



Gender and REDD+: An Assessment in the Oddar Meanchey Community Forestry REDD+ Site, Cambodia

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January 2013



Acknowledgements

The authors would like to express their sincere appreciation to those who provided both technical and financial support to make this assessment possible. These include the participating community forestry members in Oddar Meanchey who gave their valuable time to participate in the interviews and focus group discussions. In addition, WOCAN Core Associate Phanlany Khamphoui from Lao PDR traveled to Cambodia, with financial support from WOCAN, to provide training and advisory support to the assessment team along with Indonesian co-author Abidah Billah Setyowati. Review and editing support was provided by Kimihiko Hyakumura and Yasuhiro Yokota of the Forestry and Forestry Products Research Institute (FFPRI), Japan as well as Shari Bush, Pact's Director of Natural Resources Management, Sokh Heng, director of the Institute for Forest and Wildlife Research and Development, the Forestry Administration (FA), Kingdom of Cambodia and the REDD Secretariat of the FA.

List of Acronyms

| | |
|--------|--|
| CDA | Children Development Association |
| CEDAW | Convention on the Elimination of All Forms of Discrimination against Women |
| CF | Community Forestry |
| CFMC | Community Forestry Management Committee |
| CFN | Community Forestry Network |
| CIF | Carbon Investment Fund |
| CMDG | Cambodia Millennium Development Goals |
| FA | Forestry Administration |
| FIP | Forest Investment Program |
| FCPF | Forest Carbon Partnership Facility |
| GEF | Global Environment Facility |
| GMPSFS | Gender Mainstreaming Policy and Strategy for the Forest Sector |
| GPS | Global Positioning System |
| MAFF | Ministry of Agriculture, Forestry and Fisheries |
| MWA | Ministry for Women's Affairs |
| MRV | Monitoring Reporting Verification |
| NGO | Non-Government Organization |
| NTFP | Non-timber forest product. |
| OM | Oddar Meanchey |
| REDD | Reducing Emissions from Deforestation and Forest Degradation |
| RGC | Royal Government of Cambodia |
| SMS | Short Message Service |
| SOP | Standard Operating Procedures |
| UNDRIP | United Nations Declaration on the Rights of Indigenous People |
| USAID | United States Agency for International Development |
| VCS | Verified Carbon Standard |
| WOCAN | Women Organizing for Change in Agriculture and Natural Resources |

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Executive Summary

The importance of integration of gender in sustainable forest management has been proven through decades of research and experience. By contrast, consideration of gender in the emerging REDD+ discussions has been lacking, with energies concentrated in political, technical, and funding issues. There are numerous reasons for turning this situation around and making concerted efforts to address gender concerns in REDD+ including adherence to an internationally recognized human rights approach, arguments of increased efficiency, efficacy and sustainability, as well as simple good business sense. A number of barriers and challenges exist including a male-dominated forestry sector, high labor burden for women, and poor understanding of relationships and nuanced power dynamics within communities.

In Cambodia, a number of laws and policies are already in place at the national level to integrate gender in governance systems. These include provisions in the Constitution, Land Law, Law on Forestry, Rectangular Strategy, National Strategic Development Plan, and Cambodia Millennium Development Goals (CMDG) as well as the fact that Cambodia has ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). In particular, the Forestry Administration has already developed a Gender Mainstreaming Policy and Strategy for the Forest Sector (GMPSFS). Despite all of these efforts, constraints to implementation remain, ranging from low female literacy rates to ingrained cultural and social norms.

Within this context, the Forestry Administration, the international development NGO Pact, and several other partners have been developing the Oddar Meanchey Community Forestry REDD+ project (OM CF REDD+) in an effort to access sustainable financing for forest protection through the international voluntary carbon market. Using the Harvard Analytical Framework as a conceptual methodology, Pact initiated a gender assessment of the project in order to identify ways in which gender could be effectively mainstreamed during the project's implementation phase. A Japanese institute provided funding and WOCAN provided technical support to the assessment. In order to collect data, in-depth interviews and focus group discussions were conducted in four of the 13 community forestry sites in the project area in April, 2012.

The assessment team discovered a number of interesting findings related to participation; decision making and leadership; knowledge, skills and capacity; equitable benefit sharing; and resource access, use, and control. With regards to participation, men are taking a primary role in community forestry and REDD+ activities, while women are "partly involved" in almost all activities. Women participate less actively in meetings, trainings, forest patrolling, and forest assessment work due to a number of constraints such as lower membership on elected committees (with approximately 80% of seats held by men), lack of confidence in speaking, lower literacy levels, childcare and household duties, security issues, and a perceived lower level of knowledge (i.e. tree and wildlife species). Financial management and non-timber forest product (NTFP) marketing activities are exceptional since women play the primary role in these activities.

The disproportionate number of men in leadership positions in the CF management structure indicates that women also have less influence in decision-making. There is only one female CF leader in the province, and her case demonstrates that women who do become leaders may feel they need to adopt more authoritarian leadership styles. Nevertheless, there are some encouraging examples where male CF leaders have realized the importance of women's roles and have been proactive in encouraging more equitable participation and decision making. Concerted efforts by project staff to achieve gender balance when organizing project events such as consultations have also led to better gender balance.

A look at specialized skills and knowledge of men and women revealed that men tend to spend more time in the forest and have more access to training activities – therefore they have a broader set of specialized skills related to forestry. Literacy is a major barrier for women, along with household duties. However, women have specialized skills in certain areas such as mushroom collection and processing of thatch for roofing (an NTFP). There are perceptions that certain skills are the domain of men who are physically stronger, such as tractor driving and resin collection.

The study summarized findings from research on the distinctions in perceived benefits from the forest and drew links to future REDD+ benefit sharing. While women and men tended to have similar ideas on how future REDD+ revenues might be spent, there were some important differences to keep in mind. For instance, women were most interested in literacy training, better health services, and capital for small businesses, while men noted gasoline for forest patrols.

The last section of the analysis looked at resource access, use, control and tenure. An important distinction is made between the rights to use a resource (access) versus the right to make decisions around its use (control). In terms of control over resources, interviewees indicated that at the household level there is a good degree of consensus decision-making between husband and wife, however, at the community level decisions are largely left to elected male representatives, even though women may take care of bookkeeping.

The study concludes with a list of recommendations for both the Oddar Meanchey REDD+ project as well as the national REDD+ implementation process. At the project level, recommendations included gender sensitivity training, focused training for women on literacy, leadership and NTFPs, mainstreaming of gender in project implementation including MRV (monitoring, reporting, verification) systems, and measures to ensure equal access to benefit sharing and decision-making.

Subnational demonstration projects are currently implemented with a view to informing national REDD+ processes. A number of recommendations were made for this process including: 1) ensuring gender balance in the National REDD+ taskforce and throughout the management structure, 2) including an advisor on Gender and Inclusion in the national REDD+ management structure, 3) establishing ambitious but realistic targets for participation of women in national REDD+ implementation activities, 4) mandating gender balance (at least 40% women) for participation in all capacity building activities, 5) ensuring that MRV data is disaggregated to track gender issues, 6) organizing workshops to introduce gender and REDD+ topics to key stakeholders and support gender mainstreaming, and 7) providing support to REDD+ demonstration pilots to integrate gender and pilot strategies for improving gender balance and women's participation in REDD+ activities at the local level.

Introduction to Gender and REDD+

Despite decades of research and experience proving the importance of gender in development, up until recently, the REDD+ process (See text box) had largely ignored this important element. Energies have been concentrated on political, technical, and funding issues, with scant attention paid to gender considerations from project feasibility and design to implementation. However, recently this situation is changing and there is a growing recognition that mainstreaming gender in REDD+ is a critical factor for its success in reducing carbon emissions and upholding environmental and social safeguards. Influential multilateral institutions and donors spearheading initiatives in climate change mitigation, including the Carbon Investment Fund (CIF), Forest Investment Program (FIP), Global Environment Facility (GEF), and the United States Agency for International Development (USAID) are proactively designing safeguards and updating policies to provide better guidance on gender. In this dynamic environment, there exist both opportunities and risks with regards to the social impacts of REDD+ and gender.

What is REDD+?

Reducing Emissions for Deforestation and Degradation (REDD+) is a global initiative to cut greenhouse gas emissions associated with climate change by reducing destruction and degradation of forests. Put more simply - payment in return for the active preservation of existing forests. Currently, there are voluntary markets for the exchange of forest carbon credits, while an international compliance mechanism for REDD+ under the United Nations Framework Convention on Climate Change (UNFCCC) is still under negotiation.

A gender-balanced approach to REDD+ is important due to the distinctive roles, responsibilities and knowledge men and women have in relation to natural resource management (Elmhirst and Resurreccion, 2008). The tasks they perform, the way they earn a living and allocate their time, the way they use forest and tree resources, and the access and user rights they have to these resources are factors that can vary widely. For example, a study in Uttar Pradesh, India, showed that women derived 33 to 45% of their income from forests and common land, compared with only 13% for men (FAO, 2006). These differences occur both between and within cultures, communities and households. A deeper understanding of these relationships, especially in regards to local customs and values, can be useful towards the effective implementation and equitable sharing of REDD+ benefits.

The impact of deforestation and forest degradation on community forests also has gender differentiated consequences. When forests are destroyed, women may have to spend more time and energy looking for fuelwood or fodder. This in turn may affect their ability to cook, clean or tend to farm animals or agriculture (Agarwal, 1989). With a loss of forest area also comes fewer income generating activities for men due to the reduced opportunity to harvest forest resources, resulting in their potential migration to cities in search of paid employment, often leaving households increasingly headed by women. In the absence of male labor, this can further accentuate the impact of poverty (FAO 2003). Statistics show that the large majority of the 1.2 billion people living in poverty are women (over 70 percent) (Gurung & Quesada, 2009).

Rationale for Gender & REDD+

Those advocating for the integration of gender in REDD+ have asserted a number of reasons to justify this approach. First, there is an understanding that integration of gender in REDD+ is part of a rights based approach since gender equality rights are human rights which should be guaranteed to all. Advocates refer to an existing legal framework to support this argument citing the Convention

on the Elimination of All Forms of Discrimination against Women (CEDAW) and the United Nations Declaration on the Rights of Indigenous People (UNDRIP). They also cite more recent international climate change agreements such as the Cancun Agreements which make eight references to gender and/or women.

A more practical reason for gender integration is that it will lead to increased efficiency, efficacy, and sustainability in REDD+ initiatives. According to UN-REDD, “Gender is a critical variable in shaping access to and control over resources. Gender interacts with class, caste, race, culture and ethnicity to shape processes of ecological change, the struggle of men and women to sustain ecologically viable livelihoods, and the prospects of any community for sustainable development” (UN-REDD Programme, 2011). For instance, if both women and men are part of consultations and decision making, the desired shifts in behavior change are more likely to be adopted by a larger segment of the population. Not being inclusive in decision making and benefit sharing can also skew the power structure in a community, further exasperating inequalities.

Furthermore, women and men tend to use the forest in different ways and thus have differentiated knowledge on forest resources. Harnessing this specialized knowledge will add value and contribute to better project outcomes, while ignoring this knowledge may limit positive outcomes. For instance, women may be more knowledgeable on certain forest foods, and without their participation, valuable information on sustainable harvesting might be overlooked.

Finally, it is considered good business sense, given that women comprise half the population, to give consideration to gender equality in each readiness component of REDD+. Projects or national programs which heed this advice will create and benefit from a more stable investment environment for forest carbon assets (UN-REDD Programme, 2011).

Existing Challenges and Opportunities for the REDD+ Readiness Framework

There are a number of existing problems in the forestry sector which pose unique challenges for gender mainstreaming in the context of REDD+ project implementation and policy development. An understanding of the four main REDD+ readiness components are helpful as a backdrop for this analysis. These components include: 1) stakeholder engagement (participation & decision making), 2) property rights, land and resource tenure, 3) ensuring multiple benefits of forests and REDD+, and 4) transparent, equitable and accountable management of REDD+ funds. These are particularly relevant in the early stages of REDD+ development as a country such as Cambodia embarks on subnational demonstration activities and designs its national strategy.

Generally speaking the formal forestry sector (government and industry) is male-dominated, and this imbalance has led to a degree of “gender blindness” in the forestry sector, making women’s contributions sometimes invisible and unaccounted for. This problem is exacerbated by the fact that men’s roles in relation to the forest tend to be more commercial, therefore more highly valued compared to women’s contributions to family subsistence (Paudel, 1999 cf. Upadhyay, B., 2005).

In terms of engagement of men and women in forestry and REDD+ initiatives in developing countries, statistics from both agriculture and forestry sectors indicate that women’s labor hours are greater than men’s due to the range of household responsibilities tied to subsistence and family care. Women therefore, tend to have less time to attend REDD+-related meetings and consultations which in turn can lead to incomplete information on which to design policies and programs (UN-REDD Programme, 2011). Women’s illiteracy may also be a critical constraint limiting their ability to meaningfully engage in a REDD+ process.

With regards to property rights and tenure under a REDD+ scheme, there may also be a tendency to assume that community rights and tenure equate with equal rights for men and women. In fact, research has shown that the concept of a community may conceal diversity and power relations, and mask different interests and biases (Agarwal, 2001). Furthermore, according to Gurung, “Women commonly lack formal rights to land and forests. Even if communities have rights to forests, it cannot be assumed that women have equal rights with men to these lands” (Gurung & Quesada, 2009). Similarly, women should not be treated as a monolithic social group. There are differences in roles and power structures amongst women too, often determined by other variables such as age, caste, education level, etc. Without a more nuanced understanding of the situation within a community, the risks and potential benefits of REDD+ are obscured.

Equitable benefit sharing and transparent management of REDD+ funds, earned by a country through effective reduction of deforestation and degradation, is another critical component of REDD+. If those participating in REDD+ activities do not feel that they are being fairly compensated in relation to other stakeholders, this situation will result in discontent, poor motivation, and under performance. It is therefore important to ensure that benefits are not only distributed equitably among men and women, but also that requirements for transparency and accountability are both upheld and effectively communicated.

Cambodia Forest Policy, Legal Framework and Institutional Analysis

There are several national and international laws and policies which are relevant to the promotion of gender equality in Cambodia, particularly to the protection of rights and freedoms and the welfare of men and women. There are also a variety of institutions working on addressing gender issues in Cambodia. This section will provide an outline of these policies and institutions and critically analyze their effectiveness in the context of community forestry and rural development. Conducting this broader analysis will illustrate some of the structural barriers that prevent women from playing a greater role in natural resource management at the local level, which in turn impact on the effectiveness of REDD+ programs.

International Law

In September 1992, Cambodia signed and ratified the international Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). The CEDAW, adopted in 1979 by the UN General Assembly, is often described as an international bill of rights for women^[1]. This Convention includes recommendations to reduce exploitation and discrimination against women and to increase measures to promote women’s status and rights. CEDAW provides a basis for equality between men and women by ensuring equal opportunity in public and political life including participation in voting, standing for elections, and access to education, health and employment. Moreover, the Convention stipulates that each member state must create appropriate measures, including laws and affirmative action, to ensure the rights and freedom of women (RGC, 2009a).

Although Cambodia is a signatory to CEDAW, and despite a concerted effort by NGOs, human rights groups and government agencies to educate and raise awareness amongst women of their rights, many Cambodian women still have little or no knowledge of the rights offered to them by this international convention (Licadho, 2004). Furthermore, the mechanisms and staffing requirements to ensure the implementation and enforcement of these laws are often insufficient, especially in rural areas (USAID, 2010). This lack of implementation is apparent in the fact that Cambodia’s

^[1] <http://www.un.org/womenwatch/daw/cedaw/>

Gender Empowerment Measure remains one of the lowest (0.377) in the region and in observing the various aspects of everyday life in which women's rights remain vulnerable to abuse (MWA, 2008). For example, violence against women and gender-based violence (GBV) remains widespread in Cambodia, with one in four women reporting having been the victim of spousal abuse (MWA, 2008). Furthermore, the US Department of State reports that Cambodian women are frequently victims of sex tourism and prostitution, as well as trafficking and kidnapping for purposes of sexual exploitation. These social problems, which in many cases have been brought around by years of conflict and social dislocation, indicate that Cambodia has a significant way to go to uphold the rights and protections granted to women under international law.

National Laws & Policies

The Constitution of Cambodia

The Constitution of Cambodia was adopted in 1993. It states that men and women have equal rights before the law and enjoy equal participation in political, economic, social and cultural life; and equality in marriage, family, employment and pay for the same work. It also includes measures to "prevent and eliminate all forms of discrimination and exploitation of women".

Similar to international law, the implementation of the legal assurances granted to women under the Constitution have also remained poor, owing largely to a deficient judicial and enforcement system (Licadho, 2004). For example, while the Constitution stipulates that women should enjoy the same legal and economic rights and opportunities as men, female employment is concentrated in the agricultural and informal sectors and women generally have less access to services such as education and health care (USAID, 2010). A USAID report (2010) on gender in Cambodia contends that women often have limited awareness of their constitutional rights, along with limited access to legal aid and consultation. This renders women more vulnerable to exploitation when dealing with contracts and legal agreements, especially in cases where there are conflicts over land. As a result of this, female headed-households face greater challenges in securing land tenure rights and dealing with the land registration system, leaving widowed women and female-headed households more susceptible to land-grabbing (Licadho, 2004). Women's landholdings also tend to be much smaller than men's (USAID, 2011).

Land Laws and Policies

Access to productive resources like land is very crucial for women not only as a source of income but also as collateral for credit. The Royal Government of Cambodia (RGC) promulgated the Land Law in July 2002. This law guarantees equal rights including inheritance rights for women and men to own land (RGC, 2001). Articles 10 of the Sub Decree on Social Land Concessions states:

"No person may deny the right of participation in a social land concession program to head of family who is a female, a person with a disability [batbong samathapeap], a veteran with a disability [batbong samathapeap], or a demobilized soldier." (RGC, 2003)

According to the Family Law (1989), if land is owned by the bride before marriage, she keeps the land after marriage. If her parents die, then the land is divided equally among their children regardless of sex. If a father dies, land is divided between the mother and the children. Although

women legally have full rights to own and sell private land in Cambodia, few rural families have land titles. As discussed earlier, female-headed households are more vulnerable than male headed households to land grabbing, as they have less social, economic and political power to resist abuse. Even with their names on land titles, many require permission from their husbands to sell or transfer land (USAID, 2010).

Rectangular Strategy II & Neary Rattanak III

The Cambodian Government's Rectangular Strategy for Growth, Employment, Equity and Efficiency, Phase II (2008 ~), recognizes that "women are the backbone of the economy and society". As a result, a five year strategic plan, called the Neary Rattanak III (2009-2013), has been developed as part of the Rectangular Strategy to promote gender equality and the empowerment of women in Cambodia and is being implemented by the Ministry of Women's Affairs (RGC, 2009a). As part of this strategy, the Royal Government of Cambodia (RGC) continues to implement policies and make provisions for increasing the enrollment of girls in formal education; promote the role of women in decision-making; provide training and skills to women at all levels; and increase women's participation in the civil service and public administration. This strategic plan also involves a commitment to implementing the law on the prevention of domestic violence and the protection of victims, through the provision of timely and effective protection and services to victims by cooperating with relevant institutions and development partners (RGC, 2009b). In order to achieve these goals, the RGC has stressed that the national capacity for gender analysis, research and advocacy needs strengthening (RGC, 2010).

The National Strategic Development Plan and the Cambodia Millennium Development Goals

The National Strategic Development Plan 2009-2013 highlights the RGCs commitment to reduce gender disparities in all development sectors and the need to put in place effective measures to remove the barriers that women face. This plan includes a framework for integrating gender into national planning and a commitment to increase the opportunities for women to fully participate in and benefit from development programs and processes.

In addition, the third goal of the CMDGs focuses on promotion of gender equality and the empowerment of women through reducing gender gaps in education at all levels, increasing women's participation in government and ensuring equal wages between men and women (UNDP, 2001).

While these initiatives have resulted in some significant achievements for gender empowerment in Cambodia, there are still a host of gender-based constraints that restrict equitable participation in and access to government programs and services. For example, significant gender inequities still remain in the education sector, with fewer girls than boys in upper secondary and university levels. In addition, a large number of women in the age-group 25-44 and a significant number in the age group 15-24 have less than a primary school level education. Nevertheless, girls enrollment in lower secondary schools has increased significantly, from 24.8% in 2005 to 45% in 2010 (RGC, 2010). Studies have also revealed that women have less access to micro-credit and agricultural extension services, limiting the extent to which they can partake and benefit from income-generating activities. One study showed that while 54 percent of women knew about credit programs for women, only 15 percent had ever taken a loan to start or expand their own businesses (USAID, 2010).

Ministry for Women's Affairs

The Ministry for Women's Affairs (MWA) has been in existence since 1995 and includes nine departments, each covering specific sectors such as social action, education and training, and economic development. The Ministry was established to address the disparities between men and women in Cambodian society, and it has established Women in Development Centers in 20 of Cambodia's provinces. The MWA has also founded a Technical Working Group on Gender, which is responsible for ensuring that gender issues are being addressed by all stakeholders at local as well as national levels.

Forestry Law and Policies

Since the moratorium on all logging concessions by the RGC in 2002, Cambodia's forest sector has undergone some significant reforms. These reforms have seen a number of new laws and policies enacted which have been aimed at decentralizing the management of natural resources through Community Forestry agreements and Community Protected Areas. The 2002 Forestry Law provides legal rights for local communities to manage land through the establishment of community forestry groups and defines the management framework for the use, harvest, development, conservation, and protection of forests in Cambodia. This law aims to ensure sustainable forest management and customary user rights over forest resources for indigenous and local communities (Yeang, 2010). While the Forestry Law has provided significant support to community forestry and local tenure rights in Cambodia, the law fails to specifically identify women as a stakeholder group and does not mention their rights or safeguard their inclusion in the Community Forestry (CF) agreements that are developed with communities (RGC, 2002).

The National Forest Programme (NFP) 2010-2029, the primary guiding policy document for the sector, aims to promote women's involvement in the management structure of the FA at the national and local level to ensure that women are involved more effectively in the forestry sector. Furthermore, the NFP also highlights the importance of women's participation in community forestry institutions to guarantee equitable benefit sharing (RGC, 2010). However, this policy is relatively new, and the tools and skills for monitoring gender in implementation are still rudimentary.

Nevertheless, in recognizing the important role that women play in the forestry sector, the Forestry Administration (FA) developed the Gender Mainstreaming Policy and Strategy for the Forest Sector (GMPSFS) in 2009, in order to commit to and enhance gender equality in this sector. This effort has involved the establishment of a Gender Working Group which is responsible for coordinating, assisting, supporting, advising and monitoring the progress against the implementation of the GMPSFS. These initiatives have involved the facilitation of three gender in forestry workshops in Kampot, Seam Reap and Stung Treng, as a way of better understanding the problems and constraints faced by women in all aspects of the forestry sector. Sixteen other ministries and institutions have also established a Gender Mainstreaming Action Plans for their sector. Nonetheless, limited resources, a lack of harmonization between gender mainstreaming plans and the monitoring mechanisms utilized to assess them, and strong cultural constraints to gender equality, have all limited the efficacy of these initiatives (RGC 2010).

The Community Forestry Sub-Decree (2003) and the Guidelines on Community Forestry (2003)

The 2003 Community Forestry Sub-decree outlines the rules for the establishment, management and use of community forests throughout Cambodia. It serves as an opportunity for rural communities to gain up to 15 years of land tenure over state forests. While Article 18 of this Sub-Decree 'encourages the participation of women in the Community Forestry Management Committees' (CFMCs), it fails to articulate how this might occur or how women's involvement could be greater institutionalized into these forest management bodies. Women still make up a very small proportion of CFMC members.

Protected Areas Law

The Protected Area Law was promulgated in 2008, and its objectives are to ensure the conservation of biodiversity, and sustainable use and management of natural resources in protected areas. The law provides a mandate for protected area management plans and for the demarcation and zoning of protected areas, to help address the wide variety of threats that these areas face. The implementing regulations for this law are yet to be issued however, which has made site-level implementation of the law challenging.

Forestry Administration Staffing

In Cambodia, women make up only 10% of Forestry Administration staff and only 0.5% of management positions are held by women (GWGFA, 2009). Women remain a minority at all levels of government in Cambodia, particularly in technical line ministries, as agricultural extension agents, and members of land registration teams (USAID, 2011). Nonetheless, the government has taken steps to try and enhance the number of women in government positions. The GMPSFS outlines specific objectives and activities to enhance the number of women in the FA and to ensure that there are equal opportunities for obtaining management positions within the FA. Furthermore, the Secretariat of State of the Civil Service has issued guidelines on affirmative action with a quota ranging from 20 percent to 50 percent for women among the new recruits to the civil service. The implementation of this guideline has been slow, however, with the proportion of women civil servants increasing from 32 percent in 2007 to 34 percent in mid-2009.

Forestry Faculties

The longer term human resources development in the Cambodian forestry sector is closely linked with the higher education institutions offering forestry degrees, namely the Royal University of Agriculture (RUA) and the Prek Leap Agricultural University. In the case of RUA, approximately 25 percent of the lecturers are women (4 of 20) while the student body averages about 9 - 10 percent female. According to the Dean of the faculty, it has been difficult to attract female students to the program since they often face opposition from their parents who prefer them to stay close to home rather than traveling out to forests. Despite this imbalance, there have been no deliberate efforts to attract female students to the program and no coverage of gender in the formal curriculum (Va, personal communication, 20 June, 2012)¹.

In the case of the forestry faculty at the Prek Leap Agricultural School, the situation is similarly imbalanced. All of the six teachers at the school are men, and of the 115 students currently enrolled, only 16 percent are female. (So Samnang, personal communication, 20 July, 2012)

¹ From 1989 to 2011, 596 students graduated from the faculty. Of these, 548 students were male and only 48 were female.

Constraints to Implementation of Laws and Policies

While these programs and policies stress the importance of women's participation in forest management and decision making, lower literacy (66.7% for women compared to 85.5% for men) and numeracy rates, less access to education, domestic responsibilities and/or home-based employment, and low representation in community forestry management committees, restrict women's political representation in forest management and the extent to which these management institutions can provide positive returns to women, their families and communities (MWA 2008). Furthermore, many programs overlook women's specific needs regarding forestry, mainly because policy-makers and planners lack adequate data, information and methodologies to address them (FAO, 2012).

In order to understand the reasons behind gender inequities and women's relative lack of rights in Cambodia, it is important to examine the role that culture and social norms have played. This cultural element is important in that it has restricted the extent to which women at the local level have been able to benefit from the laws and policies that have been devised to support them. Many of these inequities are attributable to the fact that Cambodia is a hierarchical society, with strong traditional norms and expectations of the "proper" roles of men and women (USAID, 2010). For example, 47 percent of men and 51 percent of women believe men and women have different rights (USAID, 2010). These entrenched cultural values impact directly on gender biases within institutions and on how men and women self-identify, which has a strong influence on many facets of daily life, such as the division of labor. One impact of these gender attitudes is that women take on a greater share of household responsibilities, restricting the extent to which they can participate in community activities and achieve greater levels of education.

Thus while there are a wide range of laws and policies to protect the rights of women and enhance gender equality, strong cultural values and attitudes have limited the efficacy of these initiatives in achieving change at the local level. Achieving changes to these behavioral and attitudinal aspects of the culture is a long term effort that will require strong commitment from all relevant stakeholders.

Background on Oddar Meanchey CF REDD+ Project

The Oddar Meanchey Reducing Emissions from Deforestation and Forest Degradation pilot project (OM REDD+) brings together community forest management groups in partnership with the Cambodian Forestry Administration, civil society organizations and private actors in sustainable forest management. Thirteen communities in the province manage a mosaic of forest land totaling 64,318 hectares. Project partners are seeking sustainable financing through the voluntary carbon market to support the forest protection efforts of these communities.

Since the formal establishment of Oddar Meanchey in 1999, multiple factors including population increase, resettlement, logging and economic land concessions have contributed to an escalating rate of deforestation and forest degradation within this remote province. The OM REDD+ project addresses these multiple drivers of deforestation and forest degradation through a range of activities including reinforcing land tenure, land-use planning, forest protection, awareness raising, agricultural intensification and assisted natural regeneration of degraded land. Using an accredited methodology under the Verified Carbon Standard (VCS), the OM REDD+ project aims to mitigate climate change, improve local livelihoods and protect forests and biodiversity. As the OM REDD+ project goes to market in 2012, significant challenges remain including financing project

development, benefit sharing, linking the project to a national REDD approach, stakeholder engagement and demanding technical requirements. In working to address these challenges, the longevity of REDD+ in Oddar Meanchey will ultimately depend on the role that community groups play in sustainably managing forests. Project proponents are seeking a better understanding of how these groups function along with their strengths and weaknesses, with gender and inclusiveness being one important aspect of group functioning. This gender assessment was one of the first formal steps towards integrating gender in the project.

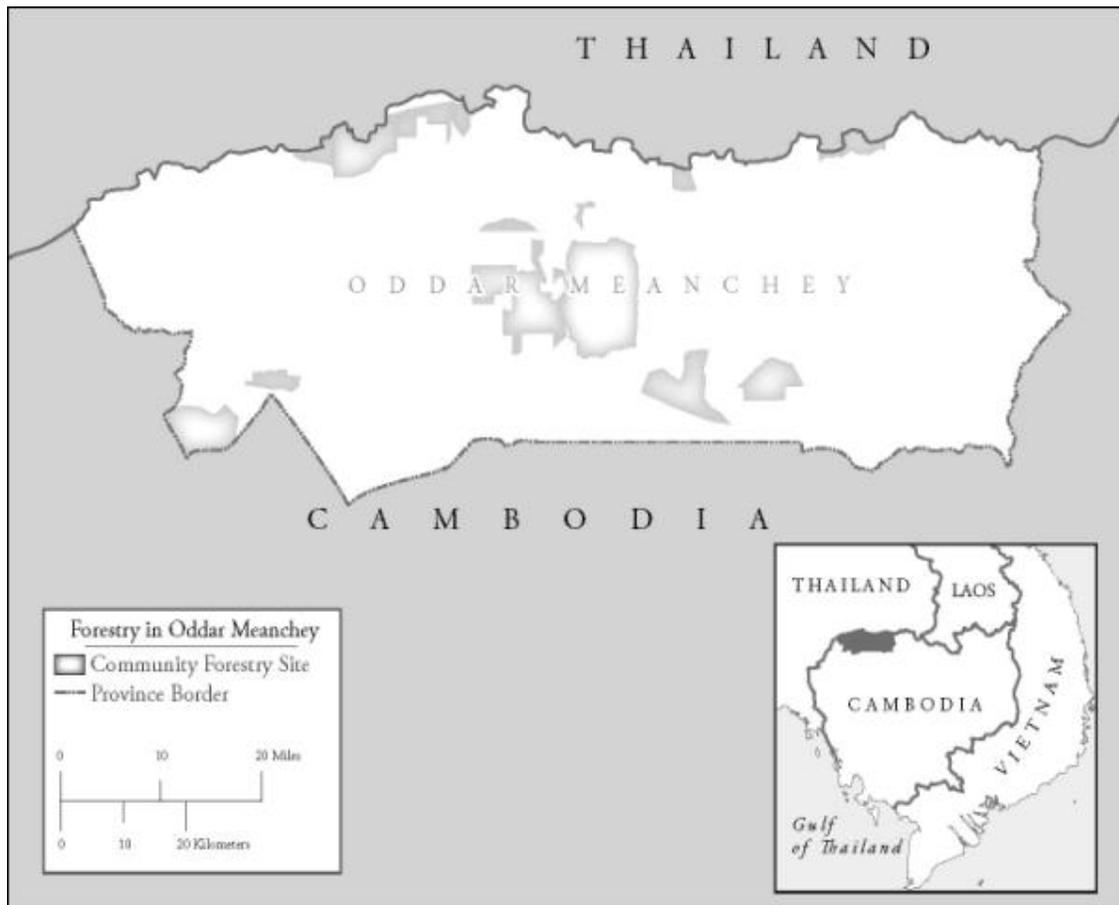


Figure 1 Map of the Oddar Meanchey Community Forestry REDD+ project area. The thirteen community forestry sites are shaded in grey. (Map courtesy of Land Tenure Center, University of Wisconsin)

Conceptual Framework and Methodology

As the government's implementation partner, Pact initiated the gender assessment of the Oddar Meanchey CF REDD+ project primarily in order to learn more about gender in the target area and to identify ways in which gender could be effectively mainstreamed during the project's implementation phase. Since this particular project is the first REDD+ project in Cambodia, it plays an important role in establishing best practices and standards for REDD+ implementation throughout the country, for both subnational demonstration projects as well as for the national REDD+ process. Pact was fortunate to receive funding from a Japanese institute to conduct the fieldwork, and to solidify a partnership with Women Organizing for Change in Agriculture and Natural Resources (WOCAN) for technical support. WOCAN provided training on gender to build

the capacity of the assessment team, as well as advisory support in the field and review of the final report.

The conceptual framework for the gender assessment conducted in Oddar Meanchey is based on the Harvard Analytical Framework, one of the earliest and well-regarded frameworks for gender analysis. This framework sets out to: 1) make an economic case for allocating resources to women as well as men; 2) assist planners to design more efficient projects; 3) emphasize the importance of better information as the basis for meeting the efficiency/equity goal; and 4) map the work of men and women in the community and highlight the key differences. Since the framework is designed for collecting data at the micro-level, it is well-suited for use with the villagers in Oddar Meanchey community forestry sites (SEAPAT, Annex 6).

The framework focuses on four key components:

- 1) Activity profile: answers the question “who does what?” including gender, age, time spent and location of the activity
- 2) Access and control profile: identifies the resources used to carry out the work identified in the activity profile, and access to and control over their use, by gender
- 3) Analysis of influencing factors: charts factors that influence gender differences in the above two profiles
- 4) Project cycle analysis: examines a project or intervention in light of gender disaggregated information

(Source: SEAPAT, Annex 6)

The framework contains a series of checklists consisting of key questions to ask at each stage of the project cycle: identification, design, implementation, and evaluation. The checklists provide key questions to help facilitators assess women’s needs, define general project objectives, identify possible negative effects, predict the project impact on women’s activities, access and control, and women’s dimension in project implementation and evaluation. Some of the formats used for acquiring information under the framework include:

- In-depth household interview
- Focus group discussions
- Participant observation
- Gender resource mapping
- Confirmation survey
- Gender-disaggregated seasonal activities calendar
- Activities, resources and benefits analysis
- Gender sensitive monitoring group discussion

In the case of the Oddar Meanchey assessment, the fieldwork consisted of day-long research activities in four of the 13 CF areas. The research team, composed of two regional advisors from WOCAN along with Pact project staff already familiar with the project area and communities, believed that sampling research in four of the 13 CFs would be likely to yield results which would be indicative to the situation in all 13. These particular four CFs were chosen for two reasons. First, they are in close proximity to each other, so logistics of traveling between sites would be easier and the two teams could meet after the day of field work to discuss and compare results. Second, all four of these CFs have relatively high rates of CF membership, so the research team felt that it would be easier for the participants to discuss gender as it relates to community forestry. The research was

conducted over the course of four days from 19 to 22 April, 2012 by two teams with three to four members each.

Table 1 Location of Research Sites in Oddar Meanchey

| CF Name | Village |
|-----------------------|-------------|
| Phaav CF | Thnal Kaeng |
| Prey Srong CF | Koki Kandal |
| Sangkrou Preychheu CF | Rumchek |
| Samaky CF | Phum Thmey |

The assessment teams employed the first two methods of in-depth household interviews and focus group discussions. Six to seven women and men were invited separately to join the focus group discussions which lasted about 1.5 – 2 hours each. The only criteria for the participants besides sex was that he/she should be a member of the community forestry group. The respective CF leaders were responsible for the invitations to the participants.

The focus group exercises included descriptions of daily schedules, analysis of activities, and the access and control profile. Throughout the discussions, the facilitators attempted to gender-disaggregate the information provided by local people. Influencing factors were also considered by the facilitators throughout the exercises, though there was no explicit exercise on this topic.

In addition to the focus group discussions, the assessment teams also conducted in-depth household interviews with seven key informants. These people tended to be community forestry leaders within the village who generally have more knowledge on forest resource use and management. These interviews were conducted at the home of the interviewee, in a comfortable and quiet setting. A list of questions was developed beforehand, with questions divided into five areas: participation, forest use, benefits, and tenure. The assessment was documented by a note taker and all the sessions were also recorded by voice recorder.

Description and Analysis of Gender Issues in Oddar Meanchey REDD+

Participation in CF & REDD+ Activities

To understand the degree to which women participate in community forestry and REDD+ activities, it is useful to use a framework offered by Agarwal (2001b). Adapting from Arnstein's (1969) ladder of participation in communities, she argues that there are six levels of participation in which each level is determined by the quality of people's participation:

1. Nominal participation refers to mere membership to a group without any involvement;
2. Passive participation refers to a situation where women attend meetings and merely listen to decisions, without actually voicing their concerns;
3. Consultative participation is where women's opinions are sought in specific matters without any guarantee of their inputs influencing final decisions;
4. Activity-specific participation refers to a situation in which women are asked to (or volunteer to) undertake specific tasks;

5. Active participation is when women express their opinions, whether solicited or not and take different initiatives;
6. The highest level is interactive participation in which women have the ability to speak, influence and implement decisions.

The above list demonstrates the subtle differences in participation with progressively increasing involvement and influence. With this lens, the assessment team could be more discerning on the level of women’s and men’s participation in related forestry and REDD+ activities.

Community forestry and REDD+ involve a wide array of activities related to forest use and management at the household, community, and project level. This section discusses participation in community forestry and REDD+ activities with a focus on management activities. Participation in forest use is described in the section below on Resource Access, Use, Control & Tenure.

Participation in Community Forestry Activities

Separate focus group discussions were conducted in all four villages in order to determine the level of participation of women and men in different community forestry activities. After together developing a list of the CF activities that villagers take part in, the participants used beans to score men’s and women’s involvement. The Table below combines the data from the four villages (which was consistent) and describes the participation of men and women in some of the key community forestry activities including meetings, trainings, patrolling, and forest management work. Of the ten community forestry activities discussed, women are “partly involved” in all ten of them except for “CF signage work” which they are not involved in. By contrast, men are primarily involved in nine of the ten activities and “partly involved” in financial management. Overall, it is clear that men are taking a primary role in community forestry activities while women are “partly involved” in almost all activities.

Table 2. Participation in Community Forestry Activities

| Activity | Women | | | Men | | |
|----------------------------|--------------|-----------------|--------------------|--------------|-----------------|--------------------|
| | Not involved | Partly involved | Primarily involved | Not involved | Partly involved | Primarily involved |
| Attending CF meetings | | X | | | | X |
| Financial management in CF | | X | | | X | |
| Attending NGO training | | X | | | | X |
| Forest management planning | | X | | | | X |
| Patrolling | | X | | | | X |
| Reporting to authorities | | X | | | | X |
| Making firebreaks | | X | | | | X |
| CF signage work | X | | | | | X |
| Boundary demarcation of CF | | X | | | | X |
| Tree ordination | | X | | | | X |

Community Forestry Meetings

Regular community forestry meetings are important for effective forest management, communication, and knowledge sharing. Depending on the size of the community forestry group² these meetings are held at the village level and at the community level. There is also a quarterly provincial level Community Forestry Network (CFN) meeting. As seen in the table, women are only partly involved in CF meetings, meaning that few women attend these meetings. The experience in Oddar Meanchey is that women are more likely to attend village meetings since it is not necessary to travel in order to attend, and therefore, there is less impact on their household duties. Sometimes, there may even be more women than men in the village level meetings. By contrast, the CFMC meetings and CFN meetings are dominated by men since their composition is based on the elections of the management committees. Even though women are present in some of the CF meetings, their participation is generally passive. For instance, according to one female member in Samaky CF:

Women hide their faces in the meetings because they are all stupid (lunging, ot chhe). Sometimes I want to speak in the meetings, and then when I stand up, I forget what I want to say. I'm afraid of being wrong. If there are only women, then I am not afraid. But with men, and higher level people, I'm afraid. They never threaten us, but we are just afraid ourselves.

Furthermore, women are sometimes distracted by their young children that attend the meeting with them, and they claim they sometimes find it hard to pay attention. In most Cambodian rural villages, there are few options for childcare. In particular, migrant families tend to have fewer relatives nearby to assist, resulting in mothers allocating more time to parenting.

Finally, women said that they generally feel more comfortable to speak in meetings where only women are present, indicating that women-only sub-groups (or parallel groups) could be a good way to build women's confidence.

Training

There are significant discrepancies between the level of education of men and women in Oddar Meanchey. According to the 2004 population survey, 84 percent of men are literate compared to only 61.6 percent of women (National Institute of Statistics, 2005). During the gender survey work, a show of hands indicated that the majority of women who attended the meetings were illiterate. Some discussants reported that many families often give priority to boys to study. There are several reasons. First, it is believed that boys will be able to travel farther to go to school, a significant factor in remote villages. Second, many families consider their sons to be the future breadwinners for their families, and therefore see the investment in their education as more important. Finally, there remain older cultural beliefs that if women are able to read and write, they will be able to write love letters, which would be considered inappropriate.

Financial Management

In Cambodia in general women are more trusted with managing finances, mainly because they are perceived to be more careful with money. This belief holds true at the household level as well as for the community forestry finances, and provides an important entry point for increasing women's voice and responsibility.

² Some CFs are composed of several villages while others have only one village.

The community forestry groups maintain a basic accounting system where incomes and expenditures are recorded and cash is stored safely. Income derives from CF village member dues (ranging from 100 riel – 1000 riel per month³), small donations from visitors and other supporters, and in some cases, a small tax on commercial activities, such as bulk resin sales to a middleman. The trust in women to manage community finances is also reflected in the fact that 7 of the 13 CF Accountants in the project area are women. Cultural reasons derive from a belief that men are more liable to lose money such as through drinking and gambling; whereas women are more cautious in spending because they feel more responsibility for putting food on the table for the family.

Forest Patrolling

Forest patrolling by the community is one of the most essential activities for protecting the forest. According to the project's SMS Frontline reporting system, communities that are functioning well patrol their community forests several times per month, and these patrols range in length from several hours to several days⁴. According to those surveyed, women and men are both involved in patrolling, but men play the primary role.

Interviewees mentioned a number of barriers. In Prey Srorng CF, for example, one woman said that the husbands don't allow their wives to spend time in the forest because they are afraid that their wives will be unfaithful during the trip to the forest. Men and women also expressed concern about security issues for women and alluded to the possibility of rape.

However, there was evidence that these barriers are weakening in the face of proactive leadership. The Sangkrou Preychheu CF Chief, Mr. Lieu Seth said,

"I ask 2 or 3 women to attend the patrols. This year there are more women who want to patrol...they are interested in this work to protect the forest. When there is a case of illegal logging, it's easier for the women to confront the loggers, and there may be less conflict. We need women to participate in CF the same way that women are part of the family. Men and women share the responsibility together."

Other CF Management Work

Other important tasks in community forestry management include the construction of firebreaks, installation of signage and boundary markers, and special ceremonies such as tree ordination⁵. All of these activities are dominated by men with women partly involved. Again the same barriers have been mentioned such as physical limitations, household duties, and security issues. The tree ordination ceremonies may be exceptional since women's role in the spiritual aspects of forestry is strong. In Phaav CF, interviewees claimed that many women participated in organizing tree ordination ceremonies to draw attention to the spiritual importance of the forest. They were involved in preparing rice for the monks who performed the blessings. However, interviewees also noted that men are better at Buddhist chanting and may take on more responsibility as leaders during the ceremonies (also as monks) while women participate behind the scenes.

³ Equivalent to US\$0.02 - \$0.25.

⁴ Three of the 13 CFs are unable to patrol regularly due to military incursion in the sites and security risks. Two or three others are dealing with internal management issues which has meant a decrease in the normal patrol schedules.

⁵ Tree ordination is a Buddhist practice of blessing a tree by ordaining it in saffron robes. Ceremonies are conducted to raise awareness on the spiritual importance of protecting the forest.

Participation in REDD+ Activities

In the next focus group discussion, participants were asked to rate the involvement of men and women in the activities specifically related to the REDD+ initiative. In the case of Oddar Meanchey, there is clearly an overlap between the community forestry activities and REDD+ activities since this particular REDD+ project is based on a community forestry framework. The activities described below are those which are specific to REDD+ project development. Again, it is clear that men have been primarily involved in the REDD+ project activities whereas women are either partly involved or not involved.

Table 3. Participation in REDD+ Activities

| Activities | Women | | | Men | | |
|--|--------------|-----------------|--------------------|--------------|-----------------|--------------------|
| | Not involved | Partly involved | Primarily involved | Not involved | Partly involved | Primarily involved |
| Raising awareness on REDD+ | | X | | | | X |
| Attending REDD+ related workshops and training | | X | | | | X |
| Biodiversity assessment | X | | | | | X |
| Forest inventory | | X | | | | X |
| Using GPS / camera | X | | | | | X |
| Using project telephones | X | | | | | X |

Raising Awareness on REDD+ & Consultations

Explaining the concept of REDD+ to local communities is a challenge and requires creative and persistent efforts to find ways to make the key messages clear. Knowing the high levels of illiteracy in the villages, particularly among women, Pact did not rely on written materials, but instead worked with its local NGO partner CDA to conduct village-level workshops whereby smaller groups⁶ had a chance for face-to-face interaction and questions and answers. Despite these efforts, the understanding of REDD+ among women remains significantly lower than amongst men.

In order for a REDD+ Project Document to be successfully completed, a project consultation among concerned stakeholders is required. While project preparation may require an ongoing process of interaction and consultation, a more formal consultation is suggested prior to final submission of the Project Document. In Oddar Meanchey, this formal consultation was held at the provincial capital in November, 2009 and jointly facilitated by the Forestry Administration and Pact. The consultation was evenly gender balanced since organizers made a deliberate effort to involve women and had sufficient funding to invite more than one participants from each community. In this case, the CF leaders were invited. If this person was a man, then they were requested to bring a woman as well, and vice versa. During the consultation, separate discussion groups for men and women were formed to discuss concerns. This model of setting aside sufficient resources for gendered participation, insisting on gender balance as a criteria for the meeting invitations, and providing separate discussion space for women and men, was found to be effective not only because it revealed

⁶ At the time of the workshops in 2008, Pact did not set any quotas on the proportion of men and women participants.

new information for the project, but also because it reinforced the value of including women's perspectives.

Attending REDD+ Project Trainings

Training opportunities throughout the REDD+ project development have included training on community forestry process, GPS and boundary demarcation, biomass inventory techniques, biodiversity monitoring, financial management, project monitoring and evaluation, SMS monitoring, NTFP enterprise development, and silviculture techniques. Other NGOs have also been organizing some training courses in the CFs such as gender training (Phaav CF), handicraft production, and active non-violence.

In the early stages of the project preparation in 2008 and 2009, Pact did not put emphasis on women's involvement in the trainings related to REDD+, but in the last two years, there have been more concerted efforts to achieve gender balance. Training organizers now insist on a certain number of women participants, and training attendance sheets include gender disaggregated information. Nevertheless, there are challenges to achieve equal participation. For instance, there were only four women (out of 20) participating in the training on REDD+ project monitoring. In this case, fewer women came to the training since there was a false perception that monitoring was closely linked to patrolling which was an area more familiar to men.

Forest Inventory

The Oddar Meanchey REDD+ project has necessitated establishment of more than 100 permanent forest plots in order to measure biomass and estimate carbon sequestration. Disaggregated data indicates that only 11 percent (38 of 357) of the local participants in the REDD+ forest inventory activities were women. Gender balance among participants is a recommended criteria in the project's Standard Operating Procedures for the biomass inventory work, and Pact has made efforts to involve women in this work; however the cultural barriers to participation remain high. Project staff reported that in the case of Sangkrou Preychheu and Andong Bor, women turned up to part take in inventory work, but when she saw that she was the only woman attending, she turned away or left early. According to interviews and focus group discussions, there are perceptions that women may be more at risk traveling in the forest or that they don't have the physical stamina for some of the tasks such as using machetes to cut underbrush. Nevertheless, an interview with one woman who did participate in the forest inventory work demonstrated that she was fully capable to do the work and felt especially proud of her contribution.



A woman measures a tree stump during the forest inventory in Sangkrou Preychheu CF

Biodiversity Assessment

The Climate Community Biodiversity (CCB) standards for certification of REDD+ projects on the voluntary market call for an assessment of high conservation values (HCVs) and plans for monitoring biodiversity over the course of the project. In December, 2012, Pact conducted the project's biodiversity assessment in collaboration with the Forestry Administration and Birdlife International.

The participants in the biodiversity survey fieldwork⁷ were all men, besides one expatriate team leader. There appear to be important cultural constraints for Cambodian women to participate in this particular activity. In this case, the survey work required several intense weeks spent living and sleeping in the forest. There is a general view that women are not physically strong enough to go to the forest for long periods and that there are security risks for women in the forest. Because they have spent less time in the forest in general, women in the project area are also less familiar with tree species and wildlife. Field team leaders rely on local participants to play a key role as informants, so this may be the primary reason why women were not strongly encouraged to participate in the biodiversity assessment. In this case, we can observe how project activities may unwittingly impede women's opportunities to learn and instead reinforce gender imbalances, particularly when resources are limited.

Using Project Equipment

The REDD+ project utilizes SMS text messaging to record and communicate important project monitoring data. Each community has been provided with a telephone and training for how to prepare and submit the data to a central hub at Pact. Unfortunately, at the current time, all of these

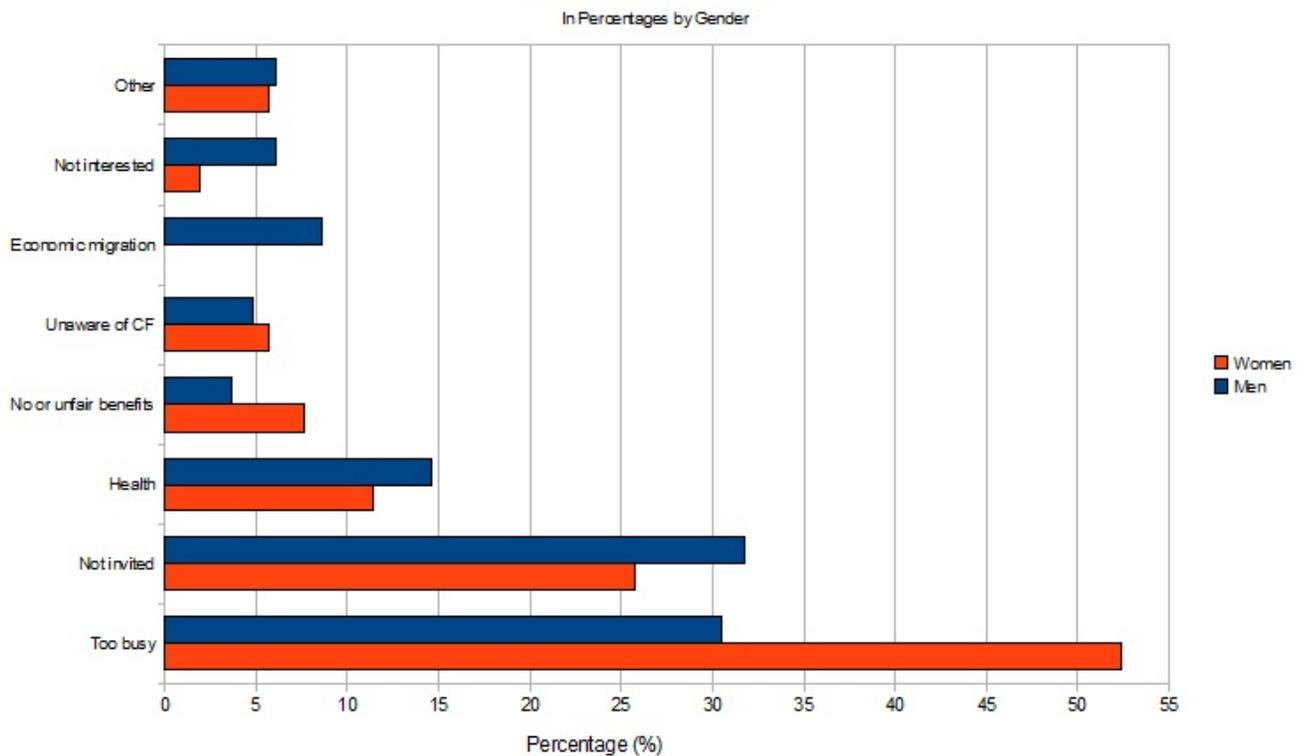
⁷ The biodiversity assessment was conducted intensively in four CFs, namely: Sorng Rokavorn, Andong Bor, Prey Sorng, and Sangkrou Preychheu. There were shorter surveys in Romdoul Veasna and Rolus Thom CFs.

phones are managed by men. The reason for this relates to women’s unease or perceived unease with new technology, as well as the fact that the CF Chiefs are men and take control of this responsibility. In one case (Samaky CF), the telephone was handed over to the CF Chief, a woman, but she later handed it off to a man to take care of because she did not feel at ease with text messaging.

Perceptions of Barriers to Participation

Women and men in the project area cite a variety of reasons for why they are inactive in the project activities. A series of in-depth interviews in Samaky CF by Boudewijn (2012) shed more light on this issue by gathering reasons that men and women cite for failing to participate in community forestry activities. The figures below show that these explanations include being too busy with household chores, health reasons, lack of invitations, lack of awareness or interest, lack of perceived benefits, and migration. It is interesting to note that for women, being too busy is the primary reason for inactivity while for men, lack of invitation to participate dominates. Men also seem to suffer disproportionately from health issues and migration as impediments to participation (See Figure 3 below). While some barriers may be easier to overcome than others, the large number of interviewees, both men and women, citing lack of invitation to participate, is a clear sign that the CF leader in Samaky CF has not been effective in involving or communicating with all the CF members. Leadership and communication training could be an easy remedy for this issue, and might significantly boost both women’s and men’s participation in activities.

Figure 2 Reasons for Male and Female Inactivity (Boudewijn, 2012)



demonstrable benefits. It not only improves women’s effective voice in decision-making; influences the nature of decisions made, especially the rules of forest use and their implementation, but also improves forest condition. Community forestry leadership and decision making is related to formal structures which are defined in the community forestry legal framework. Under this framework, the Community Forestry Management Committee (CFMC) is the most important decision-making body

in the CF with responsibilities ranging from preparing and adopting CF regulations and by-laws, representing the community in negotiations and dispute resolution, and managing community forestry funds. The CF Sub Decree requires that this locally elected body include an odd number of members between 7 and 11, and that at minimum 60 percent of the village adult population participate in the election. Eleven of the 13 CFs with larger surrounding populations also have village sub-committees under the CFMC. Though there is no obligatory quota for female candidates or CF members, the CF Guidelines state that “women are encouraged and given priority to be candidates.”

However, a brief survey of the composition of the CFMCs throughout the province reveals that men have significantly higher presence in CFMCs than women. They hold 12 of the 13 CF Chief positions (92%) and 81% of the CFMC positions (80 of 99). Similarly, they also hold 80% of the CF Sub-Committee positions. However, by contrast, women hold more positions as CF Accountants with women filling 7 of the 13 posts.

Table 4. Representation in Leadership Positions

| CF | CF Chief | CF Accountant | # Women vs. Men on CFMC | # Women vs. Men in Sub-Committee |
|-------------------------|---------------|---------------|-------------------------|----------------------------------|
| 1. Andong Bor | M | F | 1/6 | 4/24 |
| 2. Dung Beng | M | M | 1/6 | 7/21 |
| 3. Chhouk Meas | M | F | 1/6 | n/a |
| 4. Ou Yeay Kaov | M | F | 1/6 | n/a |
| 5. Phaav | M | M | 2/7 | 4/16 |
| 6. Prey Srong | M | M | 1/6 | 3/17 |
| 7. Prey Srors | M | F | 1/6 | n/a |
| 8. Ratanak Ruka | M | F | 3/4 | 22/60 |
| 9. Rolus Thom | M | M | 3/8 | n/a |
| 10. Romdoul Veasna | M | M | 2/5 | 7/21 |
| 11. Samaky | F | F | 2/5 | 4/21 |
| 12. Sangkrous Preychheu | M | M | 0/7 | 3/18 |
| 13. Sorn Rokavorn | M | F | 1/8 | 7/44 |
| TOTAL | 1F/12M | 7F/6M | 19F/80M | 61F/242M |

Source: Telephone interviews with CF leaders, August 2012.

In addition to gender-disaggregated data on CFMC membership, the assessment team gathered more qualitative information about the CFMC and women’s leadership and roles in decision-making during the in-depth interviews. There were several interesting findings.

First, it appears that the CFMC leader has a disproportionate authority in decision-making in relation to other CFMC members. The CFMCs generally do not meet on a regular basis and therefore day-to-day decisions are entrusted to the CFMC leader in order to expedite management functions. However, if there is a dispute or an internal management issue, the CFMC is more likely to be called together to discuss and participate in a solution. According to a female CF member in Prey Srong CF, “Consultation will be made among men and women in the CFMC but the final decision will be made by the CFMC leader who is a man.” Therefore, it may be concluded that even if there are women present on the CFMC, their influence on normal decision-making may be limited since the CF Chiefs currently tend to be men. In Oddar Meanchey, there is only one female CF Chief in Samaky CF.

In the case of Samaky CF the elected female CF Chief has served in this position for more than five years. Her style of leadership reveals some particular characteristics which shed light on the challenges for women to reach this level. First, she is a former Khmer Rouge leader, and therefore has a previous personal history of leadership within her community. In other words, her legitimacy as a CF leader is increased by her previous experience as a leader. It is not clear what type of leader she was under the Khmer Rouge or how she came to reach that position; however, one could assume that there was an element of authoritarianism within leadership in general at the time. During the in-depth interview, the CF Chief tended to speak in an aggressive tone. She declared,

“My mouth is my weapon...the police and the military respect me because I use the law. I have all the documents and I give them out to the authorities. I don’t know if they respect me more because I’m a woman. It could be the same for a man as long as he follows the law.”

During group discussions, this particular female CF Chief has a tendency to dominate, and it is sometimes difficult to know whether her opinions accurately represent those of the general community. Household interviews (Sepehri, 2011, Boudewijn, 2012) revealed mixed support for her leadership, with some villagers claiming that they felt excluded because they were not included in her roster of “active members” to receive future benefits. In other words, this one exceptional woman leader is considered to be very strong, but not particularly collaborative, democratic, or gender sensitive. There seems to be an element of overcompensation in her authoritarian style perhaps due to generally weak acceptance of female leaders. This situation reflects a broader dilemma of women leaders. Due to widespread perception of what it means to be a leader in a patriarchal setting (e.g. forestry sector), many women leaders tend to mimic the dominant leadership style because the public are more receptive to it.

Another interesting finding is that some community forestry groups, such as Sangkrou Preychheu CF, have initiated their own quota for women’s inclusion in the CFMC. Specifically, the CFMC in this community was able to make sure that a woman would be selected for the position of Accountant by mandating this position for a woman. This effort also reflects the local view that women’s skills may be best utilized in financial management, rather than in general leadership positions. This perception might limit women’s opportunities to effectively participate in the broader decision making processes in the organization and hold a leadership position.

The same barriers that exist for women to participate in community forestry and REDD+ activities are also reflected in their ability to reach leadership positions, including limited literacy, household burdens, and general lack of confidence in their own capacities. According to Ms. Vung Sapanha, head of the FA Headquarters’ Gender Working Group “Women have their reasons why they don’t want to be leaders...it may be because she doesn’t have enough experience, or she is busy with the family or afraid of her husband. So we also need to make the husbands understand” (personal communication, 31 May 2012).

Knowledge, Skills, and Capacity

Rocheleau et.al. (1996 cf. Nightingale, 2006) argue that access to scientific and environmental knowledge is structured by gender. For instance, while women have substantial knowledge on the forest resources based on their subsistence practices, they are often excluded from access to agroforestry extension and new training opportunities and other knowledge associated with science. The research in Oddar Meanchey revealed that women and men have differentiated knowledge and skills with regards to forestry and REDD+. These specialties reflect the contrasting opportunities of men and women to participate and develop their skills as well as the cultural barriers and

preconceptions as to the appropriate roles and responsibilities of men and women in forest use and management. As mentioned earlier, literacy is a fundamental constraint for women to develop their knowledge and skills.

As expected, the knowledge on REDD+ among both men and women is still very limited. However, the male CFMC members tend to know slightly more than the women since they are able to read documents and have more access to attend meetings and trainings. All eight men interviewed were able to explain how the community might earn credits from developed countries by protecting its forests, but some of the female interviewees were confused by the concept and couldn't explain what it meant.

Below are the highlights that the assessment team uncovered with regards to men's and women's specialized knowledge and skills.

Men's Specialized Knowledge and Skills

In-depth interviews revealed that people generally believe that men's knowledge on the location of certain NTFPs such as rattan, resin, and honey is better than women's because of their familiarity with areas deeper in the forest. As regular collectors, they are more capable in finding certain species of an NTFP. Moreover, since men are better at climbing trees, they are also more skilled at collecting wild fruits and honey which tend to be higher up in the trees.

Men also tend to know more about methods of resin tapping since they are regularly practicing this activity. Skills and knowledge related to the proper width and depth of the hole to cut in the tree in order to extract resin as well as the species and location of resin trees are generally passed from father to son. Furthermore, since men are the practitioners, they tend to be the ones invited to trainings and knowledge sharing, thus further increasing their knowledge and skills.

In general, the perception is that men also tend to have better knowledge of forest biodiversity. They can identify most varieties of trees in the forest and are also familiar with mammals and birds. During biodiversity surveys in 2010, men were able to look at photos of animals and correctly identify them, whereas women were not as familiar and could only identify the general type such as "monkey" or "rabbit". Generally men pass along this knowledge to their sons. Some men may also be more familiar with wildlife since they have participated in hunting.

With a few exceptions, men are also believed to be more skilled at reporting to local authorities. One reason given is that men tend to be more familiar with the forestry laws. Furthermore, as the more literate members in the village, they develop report-writing and communication skills which they use to inform the local Forestry Administration officers about illegal activities. However, there are notable exceptions such as the female CF leader in Samaky CF and the female Accountant in Prey Srorng who actively take on these responsibilities.

Operating tractors is another area where men are perceived to be more skilled. Tractors are used for accessing areas deeper in the forest, and maneuvering them on forest trails can be very physically demanding. Interviewees thought that few women are able to drive tractors, and for these few who can, they only drive them on village roads and not in the forest.

Women's Specialized Knowledge and Skills

Women also have areas of specialized knowledge in community forestry, but these are fewer, according to the information collected with villagers. For example, women have better skills than men in processing some NTFPs such as thatch and rattan to produce roofing and mats.

Women are also considered to have better skills in marketing; so they are commonly entrusted with selling NTFPs on behalf of the family. They have better knowledge of market prices since they tend to have a better network for acquiring market information.

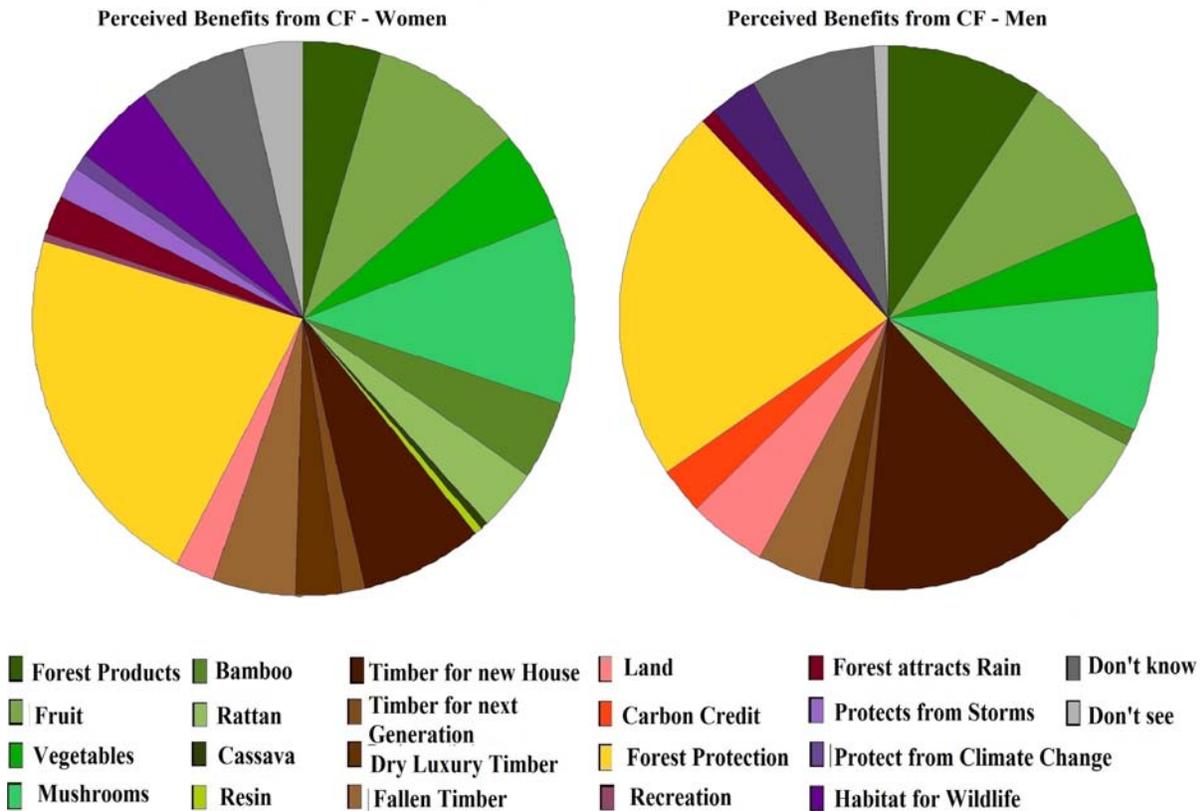
In most villages where the study was conducted, women have specialized knowledge on wild potato and mushroom collection. They are better at finding these foods in the forest because they have a daily responsibility to provide meals for the family. During interviews, women were able to clearly describe the various species of mushrooms found in the forest, including the poisonous variety.

In developing the REDD+ initiative in Oddar Meanchey, the specialized knowledge and skills of men and women should inform the project strategies to enhance effectiveness and ensure relevance. For instance, support for alternative livelihoods must focus on the activities which equitably benefit both men and women. The project may also find ways to increase women's knowledge and skills through literacy training and by encouraging women's participation in appropriate learning activities.

Equity in Benefit Sharing

Men and women have different views about the wide range of benefits that they derive from the forest. According to research by Boudewijn (2012) interviews with women and men in two CFs showed some significant differences between the perceived benefits of the forests, as shown in a comparison of the two pie charts below. Of mention, men put more emphasis on timber products and carbon credits, whereas women put relatively more weight on the importance of mushrooms and regular rainfall linked to forests.

Figure 4 Perceived Benefits from the Community Forest (Boudewijn, 2012)



Understanding how women and men value the forest differently is important in the consideration of equitable benefits under a REDD+ scheme since project activities could either enhance or diminish these benefits, therefore impacting more on women or men.

Equitable benefit sharing (including not just financial benefits but also employment, access to training, etc.) is a critical issue for all REDD+ projects, and few have worked out solutions to the many questions and challenges around how revenues will be distributed. In the case of Oddar Meanchey, there are a number of factors which limit resolution of this issue, including obscurity on market prices and demand, unclear government mandates under a completely new mechanism, political reluctance to commit to budgets before funds are in hand, and weak bargaining power of local communities and NGOs.

During the assessment, researchers tried to ascertain if women and men perceive REDD+ benefits differently and how they would like to see revenues used in their communities. In general, both men and women currently have similar ideas on how benefits should be used for community development; however there are some important distinctions. Both sexes mentioned road building, schools, irrigation systems, and livestock as priorities for investment. Men's ideas differed in their requests for a regular supply of gasoline (as one of the patrol supplies), whereas requests unique to women included literacy training, better health services, and capital start-up funds for small businesses.

When the Oddar Meanchey project eventually begins to generate revenues for the local communities, it will be important to ensure that benefits are shared equitably among women and men, taking into account the distinctions between how men and women value the benefits from the

forest and prioritize the needs of the community. It should not be assumed that funds which reach the community automatically benefit women and men equitably. In fact, since the CFMCs and decision making are dominated by men, financial flows could aggravate inequalities if there are no deliberate strategies to ensure equity.

Resource Access, Use, Control & Tenure

This section looks at the gender differentiated access to, use of, and control over forest and carbon resources. While tenure over forests is relatively well defined, forest carbon is a new commodity, so there is limited understanding on who owns it and has a right to sell it. Likewise, there are few laws or policies to guide decision making on forest carbon, both in Cambodia and globally. As the REDD+ legal framework develops, it is important to clarify rights to carbon. At the same time, a gender perspective on access, use, control, and tenure must be integrated in REDD+ policies related to rights to ensure inclusiveness and fairness. An understanding of existing dynamics in forest management should inform the policy development process.

Under the Forestry Law and Community Forestry Sub Decree, the Government grants 15-year management rights to communities to manage community forest areas. In Cambodia more than 100 CFs have been officially approved and several hundred more are pending approval (RECOFTC, 2012). CF tenure rests with the community as a whole, and when the CF Chief signs on the CF Agreement with the FA Cantonment Chief, he signs as a representative of all the community members.

The issue of tenure rights within the CF areas reveals some more subtle distinctions. For example, in the case of resin trees, men have private ownership which is passed through the family from father to son. Tenure rights for these individual trees are very secure. Furthermore, in some CFs, such as Ratanak Ruka, Samaky, Romdoul Veasna, and Andong Bor, families have rice fields within the CF areas. These are owned jointly by the family which has permission to farm the plots but not to expand them.

The survey work revealed that the access to forest resources is generally equal when viewed from the standpoint of the forest use regulations. Men and women have the same rights to access NTFPs and other products, and these rights are well recognized by all the CF members.

However, forest use is gender differentiated. According to focus group discussions in all four villages, women participate in collection of all types of forest products, but to a lesser degree in collection of all products except for bamboo shoots, wild potatoes, mushrooms, and thatch for which they are the primary collectors. Notably, all of these products are relatively easy to harvest and the first three are useful for daily meal preparation.

In Oddar Meanchey, the forests provide an important source of NTFPs which form a significant part of local livelihoods and household income. The table below which results from an exercise with the focus group discussants, reflects the degree to which women and men are involved in collection and selling of NTFPs.

Table 5. NTFP Collection

| Activity/Resource | Women | | | Men | | |
|-----------------------|--------------|-----------------|--------------------|--------------|-----------------|--------------------|
| | Not involved | Partly involved | Primarily involved | Not involved | Partly involved | Primarily involved |
| Wild mushrooms | | | X | | X | |
| Wild fruit | | X | | | | X |
| Fuelwood | | | X | | X | |
| Wood for charcoal | X | | | | | X |
| Resin | | X | | | | X |
| Wild potato | | | X | | X | |
| Bamboo shoots | | | X | X | | |
| Vine | X | | | | | X |
| Honey | | X | | | | X |
| Rattan canes | X | | | | | X |
| Thatch | | | X | | X | |
| Water from the forest | | X | | | X | |
| Traditional medicine | | X | | | | X |
| Fishing | X | | | | | X |

According to group discussions in the four villages where the research took place covering 14 of the most commonly collected NTFPs across the four CFs, women and men are both actively engaged in NTFP collection, with women engaging in collection of 10 of these products and men participating in collection of 13 of the 14 products. Women generally refrain from engaging in some of the more physically demanding activities such as collection of rattan canes, vines, and wood for charcoal. Women tend to play a more active role in the collection of NTFPs that are used directly in the household, such as fuelwood for cooking and forest foods such as bamboo shoots and wild potatoes. Factors that influence the roles of men and women are proximity of forest products, marital status, age of children, and ease of collection.

For instance, women rarely participate in resin collection since they are busy in the home. Their household duties range from cooking, cleaning laundry, and childcare, to home gardening and household financial management. The transport of resin out of the forest is also very physically demanding and is more difficult for women. Occasionally women may join a resin collection trip to assist with food preparation for the group members staying overnight in the forest.

By contrast, the focus group discussions revealed that women play a more active role in marketing of NTFP products on behalf of the family. The table below shows that women are primarily responsible for the selling of all important NTFPs except resin and fish. By contrast, men are primarily responsible for only resin marketing.

Table 6. NTFP Selling

| Activity/Resource | Women | | | Men | | |
|----------------------|--------------|-----------------|--------------------|--------------|-----------------|--------------------|
| | Not involved | Partly involved | Primarily involved | Not involved | Partly involved | Primarily involved |
| Wild mushrooms | | | X | X | | |
| Wild fruit | | | X | | X | |
| Charcoal | | | X | X | | |
| Resin | | X | | | | X |
| Wild potato | | | X | X | | |
| Vine | | | X | X | | |
| Honey | | | X | | X | |
| Rattan canes | | | X | | x | |
| Thatch | | | X | X | | |
| Traditional medicine | | | X | | X | |
| Fishing | | X | | | X | |

Equipment used in forestry management may also be considered as a resource which community members have access to and control over. These include tractors, motorbikes, GPS, telephones, and short-wave radios. In general, men have more access to and control over this equipment. In exceptional cases, women who are head of a household may use tractors, but these are few. Low female literacy levels limit the access to GPS and telephones.

Control over forest income may be distinguished between income within the household and within the CF management. At the household level, women manage the family finances and have a fair degree of control in deciding how money is spent, particularly for daily needs. In the case of larger purchases, the husband and wife generally will discuss and decide together.

In the case of community finances, while the CF accountants are usually women, the decision on how to spend the community funds generally falls on the CF leader who is in almost all cases a man. This is an important distinction: women have access to the community funds, but not necessarily control in deciding how they are used. There is a risk that women's needs may not be fully considered in the allocation of resources.

During interviews, both men and women expressed similar concerns about illegal activities and their future access to forests. They mentioned issues related to military incursion, economic land concessions, government rescinding of community title, and lack of cooperation from local authorities. These discussions made it clear that the threats to the forest are a serious concern for both men and women in the community groups. It is also interesting to note that according to focus group discussion results, the perpetrators of illegal activities are by all accounts, only men (see Table 6 below).

Table 7. Involvement in Illegal Activities

| Category | Activity/Resource | Women | | | Men | | |
|-----------------------------|---------------------------------------|--------------|-----------------|--------------------|--------------|-----------------|--------------------|
| | | Not involved | Partly involved | Primarily involved | Not involved | Partly involved | Primarily involved |
| Illegal forestry activities | Harvesting timber for commercial sale | X | | | | | X |
| | Hunting wildlife | X | | | | | X |

Gap Analysis and Recommendations for Oddar Meanchey REDD+

As a result of the assessment, the Pact / WOCAN team was able to identify a number of gaps along with recommendations for improving gender inclusiveness in the Oddar Meanchey REDD+ project. A results based framework (RBF) in the Annex summarizes the proposed activities and outcomes.

Gender Sensitivity Training

First, it was clear that awareness of gender issues is still limited and that further sensitization and capacity building on gender principles would be useful. While there is some awareness of the term 'gender' among community leaders as well as an NGO-driven recognition that women should be encouraged to participate in activities, there was limited understanding of why involvement is important and beneficial. Project managers have proposed gender sensitivity trainings in all of the communities with annual refreshers, with the assumption that bringing about behavior change is a long term endeavor.

Focused Training for Women on Literacy, Leadership, and NTFPs

Second, it was clear that women's active participation and leadership is constrained by high rates of illiteracy and low education levels. Literacy training is a fundamental need for long term support of women as active citizens, not just in forestry, but in many aspects of civic engagement. Adult literacy training for women's groups should be financed and supported through REDD+ financial flows, and ideally even before this in order to ensure their active involvement in the early stages of REDD+ development. In addition, focused capacity building for women on leadership and effective political participation would have a marked impact on their confidence and ability to articulate demands and contribute meaningfully to management decisions. Women will also have an important role in ensuring accountability, which is particularly important in view of potential REDD+ revenue streams.

Finally, the important role of women in sustainable management of NTFPs provides an opportunity through support to enterprise development and business training for enhancing household income and women's financial independence.

Mainstreaming Gender in Project Implementation

At the project level, Pact identified strategies that it would take in order to mainstream gender in REDD+ project implementation. These include better data collection on the quality of participation of men and women in activities, as well as integration of gender in the project's monitoring, verification and reporting (MRV) system which includes a participatory process for setting targets and measuring progress. Project managers are setting up indicators to measure access and control of forest resources as well active engagement in planning and decision making. The MRV system will consider gender in many aspects of project implementation including forest patrols, CF meetings, biomass inventory, biodiversity assessment, fire management activities, and reporting to authorities. Pact also commits to reinforce an organizational culture which promotes inclusiveness and sensitivity to gender issues, while promoting the same among its partner institutions.

Equal Access to Benefit sharing and Decision making

Project managers will need to pay special attention to REDD+ benefit sharing and decision-making. Distribution mechanisms within the community will need to ensure that women and men are rewarded equitably for their contributions and that women have sufficient opportunities to

participate. The two community project monitors assigned in each community should be given training on gender and required to track relevant gender indicators during implementation. These monitors will serve as focal points for gender integration at the local level. Furthermore, the project grievance procedure will provide a mechanism to address complaints in this regard. At the project management level, it will be important to follow up with regular assessments and surveys to determine if benefit sharing and decision making is equitable. Adaptive management strategies should be used to continually integrate learning from implementation.

Implications for National REDD Processes & Recommendations

The Cambodian Government has already developed a National REDD+ Roadmap (2011) which has been submitted to UN-REDD and the Forest Carbon Partnership Facility (FCPF), and is currently in the process of forming a national REDD+ Taskforce and management structure, as a first step in securing funds and starting implementation. Surprisingly, this important guiding document, makes no mention of gender and only two mentions of 'women', including the general statement that "special efforts are needed to include women and youth in the process."

While off to a slow start in terms of gender awareness and integration within Cambodia's national REDD+ process, there are a number of entry points and strategies which may be used to remedy this situation. An important window of opportunity exists during this early phase of implementation. Below is a list of key recommendations for consideration:

1. Ensure gender balance in the National REDD+ Taskforce and throughout the management structure

The provisional design of the national REDD+ management structure includes a Cambodia REDD+ Taskforce, Taskforce Secretariat, Consultation and Safeguards Team, and Technical teams for benefit sharing, demonstration, and MRV. It is vital that women are fairly represented within this management structure.

2. Include an Advisor on Gender and Inclusion in the national REDD+ management structure

In order to ensure that gender remains on the consciousness of all players involved in national REDD+, it is strongly recommended that resources be provided for an Advisor on Gender and Inclusion. This position would develop and support strategies for gender mainstreaming throughout the REDD+ implementation process from capacity development to MRV systems.

3. Establish ambitious but realistic targets for participation of women in national REDD+ implementation activities

The current national REDD+ Roadmap lacks clear objectives and activities towards achieving gender balance in the REDD+ process. It is recommended to undertake a participatory process to develop measurable targets for integrating gender and REDD+.

4. Mandate gender balance (at least 40% women) for participation in all capacity building activities

Without a deliberate investment in women's capacity development with relation to REDD+, the current situation will perpetuate. It is therefore recommended that at least 40% of participants in

capacity building programs financed by national REDD+ funds are women. There should be penalties for organizers who are unable to achieve this balance.

5. Within the national MRV systems, ensure that data collected is disaggregated and analyzed to track gender issues

Gender should be mainstreamed in the national MRV system. National databases set up to track indicators related to Cambodia's progress on REDD+ should be designed to track participation of men and women.

6. Organize workshops to introduce gender and REDD+ topics to key stakeholders and support gender mainstreaming

Though most people involved in the national REDD+ process have heard of the term 'gender', there are many fewer who can accurately explain its meaning or point to reasons why or ways in which gender may be mainstreamed in REDD+. Workshops related to gender and REDD+ should be organized in order to highlight the importance of this topic.

7. Provide support to REDD+ demonstration pilots to integrate gender and pilot strategies for improving gender balance and women's participation in REDD+ activities at the local level

Demonstration projects such as the one in Oddar Meanchey provide a useful testing ground for new strategies. Approaches to gender integration can be fine-tuned and human capacity to implement may be developed before rolling out similar strategies at the national level.

Throughout the REDD+ literature, there is relatively little consideration of gender and very few concrete strategies or actions taken to ensure gender integration at the international, national and subnational levels, despite claims that gender is a very important aspect of development. Bringing about the desired changes will require concerted efforts and cooperation among key stakeholders from the household to the national level. Cambodia has the chance to be a leader in ensuring gender integration in implementation of its REDD+ strategy, and thereby raise the standard for equity and inclusiveness under REDD+ frameworks.

ANNEX

Results Based Framework

| Objectives | Activities/Inputs | Outputs (Practical Interests/Needs) | Outcomes (Strategic Interests/Needs) |
|--|--|--|---|
| <p>Participation:</p> <p>To strengthen the capacity of women and men to enable equitable and gender sensitive community participation in project activities</p> | <p>1. Ensure that there is equal gender representation in project activities (e.g. biomass inventory, biodiversity assessment, patrolling) by informing CF Chief that a certain number of women should be invited to participate.</p> | <p>1.1 Documentation of gender participation in project activities and project monitoring will be reviewed and revised.</p> <p>1.2 Parameters on gender will be added to the SMS Patrolling Form format, with feedback to communities.</p> | <p>Knowledge on women's participation in project activities will be enhanced</p> <p>Women's participation in project activities will be increased.</p> |
| | <p>2. To develop data collection and M&E system that incorporate gender indicators;</p> <ul style="list-style-type: none"> • Patrolling • Taking minutes of meetings • Biomass inventory; • Biodiversity assessment; • Fire management activities; • Reporting to authorities and NGOs; • Communication to and involvement of authorities in cracking down on illegal activities. | <p>2.1 Participants: select 2 CF members (1 man and 1 woman) from each community to be community monitors (13 men and 13 women)</p> | <p>Indicators:</p> <ul style="list-style-type: none"> • 13 men and 13 women actively participate in the monitoring activities; • Increased women and men's knowledge and participation on patrolling, taking minutes of meetings, biomass inventory, biodiversity assessment, fire management, reporting to authorities and Pact, communication with authorities in cracking down on illegal activities |
| | <p>3. Training for gender sensitivity for women and men at community and CF institutions, FAs and other relevant authorities;</p> | <p>3.1 Training workshops about gender sensitivity in the CFs and 5 men and 5 women from CFMC/Sub-CFMC members, 1 local FA officer, 1 commune chief, 1</p> | <p>Community forestry institutions, FA and local authorities have a better understanding about gender issue and the importance of women participation in</p> |

| | | | |
|---|--|---|---|
| | | village chief will join. Training workshops and refreshers in each CF on an annual basis | forest governance |
| | 4. Training for women's literacy and capacity to speak in public; | 4.1 Workshops to train and select community trainers (13 women from CFMC/Sub-CFMC) to conduct literacy training session with women on a regular basis (every week); the schedule of literacy training and number of trainers will depend on the number of the villages in each CF 4.2 Prepare and provide training materials (leaflet, poster, book, pen, and so on) to the community trainers | Women participate more in forest governance activities e.g. report writing, communicating with local authorities, actively contributing to meetings |
| | 5. Leadership training that supports alternative leadership style; | 5.1 Workshops to train and select community trainers (13 women from CFMC/Sub-CFMC) to conduct leadership training session with women on regular basis (every week); the schedule of leadership training and number of trainers will depend on the number of the villages in each CF | More women involved in project activities, greater number of women in CFMC/Sub-CFMC, women more confident with public speaking and meetings |
| | 6. To develop women's local institution to support forest related activities based on their preference | 6.1 Consultation meeting to assess NTFP production opportunities in each CF (10 men and 10 women) 6.2 Establish women's group (10 women in each group and 1 group in each CF) based on an activity of their choice e.g. Rattan production and processing, saving group, etc. | Women have a space to share and discuss ideas about forest management issues in communities; women generate more income for the household, women have more power in community affairs |
| Decision making process: To increase women power in the decision making process | See above 2, 3, 4, 5, 6 | See above 3.1, 3.2, 4.1, 4.2, 5.1, 6.2 | Women have more meaningful involvement and power in CFMC/Sub-CFMC decision making process |

| | | | |
|--|---|---|--|
| <p>Knowledge, skills and capacity:</p> <p>To utilize, support and strengthen women's knowledge and skills in forestry related tasks and help change the perception of women's role in forestry activities</p> | <p>7. More training on NTFP harvesting, processing and marketing and other aspects of sustainable forest management.</p> | <p>See 6.1 and 6.2</p> | <p>Women earn more income from forest activities</p> |
| | <p>8. Increase women's involvement and skills in project activities e.g. biomass inventory, biodiversity assessment, forest fire control, nursery management</p> | <p>See 3.1, 3.2, 4.1, 4.2, 5.1, 6.1, 6.2</p> | <p>Change in perception and attitude of communities toward women role and skills in forestry</p> <p>Women's skills and capacity in forestry related tasks are enhanced</p> |
| <p>Benefit Sharing:</p> <p>To ensure that the future benefits of the project meet the needs of men and women equitably and are helping to achieve women's empowerment</p> | <p>9. Consultation workshop to identify and create a benefit distribution system that incorporates the needs and participation of women in project activities</p> | <p>9.1 13 workshop in each CF 1 day workshop annually Participants: 5 women and 5 men each CF from Sub CFMC (before the workshop, each CF group needs to conduct a village level meetings to get consensus on how benefit will be gender sensitive)</p> | <p>Benefit sharing mechanism put in place to ensure benefits are gender sensitive and women needs and interests are being addressed in the project activities</p> |
| <p>Resource use, access, control and tenure:</p> <p>To ensure there is gender equity in the access, use and control over forest resources (e.g. land, NTFPs, water, and training)</p> | <p>See above 1, 2, 3, 4, 5, 6</p> | <p>See above 1.1, 1.2, 3.1, 3.2, 4.1, 4.2, 5.1, 6.1, 6.2</p> | <p>Equitable use, access and control over forest resources and project activities</p> |

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