC institutional strengthening.</li> <li>• All good experiences and lessons learned of gender mainstreaming in CFMP processes should continue to be supported in order to strengthen gender inclusiveness in CFMP processes.</li> <li>• Gender focal person of 16 CFs should be more build capacity so that they enable to them strengthening their role in CFMP implementation.</li> <li>• The number of CFMCs should be considered in the next election in order to increasing women take their role in CFMCs.</li> </ul>
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## Annex 3. List of People Consulted/Interviewed (KIIs and FGDs)

### i) List of KIIs

SN.	Location	Type of Group	Name	Gender	
				Female	Male
1.	Khal O Kranga Community Forest, Kouunporm Thon	Community Forest	Soeung Sopheath		X
2.	Beung Village, Mean Teuk Commune, Sandan District, Kounon Thon	Commune			X
3.	Phnom Penh	REDD+ Taskforce Secretariat	Sovanna Nhem; Tolasreypeou Sem; Carlos Adolfo Riano Paramo	X	X
4.	Phnom Penh	UN-Women	Amy Reggers; Sereyroth Lim	X	
5.	Phnom Penh	Small Grants Project		X	

### ii) FGD Workshops (Siam Reap - Hotel)

#### 1. Forestry Group (Men)

SN.	Location	Type of Group	Name	Gender	
				Female	Male
1.	Siam Reap Hotel	Forestry	Heng Seng		X
2.	"	"	Doun Doun		X
3.	"	"	Kut Jouch		X
4.	"	"	Cheng Sothea		X
5.	"	"	Ihom Aeun		X
6.	"	"	Lao Jonh		X
7.	"	"	Pum Sokhan		X
8.	"	"	Kong Chea		X

#### 2. Forestry Group (Men)

SN.	Location	Type of Group	Name	Gender	
				Female	Male
1.	Siam Reap Hotel	Forestry	Leak Sou		X
2.	"	"	Hean Hak		X
3.	"	"	Seng Sarorn		X
4.	"	"	An Leurn		X
5.	"	"	Khouch Ko		X
6.	"	"	Horn Houn		X
7.	"	"	Young Yan		X
8.	"	"	Sorn Sauum		X
9.	"	"	Mok Khoeurn		X

10.	"	"	Sem Nan		X
11.	"	"	Hap Da		X
12.	"	"	Chea Irseth		X
13.	"	"	Eath Sokhan		X

### 3. Forestry Group (Women)

SN.	Location	Type of Group	Name	Gender	
				Female	Male
1.	Siam Reap Hotel	Forestry Group Member	Young Sanat	X	
2.	"	"	Vat Samang	X	
3.	"	"	Min Sovoung	X	
4.	"	"	Mouk Dohng	X	
5.	"	"	Joun San	X	
6.	"	"	Khean Sak	X	
7.	"	"	Let Sothy	X	

### 4. Fishery Group (Men)

SN.	Location	Type of Group	Name	Gender	
				Female	Male
1.	Siam Reap Hotel	Fishery	Touch Buntheurn		X
2.	"	"	Torn Touch		X
3.	"	"	Sar Mol		X
4.	"	"	Tes Sou		X
5.	"	"	Ben Mery		X
6.	"	"	Phurn Thong		X

### 5. Indigenous People (Men)

SN.	Location	Type of Group	Name	Gender	
				Female	Male
1.	Siam Reap Hotel	Indigenous People	Honn Chamrenn		X
2.	"	"	Hap Deny		X
3.	"	"	Lut Iha		X
4.	"	"	Prak Seth		X
5.	"	"	Rous Sophally		X
6.	"	"	Sat Theng		X
7.	"	"	Tran Trey		X

### 6. Indigenous People (Men)

SN.	Location	Type of Group	Name	Gender	
				Female	Male
1.	Siam Reap Hotel	Indigenous People	Khea So Chea		X
2.	"	"	Sem Sela		X
3.	"	"	Soh Seth		X
4.	"	"	Ma Hat		X

5.	"	"	Aun Sophal		X
6.	"	"	Aem Aoun		X
7.	"	"	Kong Norm		X

### 7. Indigenous People (Women)

SN.	Location	Type of Group	Name	Gender	
				Female	Male
1.	Siam Reap Hotel	Indigenous People	Chhor Rie	X	
2.	"	"	Se Shrey Ly	X	
3.	"	"	Tep Tim	X	
4.	"	"	Thorn Chan Deung	X	
5.	"	"	Kor Pa	X	
6.	"	"	Lov Houon	X	
7.	"	"	Heng Satheang	X	
8.	"	"	Loeung Srey Mom	X	
9.	"	"	Mol Nan	X	

### iii) FGDs (Villages)

### 8. NGO (Mixed)

SN.	Location	Group/Organisation	Name	Gender	
				Female	Male
1.	Kampong Thonn	Action for Development (NGO)	Som Sapheak		X
2.	"	"	Eung Charthorn	X	
3.	"	"	In Sokchea		X
4.	"	"	Kao Vutha		X
5.	"	"	Sok Vanna	X	
6.	"	"	Yaun Senghor	X	
7.	"	"	Heang Syvenn	X	
8.	"	"	Yorm Peeses	X	
9.	"	"	Keattinh Horn	X	

### 9. Thong Theok Village Commune (Mixed)

SN.	Location	Type of Group	Name/Position	Gender	
				Female	Male
1.	Thong Theok Village	Min Rith Commune	So Duch		X
2.	"	"	Sun Born. Committee Member		X
3.	"	"	Touk Dung, Committee Member		X
4.	"	"	Peorun Pie, Assistant		X
5.	"	"	Lop Peng Lean, Secretary		X
6.	"	"	Noun Tun	X	
7.	"	"	Srey Seak, Commune Chief		X
8.	"	"	Sok Mab, First Committee		X

**10. Community Forestry Management Committee, Koal Ourkranhgak Village (Men)**

SN.	Location	Type of Group	Name/Position	Gender	
				Female	Male
1.	Koal Ourkranhgak Village	Community Forestry Management Committee (CFMC)	Sorh Yam, CFMC Member		X
2.	"	"	Seurong Sopheak, CFMC Leader		X
3.	"	"	Vann Shony, CFMC Member		X
4.	"	"	Mey Chey, CFMC Member		X
5.	"	"	Check Chen, CFMC Member		X
6.	"	"	Vann Kranh, CFMC Member		X
7.	"	"	Men Hanh, CFMC Member		X
8.	"	"	Ean Eng, CFMC Member		X
9.	"	"	Sin Doerun, CFMC Member		X
10.	"	"	Noh Chang, Villager		X
11.	"	"	Bin Keang, CFMC Member		X
12.	"	"	Peang Runh, Deputy Chair, CFMC		X

**11. Community Forestry Management Committee, Tbung Theok Village, Kammpang Thong (Women)**

SN.	Location	Type of Group	Name/Position	Gender	
				Female	Male
1.	Tbung Theok Village, Kammpang Thong	Community Forestry Management Committee (CFMC)	Khut Hang, CFMC Member	X	
2.	"	"	Keam Laut, CFMC Member	X	
3.	"	"	Tith Pov, CFMC Member		
4.	"	"	Bean Cherb, CFMC Member	X	
5.	"	"	Svay Ry, CFMC Member	X	
6.	"	"	Noecorn Danin, CFMC Member	X	
7.	"	"	Sao Srey Mao, CFMC Member	X	
8.	"	"	Bean Chantry, CFMC Member	X	
9.	"	"	Eve Sophron, CFMC Member	X	
10.	"	"	Chourn Nat, CFMC Member	X	
11.	"	"	Keam Be, CFMC Member	X	
12.	"	"	Teaom Sopha, CFMC Member	X	
13.	"	"	Sokh Phin, CFMC Member	X	
14.	"	"	Chhum Lout, CFMC Member	X	

**12. Khron Phonom Commune, Kulen Mountain, Preach Any Thom Village (Mixed)**

SN.	Location	Type of Group	Name/Position	Gender	
				Female	Male
1.	Kulen Mountain, Preach Any Thom Village	Khron Phonom Commune	Cheum Tang, Commune Chief		X

2.	"	"	Yorn Yah, Second Deputy, Commune	X	
3.	"	"	Suth Kek, First Deputy, Commune		X
4.	"	"	Kong Narony, Director of National Park		X
5.	"	"	Som Sabuth, Administrative Assistant, Commune		X
6.	"	"	Seurn Vibol, National Park Officer		X

### 13. Khair Kumon Village + Sangkkai Lale Village, Kulen Mountain, Beneficiaries (Women)

SN.	Location	Type of Group	Name/Position	Gender	
				Female	Male
1.	Khair Kumon Village + Sangkkai Lale Village, Kulen Mountain	NA	Chon Sery	X	
2.	"	NA	SN.Ohourn Thik	X	
3.	"	NA	Pol Paech	X	
4.	"	NA	Yuk Thy	X	
5.	"	NA	Yuhem Hi	X	
6.	"	NA	Lay Chan	X	
7.	"	NA	Reaun Hurt	X	
8.	"	NA	Pran Lyna	X	
9.	"	NA	Sun Chherep	X	
10.	"	NA	Nherm Pouch	X	
11.	"	NA	Lay Pok	X	

### 14. Preach Any Thom Village, Kulen Mountain, Beneficiaries (Men)

SN.	Location	Type of Group	Name/Position	Gender	
				Female	Male
1.	Kulen Mountain, Preach Any Thom Village	NA	Noy Dah		X
2.	"	NA	Ry Chas		X
3.	"	NA	Kim Tue		X
4.	"	NA	Chann Chay		X
5.	"	NA	Beam Chuen		X
6.	"	NA	Luem Lay		X
7.	"	NA	Pheun Hun		X
8.	"	NA	Lean They		X
9.	"	NA	Mong Mok		X
10.	"	NA	Lors Chat		X
11.	"	NA	Reung Mhen		X

15. FGD Workshops with UNDP Forest Carbon Partnership Facility Phase II, 02/11/2018

FOREST CARBON PARTNERSHIP FACILITY Phase II

UNDP PROJECT No. 00096720

Morodok Techo Building, Lot No.503, Sangkat Tonle Bassac, Khan Chamkar Morn, Phnom Penh Cambodia

Data Collection on Gender and REDD+

2nd November, 2018 at Pursat Province

ល.រ No.	ឈ្មោះ Name	ស្រី Sex	តំណ/ស្ថាន Position	ស្ថាប័ន/ស្ថាប័ន Organization	លេខទូរស័ព្ទ Phone Number	អ៊ីមែល E-mail
1	Mr. Oun Toan	M	Head of CPA Network	Pororabong Village	089 278 031	
2	Mr. Meong Jeng	M	Assistant of Community	Pororabong Village	031 226 1793	
3	Mr. Long Nhem	M	Deputy of Village	Pororabong Village	088 991 8453	
4	Ms. Norm Khoem	F	Member of Village	Pororabong Village	096 538 6629	
5	Ms. Mao Phat	F	Member of Village	Veal 1 veal 2	088 293 0788	
6	Ms. Phom Phanith	F	Member of Village	Veal 1 veal 2	097 643 6296	
7	Ms. Ouy Rous	F	Member of Village	Veal 1 veal 2	097 640 0802	

FOREST CARBON PARTNERSHIP FACILITY Phase II

UNDP PROJECT No. 00096720

Morodok Techo Building, Lot No.503, Sangkat Tonle Bassac, Khan Chamkar Morn, Phnom Penh Cambodia

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1	Mr. Oun Toan	M	Head of CPA Network	Pororabong Village	089 278 031	
2	Mr. Meong Jeng	M	Assistant of Community	Pororabong Village	031 226 1793	
3	Mr. Long Nhem	M	Deputy of Village	Pororabong Village	088 991 8453	
4	Ms. Norm Khoem	F	Member of Village	Pororabong Village	096 538 6629	
5	Ms. Mao Phat	F	Member of Village	Veal 1 veal 2	088 293 0788	
6	Ms. Phom Phanith	F	Member of Village	Veal 1 veal 2	097 643 6296	
7	Ms. Ouy Rous	F	Member of Village	Veal 1 veal 2	097 640 0802	

ល.រ No.	ឈ្មោះ Name	ស្រី Sex	តំណ/ស្ថាន Position	ស្ថាប័ន/ស្ថាប័ន Organization	លេខទូរស័ព្ទ Phone Number	អ៊ីមែល E-mail
8	Ms. Bech Saream	F	Member of Village	Veal 1 veal 2	071 474 9666	
9	Ms. Bech Sarath	F	Member of Village	Veal 1 veal 2	097 640 0802	
10	Ms. Jrang Ang	F	Member of Village	Veal 1 veal 2	099 476 568	
11	Ms. Mun Phalla	F	Member of Village	Veal 1 veal 2	097 707 0232	
12	Ms. Tem Rath	F	Member of Village	Veal 1 veal 2		
13	Ms. Aean Jrin	F	Member of Village	Veal 1 veal 2		
14	Ms. Keo Da	F	Member of Village	Veal 1 veal 2	099 393 183	



16. FGD Workshops with UNDP Forest Carbon Partnership Facility Phase II, 05/11/2018

**FOREST CARBON PARTNERSHIP FACILITY Phase II**  
 UNDP PROJECT No. 00096720  
 Morodok Techo Building, Lot No.503, Sangkat Tonle Bassac, Khan Chamkar Morn, Phnom Penh Cambodia

RESIDENT NATIONALS

Gender Meeting  
 5<sup>th</sup> November 2018 Raffles Royal Hotel

No.	ឈ្មោះ Name	ភេទ Sex	តួនាទី/សមាជិក Position	ស្ថាប័ន/អង្គការ Organization	លេខទូរស័ព្ទ Phone Number	អ៊ីម៉ែល E-mail	អត្ថលេខា Signature
1	Chhin Leng	M	FCPF Project Manager				
2	Carls Ziano	M	REDD+/MNV advisor	UNDP	061401639		
3	Tola SEM	F	SE & Communication	UNDP/FCPF	092 909880		
4	Sovanny Chhun	M	Program Analyst	UNDP	0729004		
5	Khlok Vichet Rithy	F	Deputy Director	DCC/NCS	01250796		
6	Lun. Kimhy	M		UNDP/FCPF	012 628800		
7	Bun Ray	M	Deputy Director DEC	DEC/FID	015 915577		

No.	ឈ្មោះ Name	ភេទ Sex	តួនាទី/សមាជិក Position	ស្ថាប័ន/អង្គការ Organization	លេខទូរស័ព្ទ Phone Number	អ៊ីម៉ែល E-mail	អត្ថលេខា Signature
22	Celina Yong	F	Stakeholder Engagement specialist	UNDP	-	lin.yii.yong@undp.org	
23	Dibya Gump	F	<del>dibya</del> Consultant (GES)	WOCAN	-	dibya.d@gmail.com	
24	Thaem Sreyuy	F	Admin Assistant	RTS	011 582282	Sreyuy14@gmail.com	
25	Nhon Chenda	F	PA	FCPF	012568508		
26	Uy Kamal	M	DD	GDANCD	012283956	kamaluy@chamkar.com	
27	Nhem Sovanna	M	Nat. Proj. Adv	RTS/UNDP	0129514296	sovanna.nhem@undp.org	
28	Nong Sopanha	F	Gender member from FA		012543203		

## Annex 4. Questionnaires/Checklist (KIs and FGDs)

Guiding Questions for Institutional Level Data Collection (both national and subnational levels)	
<p><b>Gender analysis capacity:</b></p> <ul style="list-style-type: none"> <li>• What are the existing gender capacities of service providers? e.g. knowledge and skills on participatory processes and approaches; gender analysis and planning etc.</li> <li>• What institutional gaps and opportunities exist for integrating gender issues into the REDD+ planning and design?</li> </ul> <p><b>Accountability and Commitments:</b></p> <ul style="list-style-type: none"> <li>• Are the current REDD+ gender initiatives and structures effective in integrating gender in the REDD+? If yes why? And if no why not?</li> <li>• What are your concrete recommendations to integrate gender in the REDD+ Action and Investment Plans?</li> </ul>	
Guiding Questions for Community Level Data Collection	
Material Condition Related Questions – household and community levels	Social Position Related Questions - household and community levels
<p><b>Definition of Marginalized groups:</b></p> <ul style="list-style-type: none"> <li>• Who are considered the marginalized groups from the forestry/NRM/REDD+ perspectives? And why?</li> </ul> <p><b>Engagement and participation:</b></p> <ul style="list-style-type: none"> <li>• What kind of forestry/NRM/REDD+ related knowledge, skills and capacities do different groups of women and men have in the community? (Who does what? How? Where? Who are the group members? Who are not included in the groups? Why?)</li> </ul> <p><b>Access:</b></p> <ul style="list-style-type: none"> <li>• What are the forestry/NRM related resources in the community? What are the external forestry/REDD+ related interventions/resources in the community? Who has access to these resources? How? Who does not? Why?</li> </ul> <p><b>Benefit Sharing:</b></p> <ul style="list-style-type: none"> <li>• Who benefits the most from the forestry related resources and interventions and how? Who benefits the least and why?</li> </ul>	<p><b>Participation in Decision making; representation:</b></p> <ul style="list-style-type: none"> <li>• Who are included in the decision making processes and position and how?</li> <li>• Who controls decisions? How? Where? Why?</li> <li>• Who leads? Who decides? Who influences decisions?</li> </ul> <p><b>Access to social position related resources/information:</b></p> <ul style="list-style-type: none"> <li>• Who knows what? Why? Who knows very little, and why?</li> </ul>

## Annex 5. Work Plans

### Tentative Overall Work-plan

Date	Deliverables	Location
17 Oct , 2018	Submit draft work-plan	Kathmandu
From 10 Oct, 2018	Desk Review (ongoing)	Kathmandu and Cambodia
24 Oct – 7 Nov	Field Work in Cambodia	Phom Penh and Province/District
3 Dec, 2018	Submit 1 <sup>st</sup> draft report to: UNDP/REDD+ Taskforce Secretariat Cambodia	Kathmandu
12 Dec, 2018	Receive comments and feedback on 1 <sup>st</sup> draft report	Kathmandu
18 Dec, 2018	Submit 2 <sup>nd</sup> draft report to UNDP/ REDD+ Taskforce Secretariat	Kathmandu
27 Dec, 2018	Validation Workshop	Phom Penh
10 Jan 2019	Submission of Final Report	Kathmandu

### Tentative Itinerary for Fieldwork in Cambodia

Date	Activity
24 Oct (Tue)	Fly to Phnom Penh
25 Oct (Wed)	Meeting with UNDP REDD+ Team for overall briefing about the assignment and preparation for the field
26 – 27 Oct	Site 1 (Production Forest): <u>Community level:</u> ensure the all participants people are diverse – from gender, ethnicity, age, position levels etc.); <ul style="list-style-type: none"> <li>• 2 FGDs (women only and mixed groups – around 10 people/FGD);</li> <li>• KII – around 4-6</li> </ul> <u>Provincial/Local Institutional level:</u> <ul style="list-style-type: none"> <li>• 1 FGD if possible</li> <li>• KII – around 3-4</li> </ul>
28 Oct – 2 Nov	Site 2 (if possible combine 2 NRM sites e.g. Protected Forest and Fishery) <u>Community level:</u> ensure the all participants people are diverse – from gender, ethnicity, age, position levels etc.); <ul style="list-style-type: none"> <li>• 2 -3 FGDs (women only and mixed groups –around10 people/FGD);</li> <li>• KII – around 6-8</li> </ul> <u>Provincial/Local Institutional level:</u> <ul style="list-style-type: none"> <li>• 1 FGD if possible</li> <li>• KII – around 3-5</li> </ul>
4 Nov	Consolidate topline findings to share with national level stakeholders
4-5 Nov	Interviews with National Level stakeholders: REDD+ Taskforce member; Technical team, Gender Groups; I/NGOs, MIS data base manager; REDD+ Action and Investment Plan focal point and consultant etc.
7 Nov	Fly back to Kathmandu