



Mainstreaming Gender in the Forestry sector

Training: Advancing women in forestry in the context of climate change

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RIGHTS & ADVOCACY INITIATIVES NETWORK (RAIN)



RAIN is a rights-based not for profit organization in Ghana.

- Vision to develop a resilient environment for humanity.
- Mission: to employ human-centered innovative approaches to address the challenges within agricultural and natural resources sector.

Our focus areas:

- Community mobilization, sensitization and awareness creation
- Inclusive forest governance
- Agribusiness, forest-based livelihood and enterprise development
- Sustainable agriculture
- Land and land-use planning
- Gender and Women Empowerment





RIGHTS & ADVOCACY INITIATIVES NETWORK (RAIN)



Strategies

- Knowledge generation (Research)
- Capacity development (Training, internship)
- Policy intervention (policy analysis, review and advocacy)
- Gender and vulnerability mainstreaming
- Linkages and partnership with key actors (private, government and other organizations)
- Facilitate Multi-stakeholders dialogue processes
- Tailor-made trainings and facilitation





Outline



- Definition of concepts
- Effective participation of men and women for gender mainstreaming
 - Gender sensitive and responsive programming
 - Gender planning
 - Budgeting
 - Monitoring and evaluation
 - Reporting
- Activity
- Discussions





Pre-Training Assessment



On a scale of 1-4, rate your knowledge level on gender mainstreaming.

- 1- no idea
2. Little
3. Adequate
4. Very knowledgeable





Definition of concepts





Defining Gender and its related concepts

- Gender refers to the socially constructed roles, behaviours, expressions and identities of girls, women, boys, men, and gender diverse people.
- **Gender roles** refer to a set of societal norms dictating what types of behaviors are generally considered acceptable, appropriate or desirable for a person based on their sex.
 - Gender roles are learned
 - Gender vary between cultures and they change over time

Gender Relations - how men and women relate to each other, resulting in manifestations of gender based power.





Concepts of gender cont'd



- **Gender Equity** refers to a fair sharing of resources, opportunities and benefits according to a given framework.
- **Gender equality**: the absence of discrimination on the basis of a person's sex in opportunities, the allocation of resources or benefits, or in access to services.
- **Empowerment** - the process and end result of improvement in autonomy through various means such as access to knowledge, skills and training.





Gender Analysis in the forestry sector





Which groups collect these products?



Gender Analysis cont'd

- **NEEDS:** Women and men have different needs with respect to benefits and management of natural resources. These needs have to be considered in policy, programme, project and interventions.
- **ACCESS:** Do women and men have equal access to the rights, benefits and/or resources afforded by the policy, programme, project or intervention?
- **PARTICIPATION:** How have women and men been involved in developing, implementing and evaluating the policy, programme, project or intervention.
- **RESOURCES:** Is the distribution of resources in the frame work of the policy, programme, project or intervention equitable and consistent with the identified needs of women and men?
- **IMPACT:** What is the impact of the policy, programme, project or intervention on women and men?



Gender and climate change



- Climate change is one of the greatest global challenges of the world.
- It has differentiated impact on men, women and youth.
 - Different roles
 - Variation in impact of interventions
 - Different contributions of different groups
- There is the need to consciously involve all groups to effectively adapt to climate change whilst looking at mitigation.





Effective participation of men and women for gender mainstreaming





Gender mainstreaming



- **Inclusion:** Practice of including and accommodating people who have historically been excluded from a process due to:
 - Gender
 - Race
 - Ability
- **Gender Mainstreaming:** The process of ensuring that gender is taken into account in all policies, processes and practices.
- Gender mainstreaming:
 - Representation
 - Participation
 - Inclusion





Why Gender mainstreaming



- This is to ensure that no one is left out of the climate action.
- Ensure perspective of diverse groups are incorporated in the climate change discourse;
 - Different roles
 - Variation in impact of interventions
 - Different contributions of different groups
- Reduce the impact of climate on social





Gender planning



Planning for GI

- Planning and designing the implementation of climate interventions to include the different segments of society.
- Different groups of people in society (eg. Men, women, and youth) have:
 - ❖ Different needs
 - ❖ Levels of access
 - ❖ Control over resources
 - ❖ Opportunities
 - ❖ Constraints



Benefits of Gender Planning



Gender planning can contribute to:

- ❖ Increasing the relevance of interventions
- ❖ Transparency and the accountability
- ❖ Avoidance of conflicts



Adopting a gender perspective in the planning:

- ❖ Helps prevent bottlenecks
- ❖ Avoid undesirable impacts



When to have Gender Planning



GP is necessary:

- ❖ Recognition of gender gaps
- ❖ Structural gender inequalities that need to be tackled in a given context
- ❖ In the definition of gender-policy objectives
- ❖ Formulation of appropriate approaches and interventions to achieve objectives.





Levels of gender planning





Activity



Participants to move into groups and Identify how gender can be planned at the various levels:

- National
- Organizational
- Programme





Levels of gender planning cont'd



National level

- Establishment of Ministries, departments and special units for gender
- Development of National Gender Policy and strategies

Establishment of desk officers

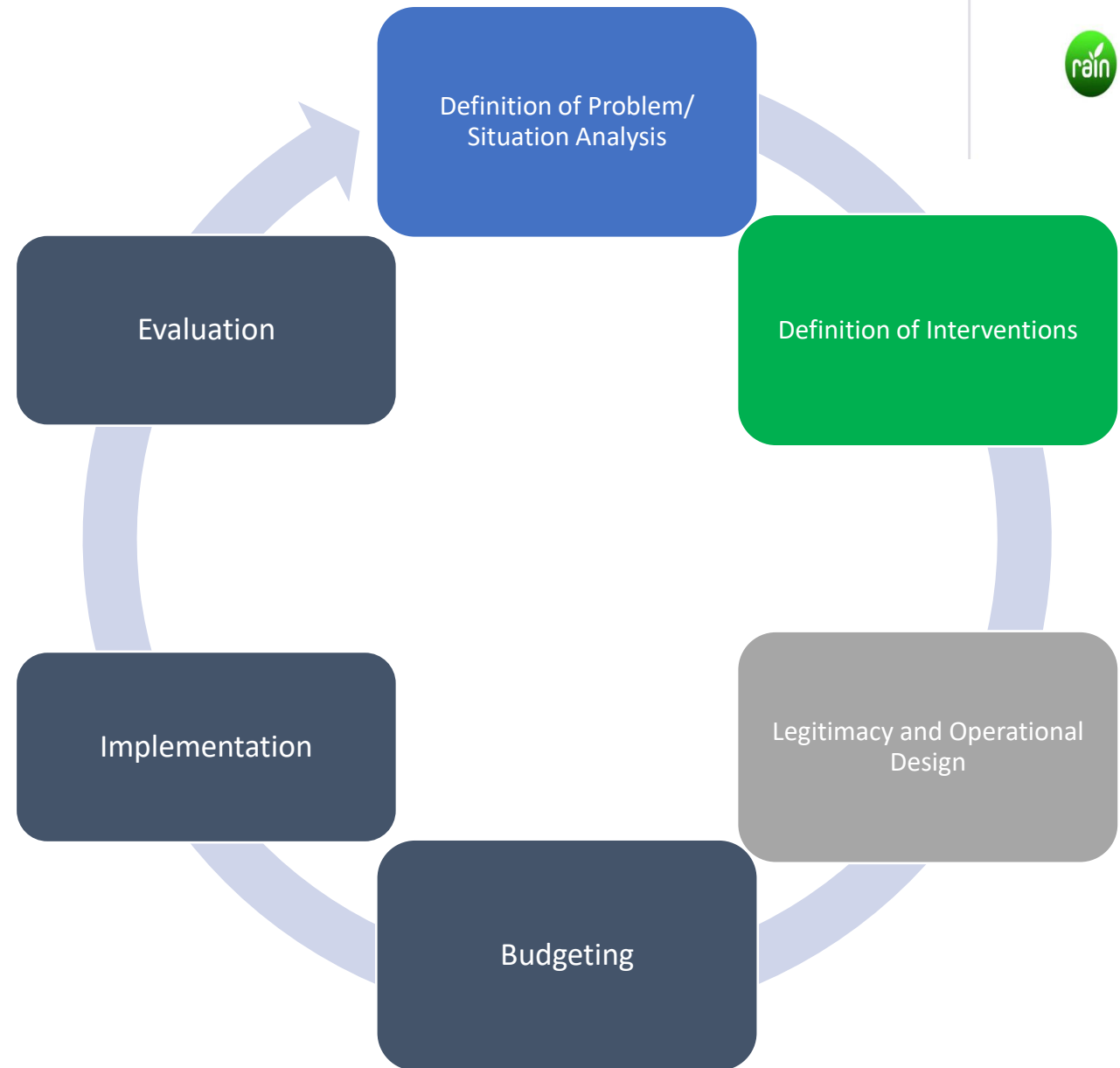
Organizational level

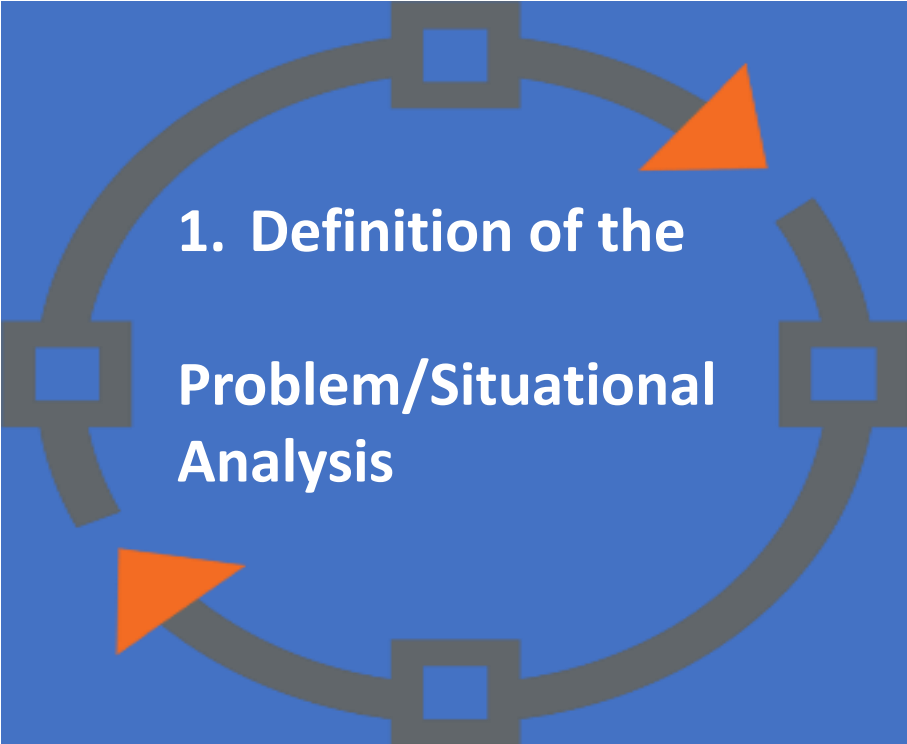
- Establishment of gender desks
- Funding for the services of gender specialist support(consultants/ staff
- Institutionalization of maternity, paternity and other family related leaves among staff
- Existence of gender friendly facilities (eg. washrooms etc)





Gender Planning process





1. Definition of the Problem/Situational Analysis



Include men, women, boys, girls as source of information



Collect information on geographical area, demography, economic resources, proposed partners



Gender disaggregated activities and resource profile



Identify the challenges and priorities of each social group (men, women, youth, boys, girls)





2. Definition of Intervention



Frame intervention approach, based on analysis and identify set of alternative solutions



Which gender approach is suitable?

- Gender mainstreaming (men and women)
- Gender specific interventions (men or women)





What are the expected outcomes?



What actions need to be taken?



What are the roles of implementors?





Gender budgeting





Gender budgeting is an approach to budgeting to address gender inequality, through the structuring of fiscal policies and administrative procedures



A 'gender-based assessment of budgets incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality (Council of Europe)



Overall objective is to increase gender responsive and transformation in interventions.





A view of the Nursing and Childcare Facility for KAIPTC



Gender policy



Funding for the services of gender specialist support(consultants/ staff)



Allocation of funds for child care support



Institutionalization of maternity, paternity and other family related leaves among staff



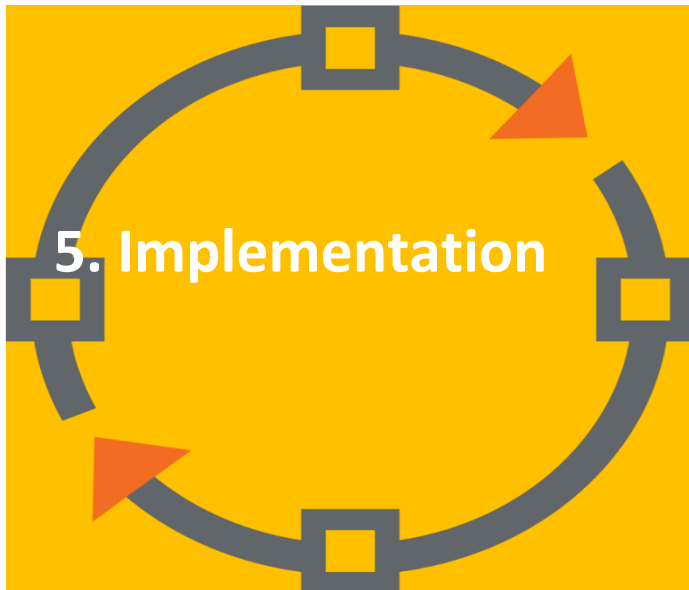
Existence of gender friendly facilities (eg. washrooms etc)





• Taking the planned actions

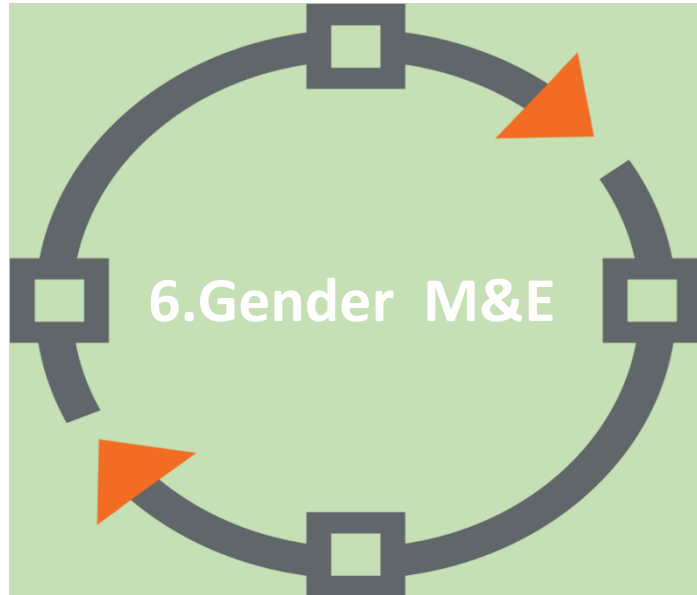
- Where (location/space)
- When (Timelines)
- How (methodology)





Gender M&E





Gender M&E is about tracking progress:

- What number (of males and females are involved)
- Where (in which part of the process were they involved)
- How (has their involvement impacted on the plan/action and vise versa)
 - ✓ Impact on themselves
 - ✓ Resource
 - ✓ Society





Why Gender M&E



Gender M&E gives an idea of:

- Vulnerabilities
- Opportunities
- Challenges
- Interventions needed





Indicators are measures of progress



- Qualitative or quantitative
 - ✓ Representation (numbers involved)
 - ✓ Participation of men and women
 - ✓ Access to and control over inputs
 - ✓ Use of gender expertise
 - ✓ Specific training or other activities
- Changes in empowerment and self-determination
- Decision making and organization
- Percentage trained
- Changes by gender in division of labour





Gender disaggregated data



- Sex disaggregated data: numbers of males and females in a group
 - ✓ Indicates trends and the need for intervention

- Gender statistics:
 - ✓ Gives the relationship between males and females
 - ✓ Gives factual information about status of males and females (eg. Change in status over time)





Reporting and communicating on Gender





Terminologies for communicating and reporting gender



Terminologies for communicating gender relate to intended outputs, outcome/ impact of interventions with respect to gender

1. Gender Neutral:

- ✓ Gender is not considered relevant to development outcome
- ✓ Gender norms, roles and relations are not affected (worsened or improved)

2. Gender harmful: Program approaches reinforces inequitable gender stereotypes

- ✓ Dis-empowers certain people in the process of achieving program goal
- ✓ Such instances, initiatives employ gender norms, roles and stereotypes that reinforce gender inequalities.
- ✓ Eg. Providing an all boys primary school to a local community.





Terminologies cont'd



3. Gender Sensitive:

- ✓ is seen as a means to reach set development goals.
- ✓ GS addresses gender norms, roles and access to resources to reach project goals.
- ✓ Eg. Increasing number of female participants as a requirement for project implementation

4. Gender responsive:

- ✓ Gender is central to achieving positive development outcomes;
- ✓ Changing gender norms to respond to needs of disadvantaged group
- ✓ Facilitate and promote access to resources as a key component of project outcomes





Terminologies cont'd



5. Gender Transformation

- ✓ Program approaches or activities actively seek to build equitable social norms and structures in addition to individual;
- ✓ Gender-equitable behaviour.
- ✓ Transforming unequal gender relations to promote shared power, control of resources, decision-making, and support for women's empowerment





Case study

A NGO operating in the Western Region of Ghana as part of efforts to curb illegal harvesting of trees for fuel wood and contribute to climate change mitigation, organized a sensitization meeting for stakeholders in Accra. This workshop which was well attended by staff of Forestry Commission and Lecturers from Universities, recorded 30 females and 15males'

- What is your impression about the story ?



Conclusion



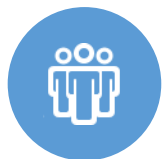
Inclusion of all social groups is relevant for successful implementation of climate change interventions.



Achieving inclusion is not an adhoc measure.



It requires thinking through, planning and implementation.



Lets leave no group out in our development agenda especially for climate action.



Post training survey



1. How did you understand the concepts of gender mainstreaming?
2. Was the training material/ content helpful to you?
3. What do you think should be improved?
4. How adequately are you prepared to mainstream gender in your workplace?





THANK YOU

