Facilitator's Guide
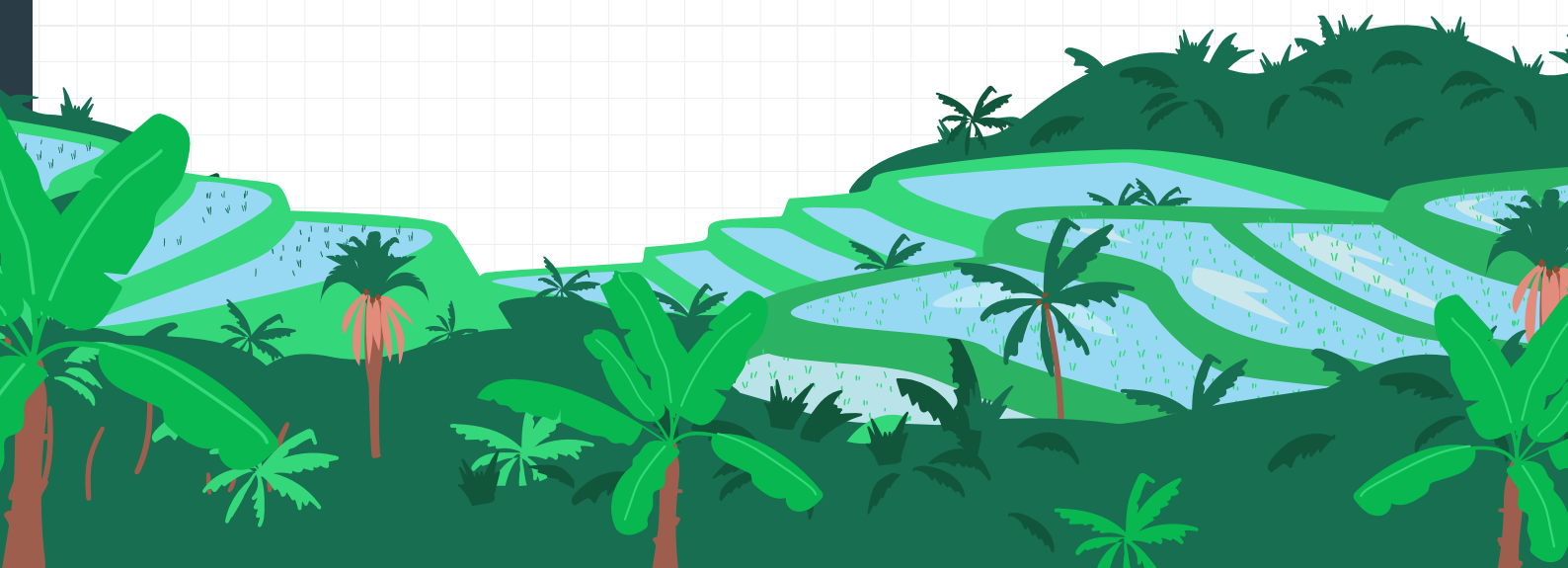
GENDER AND SOCIAL INCLUSION IN FOREST LANDSCAPE RESTORATION

CGIAR RESEARCH PROGRAM ON Forests, Trees and Agroforestry

CGIAR GENDER Platform

CIFOR

World Agroforestry

Alliance

Bioversity International

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Since 1967 Science to cultivate change

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About this guide

This guide aims to help trainers convey to government and other practitioners the importance of Forest Landscape Restoration (FLR), and specifically, the importance of gender and social inclusion considerations when planning, designing and implementing FLR programmes and policies. As such, the guide includes tips on how to effectively teach others as well as how to create an enabling and inclusive environment for everyone to learn effectively.

Overview of the course

The facilitator's guide is a companion to the e-learning course on Gender and Inclusion in Forest Landscape Restoration, which aims to build the capacities and understanding of diverse stakeholders on the gender and FLR nexus and to address inequalities for more equitable and sustainable FLR.

The course intends to provide support to enhance the understanding of gender and social inclusion in FLR among practitioners and government officials responsible for developing and implementing FLR policy and programming.

The guide is meant for those who wish to deliver a facilitated course, rather than having learners follow it on their own online. Each of the course's five e-learning modules corresponds to a chapter in this guide, and can be used or adapted to deliver a facilitated course on gender and social inclusion in FLR.
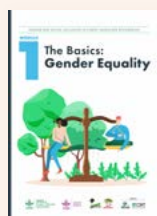
Chapter 1 provides the basics of gender equality, it introduces key gender terms, key concepts for advancing gender equality, and information on gender equality and social inclusion in the international agenda. The content of this introductory module is largely theoretical to build learners' background understanding of the topic. Learner questions are distributed throughout the module to encourage engagement.

Chapter 2 enhances the learners' understanding of FLR and how it is linked to gender. The module highlights key learning points through several 'keep in mind' blocks and quotations. A timeline illustrating the synergies between gender equality and FLR agendas is found at the end of the module, this can be printed and distributed as a handout for open discussion.
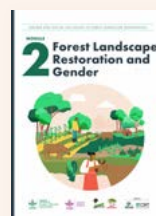
Chapter 3 provides information for conceptualising gender-responsive FLR and key safeguards. A selection of case studies is included providing practical examples of implementation. Reference sources are given to encourage further reading and promote a more in-depth understanding of the concepts in question.

Chapter 4 covers the topics of equitable decision making and the equitable distribution of FLR costs and benefits. A variety of case studies and a valuable section on lessons learnt from REDD+ give deeper insight into the practical experiences surrounding implementation and potential pitfalls.

Chapter 5 teaches learners how to implement gender-responsive FLR. A diagram illustrating the different stages of a programme/project is presented. This could be distributed as a handout for learners to annotate.

Understanding the importance of restoration and FTA

Unsustainable human activities affect at least three billion people, degrading soil and lands, increasing biodiversity loss, water scarcity, and exposing rural livelihoods to greater risks. Forest and landscape restoration (FLR) provides a collective approach to dealing with major environmental challenges through context-specific interventions. These interventions vary in trajectory, costs and distinct outcomes, both economic and social. In your training, try to give learners a global perspective of where gender and social inclusion become critical to address degradation issues through a more equitable and sustainable approach to FLR.

FLR has four main goals:

1 To effectively combine land uses across the landscape

2 To improve how landscapes function in a way that conserves biodiversity and improves productivity and resilience

3 To enhance environmental services and human well-being

4 To help people adapt to climate change and become food secure

How to use this guide

A variety of training techniques should be used to keep the learners engaged and interested. With this in mind, this guide includes the same content as the e-learning course as well as guidance for preparing the training and practical additions for trainers, to enhance the learning experience:

Activity/Quiz – to increase learner engagement and test understanding

Breakout group activity

Case study – for practical learning and insight

Discussion/reflection prompt – to increase learner engagement

Handouts – additional learning materials to be printed ahead of time

'Keep in mind' – short notes highlighting key points from the learning material

Quotation – expert opinions and definitions

Training tip

Setting up your training

All training exercises require thorough planning, including a deep understanding of the participants and their training requirements.

As such, a "training needs assessment" (TNA) is always recommended. A TNA should ideally be carried out 1-2 months ahead of the training to allow for enough time to adjust the training according to participants' needs and requirements.

KEEP IN MIND

Trainers are advised to adapt the material to suit the learners' context (i.e. professional, cultural and geographical background, training context and available resources). As such, undertaking a thorough needs assessment in the initial planning stage will be beneficial to acquiring the needed information to appropriately tailor the course and its content.

Training facilities

For in-person trainings, training rooms and facilities may need to be booked in advance, so allow yourself ample time to do so. Key things to keep in mind:

- **Access** to facilities/venues for all participants (men, women and people with disabilities)
- **Large enough rooms** to accommodate all participants (including space for social distancing if needed), as well as enough space to accommodate full-group activities and breakout sessions. Room layout should ideally be flexible.
- **Flip charts and plug points** for laptops and screen projection facilities must be available.

Materials

For in-person trainings, there should be enough materials (stationery, posters, quizzes and case studies) for all participants, including sufficient printed materials for both individual and group work.

- All materials should be sourced ahead of time.
- Materials should be adjusted to include case studies and regional- or country-specific data/examples that may be of greater interest to the participants.
- Plan ahead of time how these materials will be shared during and after the event (e.g. via email, WhatsApp groups or a similar online platform).

Tips for training on gender

Gender and social inclusion can be closely linked to learners' personal and political beliefs, values and culture. This requires gender training to be well planned and delivered in a sensitive manner.

- **Create an encouraging environment** that allows space for reflection, analysis and dialogue on challenges and opportunities linked to gender and/or gender mainstreaming. Avoid making judgements based on your own experiences and values.
- **Encourage participants to reflect and discuss** gender attitudes and beliefs in their particular setting and generate awareness about how these affect their own work and their interactions with communities, colleagues and partners.

- **Be mindful of time but allow yourself flexibility to cater for spontaneous discussions.** For example, if an interesting discussion is initiated, let it flow and address any subsequent time shortages later in the session by adjusting the next activity or modifying the method of delivery.
- **Engage co-facilitators/co-trainers** and share the modules between you. This not only frees up time for logistics and planning, but also diversifies the facilitation approach and enhances the overall learning experience.
- **Continuously adjust the approach and materials** to best suit the training context.

Who are the participants?

It is critical to find out as much information about the participants as possible ahead of the training, including the total number of participants, their profiles and likely needs. Some of the key factors to take into account include:

- **Total number of participants.** This helps in planning venue size, and how many supporting materials are needed.

- **How the participants found out about the course.** For example, were they nominated or was participation voluntary? This information may provide an early indication of levels of motivation to do the course.

- **Professional profile of participants.** This helps to provide an indication of level of expertise and knowledge on the subject, as well as responsibilities regarding social inclusion and FLR. It may also provide an indication on the participants' familiarity with concepts relating to gender mainstreaming and FLR.

- **Percentage of male and female participants.** This may help with group allocations for group exercises and activities.

- **Languages.** This will help to establish whether the language of the training could be a barrier for some and whether translation will be needed.

- **What participants would like to get from the course.** This course best meets the needs of a wide range of stakeholders within FLR, as illustrated.

KEEP IN MIND

The recommended size of the learner group depends on the training methodology adopted. An ideal group size for both virtual and in-person training is 15-20 people as larger groups may limit opportunities for meaningful involvement.

FLR programme developer:
I work as a project designer and manager in a development agency. I am often tasked with including gender considerations and activities in projects. I want to be able to integrate a gender-responsive approach throughout the project cycle.

Government representative:
As a government policy- and decision-maker, my main focus is the cross-cutting nature of FLR in meeting climate and environment goals in the sustainable development agenda. I am interested in learning how women's empowerment and gender equality can be mainstreamed in FLR for enhanced outcomes toward these goals and the 2030 Agenda.

NGOs and grassroots organizations:
I work with local initiatives, grassroots and community organizations to advocate for local stakeholders while coordinating with restoration projects.

FLR practitioner:
I work on a range of FLR issues, from conducting research, to community engagement and capacity building, and implementing restoration in practice. I know gender needs to be integrated in these processes and want to make sure it is, but I need more knowledge and tools to build my understanding of the how to do that, to achieve better project outcomes.

Gender specialists:
I work on a range of projects for governments and organizations. I know gender-differentiated issues and inequalities exist, but want to learn more and/or be able to teach about the nexus of gender and FLR, and the specific challenges and opportunities in adopting a gender-responsive approach.

Hosting a virtual training
(e.g. on Zoom or other online meeting platforms)

BEFORE

✓ **Before the training date, send a calendar invite to participants with the online learning lab's link and meeting ID.** Include the session logistics too, informing whether the virtual training will adopt the same norms as in a physical learning lab space (take notes; participate by asking and answering questions). Suggest a few tips for those not familiar with online meetings (for example, join the course in a quiet place, stay on mute unless speaking, turn on your video if bandwidth allows).

✓ **Share the framework for the interaction and any pre-readings** before the learning lab session to maximise the productive time together and to give the participants ownership in their interaction.

✓ **Practice your session set-up and run through in advance.** Rehearse using the Share Screen function and switching between windows you intend to display. It's good practice to make sure that your face is visible on a side screen while the materials are being displayed, otherwise, engagement can decrease.

✓ **Control who joins your session.** A waiting room in your virtual meeting platform allows you to provide a single session ID and the ability to invite only selected individuals into the discussion. You can also set a custom message in your waiting room that lets participants know you will be with them shortly.

DURING

✓ You'll have a less stressful lab management experience if you **assign someone else in your team to manage aspects of the online space**. You can add them as a co-host, and they can deal with any technical issues that may arise, and monitor the participant chat space.

✓ **Encourage community.** The sense of presence will be enhanced when everyone shows their face via their webcam even if this is just at the start and the end of the session.

✓ **Keep your normal pace.** Participants will still absorb and process information at the same rate as in-person training, but check in with them more frequently than you might normally to make sure that they follow the material and remain engaged.

✓ **Stretch times.** Consider permitting participants to stretch briefly every 20-30 minutes. It can be harder to focus attention on a screen than in a real meeting room!

AFTER

✓ Reinforce the information that has been shared by providing **follow-up notes and readings**.
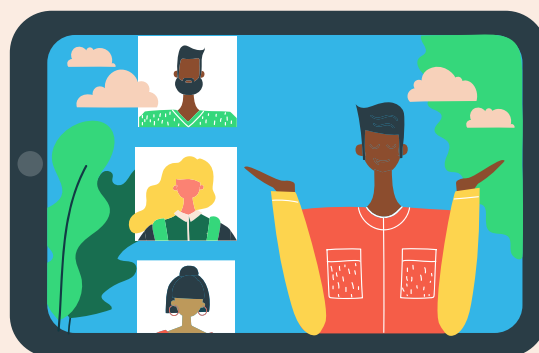
General tips for trainers

- Direct participants to supplementary **resources and reference materials**
- Lead discussions and activities that **reinforce learning**
- Avoid being the 'expert' imparting knowledge and instead become a facilitator and learner, validating personal experience as a source of legitimate and valid knowledge
- Allow space and time for critical thinking around gender as a lens to examine power, going beyond the usual focus on results and outcomes
- **Provide continued and targeted support** after the session is completed

The Basics: Gender Equality
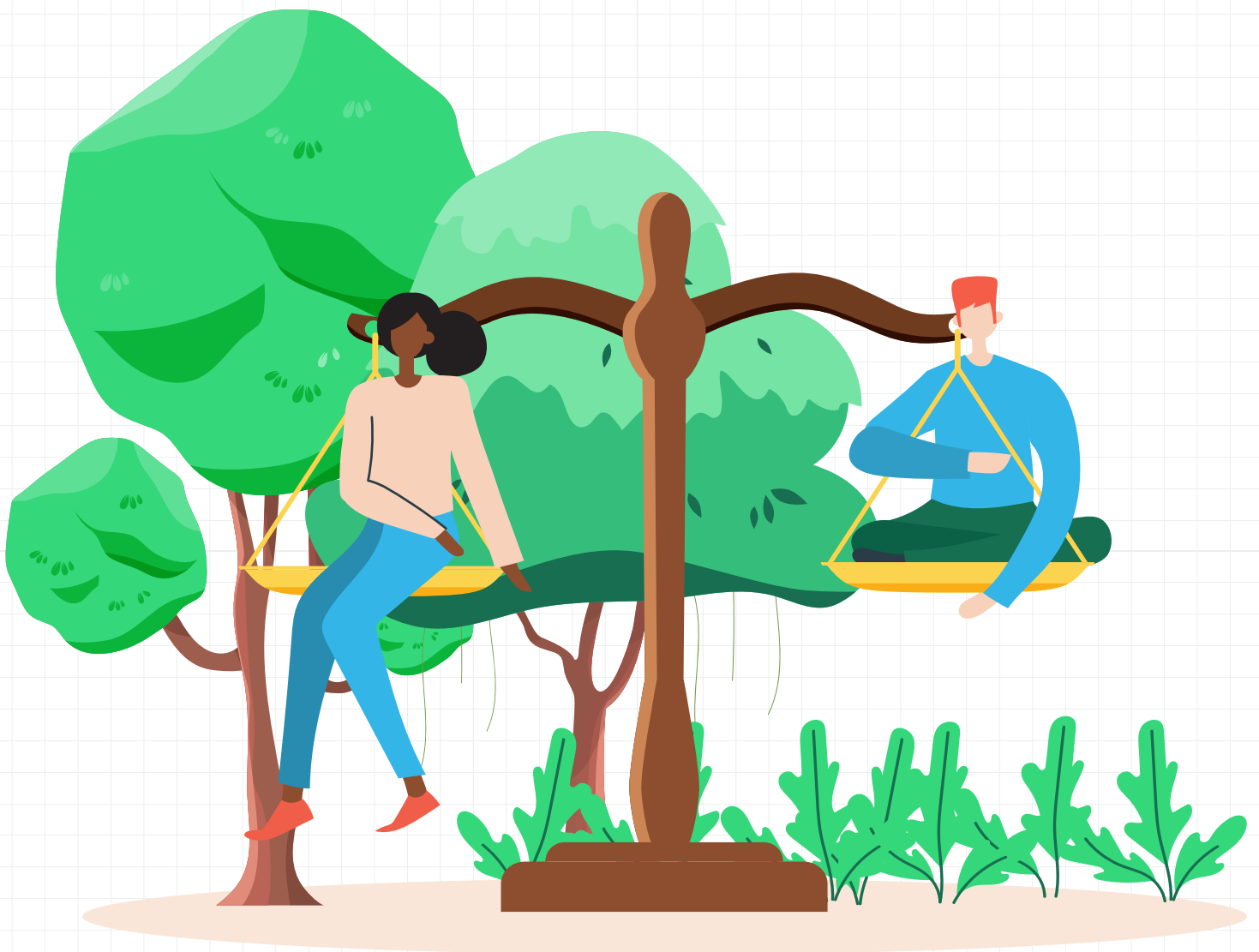
Understanding key terms

1 What is the difference between sex and gender?

Gender involves how a person identifies and refers to the characteristics of women, men, girls and boys or other genders that are socially constructed. This includes norms, behaviours and roles associated with being, as well as relationships with each other. As a social construct, the norms, behaviours and roles associated with a certain gender vary from society to society and can change over time.[1]

Sex refers to the physical differences between people who are male, female, or intersex. A person typically has their sex ascribed at birth based on physiological characteristics, including their genitalia and chromosome composition. This ascribed sex is called a person's 'natal sex'.[2]

gender
refers to socially constructed:

Roles and responsibilities

Entitlements and rights

Attributes

Expressions

sex
is biological and ascribed at birth by:

Hormones

Reproductive organs

Chromosomes
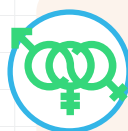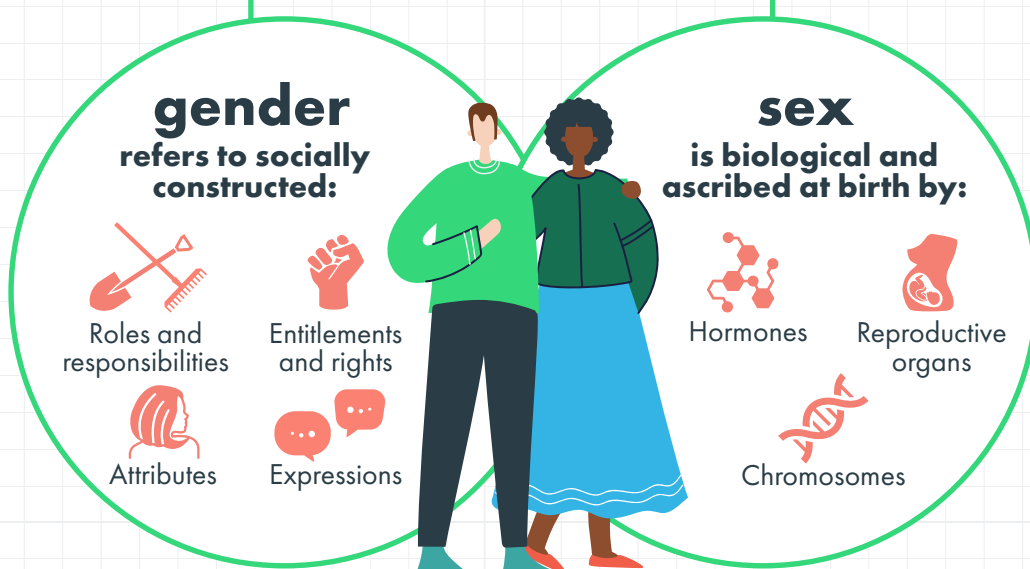
Non-binary/third gender refers to people whose gender identity falls outside the gender binary of man or woman. Throughout human history, cultures and societies around the globe have recognized diverse gender identities and expressions outside the binary of woman and man (sometimes collectively referred to as third gender).[2]

✓ **TIP**

Begin training with a brainstorming exercise, where participants are asked to elaborate on the notion of gender. What comes to their mind when they hear this word? In which context is it used? What kind of challenges and inequalities is it connected to? Follow this with an explanation of gender. Respect the opinions of participants and be neutral, offering clarification when needed.

BREAKOUT GROUP ACTIVITY

For a group activity exploring gender and sex, refer to page 41 of the following manual: https://cgspace.cgiar.org/bitstream/handle/10568/45955/Part2_Learning%20activities.pdf?sequence=11&isAllowed=y

2 Gender roles

Gender roles refer to the **behaviours, tasks and attitudes that a society considers appropriate** for women and men.[3]

Women and men, as well as girls and boys, often perform different tasks and hold different responsibilities due to their socially-ascribed gender roles. This is a key factor in all aspects of family and community life, including with respect to how women and men interact with, rely upon and are responsible for their environment. Gender-differentiated roles and responsibilities affect women's and men's priorities and responsibilities when it comes to forest and landscape restoration (FLR) decisions and practices.[3]

Women's and men's tasks are often valued and rewarded differently by society. A clear example of this is the association of women with care and domestic work, which is typically unpaid and undervalued despite being essential for the household and for community well-being.[4]

Women's work in productive spaces (informal as well as formal) is often overlooked and underestimated.[4] It is often considered as an extension of their household work and not valued as an essential contribution to the family, community and broader society.

KEEP IN MIND

The gender-based division of labour and the value placed on women's and men's work has implications for:

- participation & decision making, and

- entitlements & rights.

ENCOURAGE GROUP DISCUSSION

Encourage participants to reflect on their personal experiences or observations of gender roles. Ask participants questions such as 'how have you experienced that gender roles play out in your work? Do you have an example of how gender influences certain tasks assigned to people? How might gender influence the way people are treated?'

ACTIVITY

Additional activities can be found here:

- https://cgspace.cgiar.org/ bitstream/handle/10568/45955/ Part2_Learning%20activities. pdf?sequence=11&isAllowed=y

- https://mangotree.org/files/ galleries/SILC-GTA-Facilitation-Manual.pdf

3 Gender equality and equity

Through a human rights lens, equality refers to the notion that every individual is entitled to the same rights, responsibilities and opportunities, and they should not be discriminated against.

Gender equality means that the **different behaviours and aspirations of women and men are valued and considered equally**.[5] It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are male or female.

Gender inequality is rooted in uneven power dynamics that give disproportionate power, resources and access to one group over another. Across contexts and geographies, women and sexual minorities experience social, cultural, legal and economic barriers that restrict their equal access to opportunities compared to men. Gender equality approaches often focus on addressing these barriers and empowering marginalised groups to shift power

imbalances and open avenues towards equal opportunities for all.[3]

Gender equity is anchored in principles of justice. Gender equity promotes equality through recognising and addressing social structures that inhibit women and men from fully exercising and benefiting from their rights. It refers to the process of treating women and men fairly, according to their respective needs, which can include specific measures to compensate for historical and structural disadvantages.[5]

> **QUIZ**
>
> **Question:** 'The training event provided a childcare service to enable mothers to attend.' Is this an example of gender equity or gender equality?
>
> **Answer:** Gender equity, as it ensures fair access to all based on their needs.

UNDERSTANDING THE DIFFERENCE BETWEEN GENDER EQUALITY AND GENDER EQUITY [3]

EQUALITY

'Equality' in processes means giving the same support to all individuals, irrespective of their specific needs.

EQUITY

'Equity' in processes means providing different support to different individuals based on their needs, to reach a fair outcome.

Equitable and just processes need to be applied in pursuing equality, which is the state of all groups being equal in rights, status and opportunities.

Diagram adapted from: Robert Wood Johnson Foundation, 2017. Visualizing health equity: One size does not fit all.

4 Intersectionality

Intersectionality is the concept that **all oppression is linked**. It is defined as the interconnected nature of social categorisations and identities such as age, ethnicity, gender, sexuality, indigeneity and class, that create interdependent systems of experience, discrimination and/or disadvantage.[6]

Legend:

- Unique circumstances and experiences
- Aspects of identity
- Types of discrimination impacting identity
- Larger forces and structures reinforcing exclusion

ACTIVITY

Match each key term with its correct definition.

A	Sex	C	Behaviours, tasks and attitudes appropriate for men and women
B	Gender	B	Socially constructed attributes
C	Gender roles	D	When access to rights is not restricted by gender
D	Gender equality	A	Biological assignment
E	Gender equity	F	The interconnected nature of social categorisations such as race, gender
F	Intersectionality	E	Fair treatment of men and women based on their needs

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QUIZ

A project promoting improved farming practices carries out a survey to examine how factors such as age, ethnicity, gender and marital status affect the uptake of improved farming practices. How can this survey reflect intersectional issues?

- [X] Include both men and women from different ages, ethnicities and socio-economic status as respondents
- [X] Disaggregate the results across these different categories to identify vulnerabilities and inequalities in specific groups
- [X] Avoid analysing each variable separately to understand their individual effect on adoption
- [X] Identify which categories and intersections are important, and what are the effects of those intersections in farmers likelihood to adopt. e.g. marital status and age plays a role in people´s ability to make decisions and invest.

PART **TWO**

Key concepts for advancing gender equality

Gender inequality is among the most pervasive forms of discrimination in the world. It affects all aspects of life, from education and income, to rights, resources and services. When people of any gender are constrained from their full potential, it represents a loss for entire societies, impacting safety, wellbeing, progress and growth.[3]

1 Gender mainstreaming

Gender mainstreaming is the process of **ensuring that the concerns and experiences of all genders, including women, men, girls and boys, are addressed** in the design, implementation, monitoring and evaluation of policies and programmes, at all levels and in all spheres.[8]

Gender mainstreaming is a **globally agreed strategy to identify gender inequalities and**

advance actions toward gender equality as a human right.[8] Importantly, gender mainstreaming requires that women and men are viewed and positioned as equal stakeholders, actors and beneficiaries, including in sustainable development. This serves the interests of all women and men in its long-term purpose of eradicating inequities, transforming discriminatory laws and practice, and achieving a higher level of well-being for all.[6]

GENDER MAINSTREAMING ACROSS POLICY/PROGRAMME CYCLES

Measures need to be put in place to promote and integrate gender across all policy and programme cycles. These activities must include all actors and stakeholders to ensure progress toward gender equality.[9]

The following graphic identifies specific actions that can be undertaken at different stages of the policy/programme cycle.

PLANNING — Engage gender experts and diverse stakeholders, and conduct a gender analysis

DESIGN — Identify gender objectives, budget, and indicators

IMPLEMENTATION — Implement gender-responsive activities and build capacity

MONITORING & EVALUATION — Generate qualitative and quantitative gender data and carry out reporting

IMPACT & LEARNING — Assess outcomes and share knowledge

✏️ **QUIZ**

Question: 'Gender specialists are responsible for mainstreaming gender.' Is this statement true or false?

Answer: False. Gender mainstreaming activities do not need to be proposed or implemented by gender specialists, all actors and stakeholders are included to ensure progress towards gender equality.

👥 **BREAKOUT GROUP ACTIVITY**

Prompt the participants to share their experiences of gender mainstreaming in their work. If participants do not have experience of gender mainstreaming, encourage them to reflect on how they can encourage gender mainstreaming in their work and why it is important to do so.

2 Gender analysis

A gender analysis is needed to understand the formal (e.g., policies, programmes) and informal (e.g., norms, belief systems, customs) that shape opportunities and constraints as well as the different perspectives, interests and needs of the various stakeholders across the communities and socio-economic groups. This includes, for example, male and female farmers, traders, educators, health workers, formal and informal organised groups, Indigenous peoples, youth, and elderly people, amongst others.[10]

Gender analysis involves **a critical examination of differences in gender roles, activities, needs, opportunities, and rights** in a given context. Such an analysis is the basis of gender mainstreaming efforts and the development of interventions that address gender inequalities and meet the different needs of all people.[9]

KEEP IN MIND

A rigorous gender analysis will:

- Help to visualise the main areas where gender inequality exists in a specific context by examining the economic, social and legal aspects that contribute to skewed power dynamics between women, men, girls and boys.

- Provide the necessary data and information as a starting point to mainstream gender into policies, programmes and projects.

- Inform the development of interventions that address gender inequalities and meet the different needs of all people.[9]

EXAMPLES OF INFORMATION THAT CAN INFORM A GENDER ANALYSIS[7]

Who does what?
Tasks and responsibilities of men and women (adults, children, elders), and where and when these activities take place.

Who decides?
How and to what extent women and men from different social groups, participate in decision making in households, communities, and the public and private sectors.

What is the context?
The demographic, legal, social and economic context, and social and cultural norms related to gender equality that shape behaviours of stakeholders and gender relations in the country/sector/geography.

Who has what?
The resources and services that women and men from different social groups (e.g. based on age, socio-economic status, etc.), use, access, and control in households, communities, and public and private sectors.

Who benefits?
The opportunities and entry points to ensure equal participation and benefits from the intervention for women and men of different social groups.

QUIZ

Question: 'After conducting a gender analysis, the findings should be integrated throughout the project cycle.' Is this statement true or false?

Answer: True. Gender analysis should not be considered a 'box-ticking' exercise. To ensure projects effectively contribute to gender equality outcomes and benefit from gender mainstreaming, the findings from analyses need to be integrated in all project stages.

BREAKOUT GROUP ACTIVITY

To better understand how a gender analysis can be valuable for a restoration initiative, get participants to discuss in pairs a project that they have recently worked on. Respond to the following questions:

- Do men and women in your communities have an equal workload? What problems might this create? Which activities are valued more?

- Who has access to land/trees/forest? Who controls these?

- Who has access to the benefits provided by the trees and forest? Who has control over these benefits?

3 Stakeholder analysis

Who is responsible for mainstreaming gender? Everyone!

Specific roles may include:

- **Government representatives and decision-makers:** Should build political will and interest to mainstream gender, creating enabling conditions and supporting integration through the specific allocation of budget.

- **Programme managers and developers:** Should adhere to, and advance, mandated gender strategies and tools for building evidence and understanding on gender dynamics across the cycle from project proposals to implementation, and knowledge sharing with all stakeholders.

- **Community leaders and groups:** Should share knowledge and build capacity across stakeholders and groups – including women and women's rights organisations – to encourage understanding and diverse participation in decision making on relevant issues.

- **Gender specialists and advocates:** Should provide expert knowledge and information on gender differentiated issues and dynamics to support all other stakeholders in implementing a gender-responsive approach throughout processes and initiatives.[9]

Intersectionality is key: it is important to recognise how factors such as gender, age, language, indigeneity, etc., contribute to a person's roles, priorities and capacity, including the capacity to participate in stakeholder engagement workshops. Applying an intersectional lens will help determine which groups should be especially considered when inviting stakeholders to the table. For example, women living in urban locations may not be well placed to represent rural women's interests; and wealthy women may not represent the needs and priorities of poorer women.[6]

Beyond women and girls, it is also important to meaningfully consider how other marginalised communities may be vulnerable, beneficiaries, stakeholders, and/or agents of change.[10]

💡 KEEP IN MIND: WOMEN AND GIRLS AS AGENTS OF CHANGE

Within policies and programmes, women and girls are often described as vulnerable, as beneficiaries, as stakeholders, and/or as agents of change.

- While the unique vulnerabilities of men, women, boys and girls should be considered, relegating women and girls to simply a vulnerable group ignores the tremendous energy and agency that women and girls contribute to development, sustainability and restoration work.[10]

- Women are often included as beneficiaries within policies and programmes. Viewing a group as beneficiaries without also including them as participatory stakeholders has the potential to miss opportunities that enhance gender equality, or worse, perpetuate gender inequalities.[11]

- Some policies and programmes recognize women as stakeholders when women community members, women natural resource managers, women's organisations and women from other relevant stakeholder groups are incorporated throughout the programme/policy cycle.[9]

- Policies and programmes should recognize and value the experience, abilities and leadership potential of women and include them as agents of change.

4   Enabling conditions for mainstreaming gender

Creating an enabling environment for gender equality that ensures that the rights of all genders are taken into account is **necessary for sustainable development and advancing progress on restoration**.[3]

An enabling environment creates conditions which ensure sustainable and equitable development across sectors, including restoration initiatives, while ensuring the rights and assets of all stakeholders (e.g. public and private sector organisations, as well as individual women, men, youth and their communities) are taken into account.

By means of sound policies, legal frameworks as well as financing and investment structures, conditions are created which support gender mainstreaming comprehensively across systems, institutions, levels and sectors.[10]

KEEP IN MIND

An enabling environment includes adequate institutional arrangements as well as the regulation and enforcement of policies.[8]

KEY ELEMENTS THAT ENABLE GENDER MAINSTREAMING

Data collection and sharing

Collecting sex-disaggregated data and gender data across sectors.

Sharing knowledge to enhance understanding of gender issues.
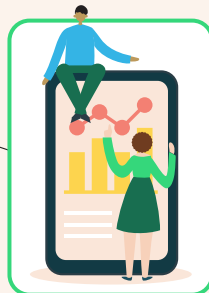
Policy harmonisation

Integrating gender considerations and responsive actions into national policies.

Developing sector-specific gender strategies, policies or action plans.

Stakeholder engagement

Supporting equitable participation and active engagement of civil society, including women's rights organisations, women's and gender-related groups.

Institutional arrangements

Actively engaging the national gender machinery in environmental sectors.

Establishing and supporting government gender focal

Financial resources

Allocating financial resources and developing gender-responsive budget policies and practices.

QUIZ

Question: 'Establishing gender quotas for activities ensures effective gender mainstreaming in projects.' Is this statement true or false?

Answer: False. Gender quotas may be one way to promote gender equality in projects, but without other efforts to ensure effective engagement, gender quotas alone may not result in equitable and transformative outcomes.

5 Women's economic empowerment

A woman is economically empowered when she has the power to make and act on economic decisions, to control resources and profits, and to benefit from economic activities. **This requires the skills and resources to compete in markets, as well as fair and equal access to economic institutions.**[12]

To support women's economic empowerment, organisations must address the underlying factors that contribute to it: individual and community resources, as well as norms and institutions.

Restoration initiatives can support women's economic empowerment when they provide them with fair compensation for their efforts and equitably distribute restoration benefits. Economic empowerment can be instrumental in shaping final outcomes (e.g., to help eradicate poverty or build vibrant communities) and can be a valuable outcome in itself.[13]
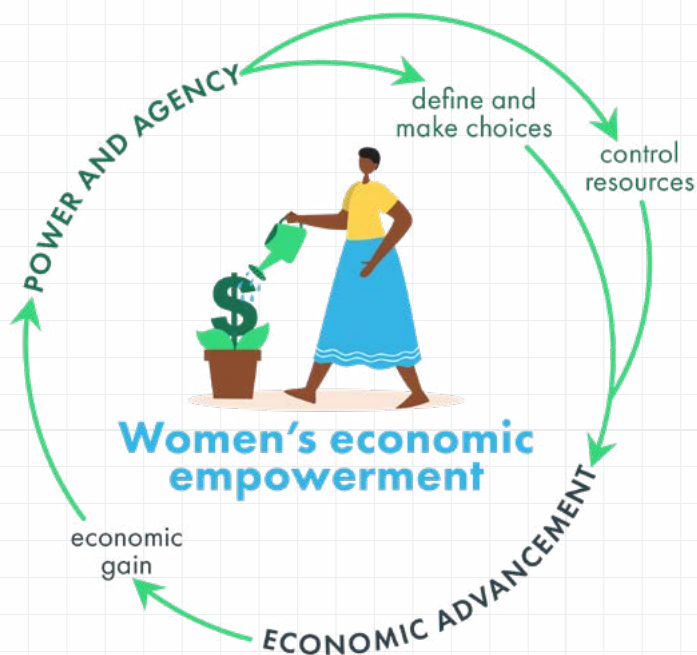
BREAKOUT GROUP ACTIVITY

Discuss in groups, based on participants' own experiences:

- What is an empowered woman – in the house, in the community?

- Compared to 10 years ago, are there more or less empowered women today?

- What has driven this change in empowerment for women? What were the biggest factors?

- Have any of the following contributed?
  » Women's access to information and technologies
  » Women's actual use of new practices or technology
  » Women's ability to make decisions
  » Women's access to markets
  » Women's participation in or ownership of businesses
  » Women's ability to control their own income

POWER AND AGENCY

define and make choices

control resources

Women's economic empowerment

economic gain

ECONOMIC ADVANCEMENT

6 Towards gender equality

Making progress towards gender equality in policies, institutions, programmes and projects, and more generally across social, economic and political arenas, requires approaches that intentionally challenge inequalities.[14] The 'gender equality continuum' shows a range of approaches that are increasingly transformative in terms of promoting gender equality (as illustrated below).

Gender-blind approaches are often constructed based on the principle of being "fair" by treating everyone the same. However, in reality it can mean that there is not equal participation and distribution of benefits.

Gender-sensitive approaches indicate gender awareness, although often no remedial action is developed.

Gender-responsive approaches intentionally target and benefit women, men, girls, and boys based on their specific needs to achieve certain policy or programme goals. This makes it easier for people to actively participate and contribute to solutions by accommodating gender roles and responsibilities.

Gender-transformative approaches seeks to address causes of gender inequality and includes ways to change harmful gender norms and power relations.

The end goal is **meaningful gender equality**, where structures are in place to ensure that everyone has equal opportunity and access and social, economic, and legal barriers are effectively erased.

Gender-blind
Ignores the economic, social and legal rights, roles and expectations associated with gender, which can reinforce gender inequality and discrimination.

Gender-sensitive
Aware of gender norms and inequalities, as well as the different needs, constraints and opportunities of women, men, girls and boys.

Gender-responsive
Recognises gender norms and inequalities, and creates actions, policies and initiatives to address and overcome inequalities.

Gender-transformative
Examines and seeks to change power structures and the roots of gender inequalities, aiming to redefine systems in which inequalities are created and maintained.

Gender equality
State where everyone enjoys equal economic, social and legal rights and opportunities, with recognition and celebration of all people in all their diversity regardless of gender identity.

TOWARDS GENDER EQUALITY

Gender-aware
Examines and addresses the set of economic, social and political roles, responsibilities, rights, entitlements, obligations and power relations associated with one's gender, and the dynamics between and among men and women, girls and boys.

Adapted from Nelson & Hill, 2019.

7 Gender equity and equality frameworks

There are many approaches that can be taken when planning, developing or assessing a gender-responsive initiative (programme/project/policy). Several frameworks offer different types of guidance to this process.[15]

A For example, the **Social Equity Framework** focuses on three dimensions of gender equity that the initiative may try to affect.[16]

B The **Reach, Benefit, Empower Framework** focuses instead on how the initiative is designed to effect change i.e., does it focus merely on reaching women through targeting them in interventions; is it explicitly designed to ensure that they actually benefit from the initiative; or does it actually include strategies to support their empowerment?[17]

C Developed specifically for the intersection of gender and FLR, the **Safeguards, Benefits and Opportunities framework** focuses on key gender equality entry points within FLR efforts.[16]

These frameworks overlap in considering the ways in which environmental and FLR programming may impact or be impacted by social aspects.

A SOCIAL EQUITY FRAMEWORK[16]

A social equity framework draws attention to three interrelated dimensions of equity that an initiative may explicitly try to affect:

- **Recognition** of women (or marginalised groups) as legitimate stakeholders, in this case in FLR

- **Representation:** equitable participation, decision making, voice and influence in FLR processes

- Equitable **distribution** of costs and benefits of FLR processes

DISTRIBUTION
Costs (e.g., labour), benefits (e.g., income, capacities), access to resources, tenure
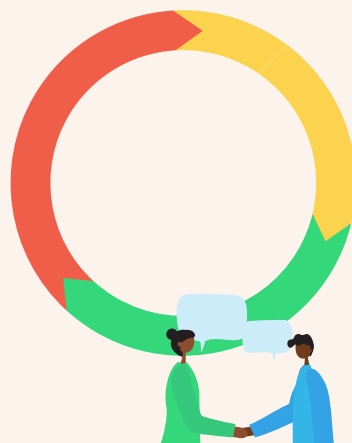
RECOGNITION
Knowledge, roles, responsibilities, valuation, priorities

REPRESENTATION
Active participation, decision making

B REACH, BENEFIT, EMPOWER FRAMEWORK[17]

The Reach, Benefit, Empower Framework can offer useful guidance for developing and assessing gender-responsive policies and programmes.

REACH	BENEFIT	EMPOWER
Include women in programme activities: Invite diverse representation and reduce barriers to participation	Increase women's well-being (e.g., food security, income, health): Design projects to consider and respond to gender-differentiated needs, preferences and constraints for women to benefit	Strengthen the ability of women to make strategic life choices and to put those choices into action: Enhance women's decision making power in households and communities, addressing key areas of disempowerment

C   SAFEGUARDS, OPPORTUNITIES AND BENEFITS FRAMEWORK

This framework draws attention to three interrelated dimensions of equity that an initiative may explicitly try to affect:

SAFEGUARDS

Free and prior informed consent; fair and legitimate compensation; accessible and effective grievance system

OPPORTUNITIES

Reflect priorities, interests and knowledge of women and men; recognise and compensate women's and men's efforts; restoration benefits must be equitably distributed; both women and men must have an equal say in decisions related to FLR

RESTORATION BENEFITS

Cash transfers, jobs, secure tenure, income earning opportunities, improved ecosystem services

Global, national and regional pledges such as the Bonn Challenge reflect the intention to restore large areas of degraded and deforested lands.

However, these areas are claimed, used or accessed, formally and informally, currently or in the future.

SAFEGUARDS

OPPORTUNITIES

Different social groups of women and men must be entitled to 'free prior and informed consent'.

In case of displacement of land or livelihoods, fair and legitimate compensation must be offered to all those affected.

There needs to be an adequate, accessible and effective grievance system.

Restoration efforts must reflect the priorities, interests and knowledge of both women and men.

Restoration efforts must equally recognise and compensate both women's and men's efforts (labour, financial and/or in-kind contributions).

Restoration efforts must be equally distributed.

Both women and men must have equal say in all decisions related to FLR.

8 Human rights

Every individual is entitled to the same rights, responsibilities and opportunities, and they should not be discriminated based on their gender.

Human rights

- **All human beings are rights holders.** The individuals and groups responsible for upholding and enabling the realisation of rights are duty bearers. Duty bearer responsibilities are typically categorised as respecting, protecting and fulfilling rights.[18]

- **Empowerment and gender equality** are critical aspects for the realisation of human rights for all women and men.

- A rights-based approach redefines development, transforming it from an act of charity to **a legal obligation**. The approach argues that the development process must be based on human rights principles – putting people and under-represented groups at the centre of development efforts. It also argues that development should build capacity of those involved and create the best environment for people to realise their rights.[19]

- Human rights include individual and collective rights. **Human rights** are inherent to individuals, we are born with the right to life, security and a healthy environment and no-one can take these rights away, regardless of sex, ethnicity, political ideas and social origin.[18] In addition to these individual rights, Indigenous peoples possess **collective rights** which are indispensable for their existence, well-being and integral development as peoples. These collective rights include the right to self-governance and self-determination.[20]

KEEP IN MIND

A rights-based approach positions people, including those historically marginalised, as active agents in processes affecting their lives and ensures accountability of those with responsibilities and obligations to others.[18]

9 A human rights approach to conservation

Conservation can help realise substantive human rights, such as those related to health, culture and food. Likewise, the realisation of human rights can create an enabling environment for achieving conservation objectives.[19]

Key elements can include:

- Identifying all **relevant rights, claims and obligations**, including customary and collective rights.
- Using **rights, norms, standards and principles** to guide policy, programming and implementation.
- Analysing and monitoring **processes and outcomes** against rights-based criteria.
- Engaging with the rights implications of conservation practice as a matter of **obligation**.
- **Supporting efforts** to address the underlying causes of rights violations, including by changing inequitable power relations.
- **Building the capacity** of both rights holders and duty bearers to claim their rights and meet their respective responsibilities.
- Taking all available measures to **respect rights in all cases** and supporting their protection and further fulfilment wherever possible, particularly for the most vulnerable.
- Supporting efforts to provide **access to justice** and **redress for violations**.[23]

KEEP IN MIND

A human rights-based approach can be carried out at multiple scales, through various legal instruments, policies, programming approaches, methods and tools.[19]

HANDOUTS

Bissel, C. 2020. *Restoring more than forests: How rights-based forest restoration can empower communities, recover biodiversity and tackle the climate crisis.* Fern.

BREAKOUT GROUP ACTIVITY

Ask participants to go through the case study handout (as above) and identify the recommendations provided for restoration initiatives.

10 A human rights approach to restoration

Rights-based restoration is designed, governed and implemented with communities who best understand the local reality. Recognising that **ecological and social well-being are connected**, it increases biodiversity and environmental health while securing local community rights.[21]

Restoration initiatives can be categorised according to the ways they approach rights and sustainability:

STRONG RIGHTS-BASED APPROACH

Prioritises both human and ecological well-being

Prioritises human over ecological well-being

STRONG SUSTAINABILITY

WEAK SUSTAINABILITY

Prioritises ecological over human well-being

Prioritises neither human nor ecological well-being

WEAK RIGHTS-BASED APPROACH
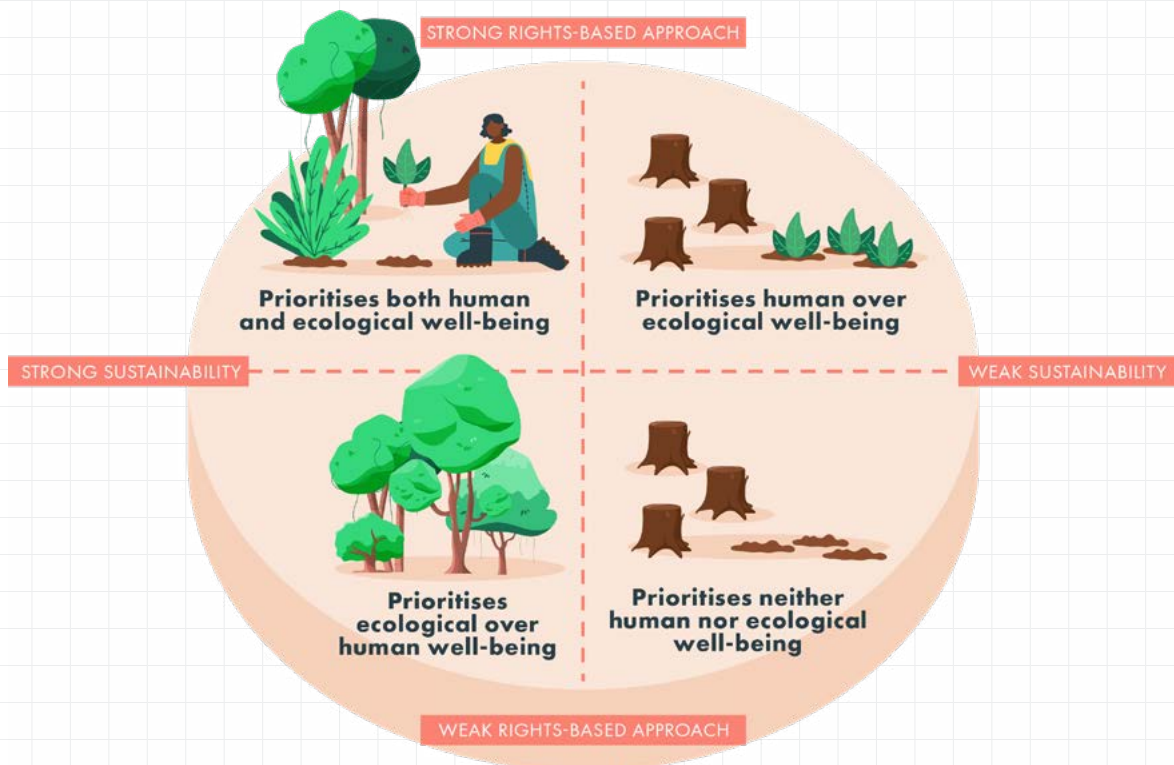
CASE STUDY: GHANA

A case study that analyses restoration initiatives in Ghana provides the following recommendations:

✅ Policies and funding bodies should prioritise rights-based approaches to restoration by distinguishing between different types of forest landscape projects and redirecting support to rights-based restoration models.

✅ Restoration projects should be led by national experts in community forestry and forest governance, in partnership with civil society and communities.

✅ Restoration funds should be established within countries from commodity taxes and distributed to rights-based restoration initiatives through local authorities and civil society organisation platforms.[22]

Gender equality and social inclusion in the international agenda

Gender equality and social inclusion are priorities across international, regional, national and sub-national levels in various policies and agendas. The international community has many agreed upon frameworks relevant to gender equality. Additionally, gender equality is increasingly recognised as a priority across sectors, such as in climate change and FLR agendas.[23]

Three relevant examples of gender equality frameworks and agendas are:

Convention on the Elimination of All Forms of Discrimination against Women (1979). Gender equality is a human right that is enshrined in a number of declarations and conventions, including the legally binding Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). CEDAW is often considered the international bill of rights for women and is fundamental to advancing gender equality. Signatory governments are bound to take action to promote and protect the rights of women. They agreed to include the principle of equality in legislation and ensure it is operationalised throughout their country. Article 14 pays special attention to discrimination against rural women.[23]

Beijing Platform for Action (1995). The Beijing Declaration and Platform for Action (BPfA) includes women and the environment as one of the 12 critical areas for action and encourages governments to collect data on the impacts of environmental degradation on women, and to develop gender-sensitive databases. BPfA is still considered the most comprehensive set of guidelines for the development of gender statistics at the national, regional and global levels.[23]

United Nations Declaration on the Rights of Indigenous Peoples (2007). The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) is the most comprehensive international instrument on the rights of Indigenous peoples. It establishes a universal framework of minimum standards for the survival, dignity and well-being of the Indigenous peoples of the world and elaborates on existing human rights standards and fundamental freedoms as they apply to the specific situation of Indigenous peoples. It emphasises paying attention to the special needs of indigenous women, elders, children and persons with disabilities, and taking measures to ensure that they enjoy full protection against discrimination.[20]

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2 Forest Landscape Restoration and Gender

PART **ONE**

Forest and landscape restoration

1 Introduction

Forest and landscape restoration (FLR) is the process of reversing the degradation of soils, agricultural areas, forests and watersheds, thereby regaining their **ecological functionality**. FLR is a "process that aims to regain ecological integrity and enhance human well-being in deforested and degraded landscapes".[1]

Restoration can occur in various ways. For instance, it may involve integrating a greater number and variety of tree species into gardens, farms, fields and forests; or allowing natural regeneration of overgrazed, polluted or otherwise degraded ecosystems. It is a process to improve the productivity and capacity of landscapes to meet the various and changing needs of society.[1,2]

It is not just about planting trees...

- FLR prioritises both **ecological health** and **human livelihoods**.

- FLR is about **using ecosystems sustainably** in a variety of ways, which may include regenerated forests, ecological corridors, agroforestry, plantings to protect waterways, managed plantations, agriculture, and more.[3]

- FLR takes place within and across **entire landscapes**, a scale where ecological, social and economic priorities can be balanced.[3]

There is no single restoration formula...

- FLR must be **tailored to the local context** using a variety of locally appropriate methods and approaches.

- It **relies on stakeholders** to identify restoration objectives, and to draw on the latest science, best practices, and traditional and indigenous knowledge to choose intervention types. For example, one country may only want to strengthen ecosystem resilience by increasing forest connectivity and diversity. Yet, a neighbouring country might prioritise carbon sequestration and water protection, planting trees for climate change mitigation and carbon credits and to protect rivers from sedimentation.[3] Local populations may have altogether different objectives, such as food security, nutrition, and soil fertility.[4]

> 💬 **REFLECTION ON MODULE 1**
>
> Encourage participants to share lessons learnt from Module 1, including raising and discussing any areas the participants found difficult or confusing. Provide an opportunity for participants to reflect on the content they have worked through.

> 💡 **KEEP IN MIND**
>
> FLR seeks positive ecological and human well-being outcomes.

> ✏️ **QUIZ**
>
> Which of the following statements on FLR are accurate?
>
> ☐ FLR is implemented using a set method
>
> ☒ FLR comprises a variety of locally appropriate methods
>
> ☐ Top-down approaches are most effective for FLR
>
> ☒ FLR relies on stakeholders to identify restoration objectives
>
> ☐ FLR approaches are solely informed by science

> ❝❞ "FLR harnesses the power of nature to provide benefits to people's livelihoods, improve access to essential resources, create and restore habitats for countless species, and store vast amounts of carbon to help mitigate climate change."
> **– DR BRUNO OBERLE, DIRECTOR GENERAL OF IUCN**[5]

2 Restoration of what?

FLR was conceived because existing restoration approaches were deemed to be too narrowly focused to address and balance **social**, **ecological** and **economic** priorities.[6] Yet, the concept as well as its original definition have faced criticism, largely owing to the ambiguity of the associated terms and definitions which can lead to different interpretations and approaches.[7]

Ecological Restoration

Assisting damaged ecosystems to recover to a previous state before degradation[5]

RESTORATION

Functional Restoration

Restoration of the 'functions and structure of an ecosystem'

Restoration emphasises ecosystem integrity

The ability of an ecological system to support and maintain a community of organisms that has a species composition, diversity, and functional organisation comparable to those of natural habitats within a region.[6]

Restoration emphasises ecosystem functionality

The capacity of natural processes and components to provide goods and services that satisfy human needs, either directly or indirectly.[7]

💬 **GROUP DISCUSSION**

If there are participants who are actively involved/have been involved in restoration projects, encourage them to share their understanding of why restoration is important, based on their experience.

✏️ **ACTIVITY**

Match each key term with its correct definition.

A Ecological restoration

B Functional restoration

☐ Restoration of the functions and structure of an ecosystem

☐ Assisting damaged ecosystems to recover to a previous state before degradation

FLR OBJECTIVES

Different objectives of FLR and related terminology can be mapped on a continuum from ecocentric to anthropocentric.[8]

Objectives

Ecocentric — — — — — — — — **Anthropocentric**

- Biodiversity
- Closed canopy
- Ecological integrity
- Large predators
- Native flora and fauna
- New species
- Species composition
- Wild species

- Avoiding erosion
- Ecological processes
- Ecosystem composition
- Ecosystem function
- Forest
- Interactions between functions and structure
- New genotypes
- Population dynamics
- Resilience
- Structural complexity
- Vegetation cover
- A balance of ecological, social and economic benefits

- Aesthetics
- Cultural and spiritual functions
- Ecosystem services
- High diversity farming system
- Human wellbeing
- Land cultivation
- Productivity
- Provisioning
- Public safety
- Regulatory role
- Stabilization of terrain

9

FLR IN NUMBERS

3.2 BILLION global population impacted by land degradation

$2.08 BILLION investor and company pledges for Initiative 20X20 in Latin America and Caribbean

$9 TRILLION estimated net benefits from restoring 350 million hectares

2 BILLION HECTARES estimated degraded land worldwide suitable for forest and landscape restoration

700 MILLION HECTARES restoration opportunity in Africa alone

160 MILLION HECTARES land area committed for restoration by more than 50 countries and other entities

100 PER CENT relevance of restoration to the Sustainable Development Goals, Paris Agreement and Rio Conventions

150 MILLION HECTARES 2020 restoration target of the Bonn Challenge

13-26 GIGATONS expected greenhouse gases sequestered between 2020 and 2030 under a successful Bonn Challenge

350 MILLION HECTARES 2030 restoration target of the Bonn Challenge, incorporating the New York Declaration on Forests

Source: Wolosin, M., 2014. Quantifying Benefits of the New York Declaration on Forests. Data as of May 2018. Carbon sequestration estimate developed by FAO, based on a range of ongoing forest and landscape restoration projects.

3 Key principles of FLR

> "A process that aims to regain ecological functionality and enhance human well-being in deforested or degraded landscapes"
>
> **– GLOBAL PARTNERSHIP ON FOREST AND LANDSCAPE RESTORATION**[10]

FLR brings people together to identify, negotiate and implement practices that should restore an agreed optimal balance of the ecological, social and economic benefits of forests and trees within a broader pattern of land uses.[11]
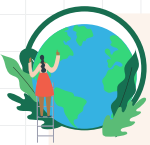
FOCUS ON LANDSCAPES
FLR takes place within and across entire landscapes, representing mosaics of interacting land uses and management practices under various tenure and governance systems. Ecological, social and economic priorities should be balanced at this scale.[10]

TAILOR TO THE LOCAL CONTEXT USING A VARIETY OF APPROACHES
FLR uses a variety of approaches that are adapted to the local social, cultural, economic and ecological values, needs, and landscape history. It draws on latest science and best practice, and traditional and indigenous knowledge, and applies that information in the context of local capacities and existing or new governance structures.[10]

MAINTAIN AND ENHANCE NATURAL ECOSYSTEMS WITH LANDSCAPES
FLR does not lead to the conversion or destruction of natural forests or other ecosystems. It enhances the conservation, recovery and sustainable management of forests and other ecosystems.

MANAGE ADAPTIVELY FOR LONG-TERM RESILIENCE
FLR seeks to enhance the resilience of the landscape and its stakeholders over the medium and long term. Restoration approaches should enhance species and genetic diversity and be adjusted over time to reflect changes in climate and other environmental conditions, knowledge, capacities, stakeholder needs and societal values. As restoration progresses, information from monitoring activities, research, and stakeholder guidance should be integrated into management plans.[5]
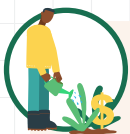
RESTORE MULTIPLE FUNCTIONS FOR MULTIPLE BENEFITS
FLR interventions aim to restore multiple ecological, social and economic functions across a landscape and to generate a range of ecosystem goods and services that benefit multiple stakeholder groups.

ENGAGE STAKEHOLDERS AND SUPPORT PARTICIPATORY GOVERNANCE
FLR actively engages stakeholders at different scales, including vulnerable groups, in planning and decision making regarding land use, restoration goals and strategies, implementation methods, benefit sharing, monitoring and review processes.[3]

4 FLR intervention types

There are a variety of different approaches, practices, and intervention types for FLR. These are often used in tandem during a restoration programme.[5]
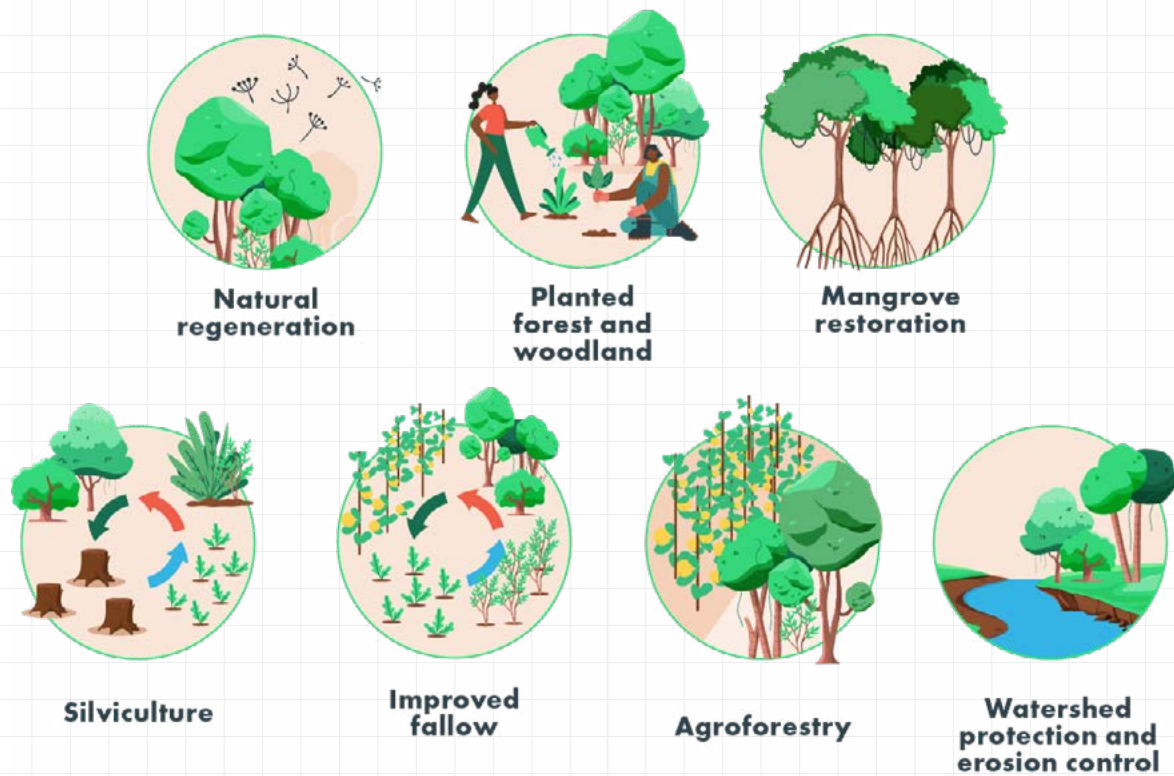
Adapted from: IUCN, 2020. Restore our future.

QUIZ

1 **Question:** 'Forest and land restoration is only about planting trees.' Is this statement true or false?

Answer: False. FLR prioritizes both biodiversity conservation and human livelihoods. It is about using land sustainably in a variety of ways such as for planting trees, protected wildlife reserves, regenerated forests, ecological corridors, agroforestry, riverside plantings to protect waterways, managed plantations, and agriculture. It takes place within and across entire landscapes at a scale where ecological, social and economic priorities can be balanced.

2 Which of the following are not FLR intervention types?

- [ ] Natural regeneration
- [X] Monoculture cropping
- [ ] Agroforestry
- [ ] Mangrove restoration
- [X] Slash-and-burn
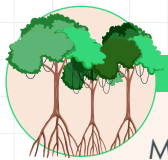
MANGROVE RESTORATION

Mangroves are **critical coastal ecosystems** that nourish biodiversity, providing **nursery grounds** for many coastal and marine species.[12] Robust mangrove forests stabilise coastline ecosystems to **prevent erosion**. Mangrove forests are also valuable **carbon sinks**, storing 3–4 times more carbon in their soils per hectare than tropical forests.[13] Furthermore, healthy mangrove forests play a critical role in serving as a buffer for coastal communities against **extreme weather events** such as hurricanes, storm surges and flooding.

Despite these benefits, about 32 million hectares, almost half of the world's mangroves, have already been cleared or destroyed and those that remain are under severe threat.[11] Efforts to prevent degradation and restore mangrove ecosystems include the Bonn Challenge, Mangroves for the Future, and the Global Mangrove Alliance.

AGROFORESTRY

Agroforestry is commonly defined as 'agriculture with trees', but it is much more than that. Agroforestry is the **interaction of agriculture and trees**, including the agricultural use of trees. This comprises trees in agricultural landscapes, farming in forests and along forest margins, and tree-crop production such as cocoa, coffee and rubber.[14]

At the landscape level, agroforestry contributes to **ecosystem services** such as soil and water conservation, soil water storage and soil biodiversity, which all play a critical role in enhancing crop production and grazing. Depending on how it is conducted, agroforestry can also contribute to **biodiversity conservation** by promoting a wide range of tree species that form wildlife habitats. The benefits that trees provide are best sustained by integrating them into agricultural landscapes.[14]

Agroforestry **provides rural communities** with:

Fodder for livestock

Fuelwood

Food

Shelter

Income

FARMER MANAGED NATURAL REGENERATION (FMNR)

Farmer Managed Natural Regeneration (FMNR) is a **low-cost land restoration technique** used to combat poverty and hunger amongst farmers by increasing food and timber production and resilience to climate extremes.[15]

In FMNR systems, farmers prune, protect and manage the growth of trees and shrubs that regenerate naturally in their fields from root stock or from seeds dispersed through animal manure.

Through the restoration of vegetation, FMNR addresses multiple problems simultaneously, such as:
- Land degradation
- Soil infertility & erosion
- Biodiversity loss
- Food insecurity

- Fuelwood
- Building timber
- Fodder shortages
- Dysfunctional hydrological cycles

As FMNR contributes to increasing yields and income, it has a **positive effect on livelihoods, food security, resilience and risk reduction**. FMNR is also an effective climate mitigation and adaptation intervention.[15]

The adoption of FMNR is, however, heavily influenced by **social and governance factors** that are context specific. Some examples include farmers' tree species preferences, land and tree tenure arrangements, and policies and institutions related to grazing.[16]

PLANTED FOREST, WOODLOTS AND TREE PLANTATIONS

Harvesting tree products from **plantations** as opposed to natural forest is important for forest conservation.

However, this minimises the economic value of natural forests, which increases their likelihood of being converted to other land uses such as agriculture.[17]

Furthermore, with natural forests generally richer in biodiversity, tree plantations **may not be able to entirely prevent degradation** or protect natural forests from logging, as niche markets would still source timber from certain tree species. However, when this occurs at a relatively small scale compared to commodities such as pulpwood or biomass energy, the sustainable production of timber products from natural forests can be achieved with limited degradation.[17]

The environmental and social issues associated with large scale plantations are controversial. There is active debate on whether and how 'industrial plantation forestry' can meet

environmental and social sustainability goals, given the industry's historical ties to **displacement of local populations** and **poor working conditions** for its employees.[18]

5 Ten principles of landscape approaches

Landscape approaches are at the core of FLR. They seek to **provide tools and concepts** for allocating and managing land to achieve social, economic, and environmental objectives in areas where agriculture, mining and other productive land uses compete with environmental and biodiversity goals. Landscape approaches are based on ten principles that emphasise **adaptive management**, **stakeholder involvement** and **multiple objectives**.[19]

Continual learning and adaptive management
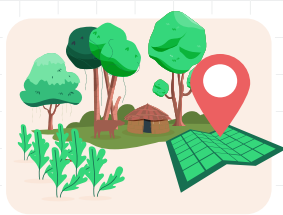
Multiple scales

Multiple stakeholders

Clarification of rights and responsibilities

Strengthened stakeholder capacity

Common concern entry point

Multifunctionality
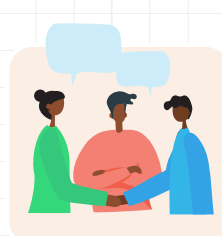
Negotiated and transparent change logic

Participatory and user-friendly monitoring

Resilience

PART **TWO**

Gender and the FLR agenda

1 Linking gender and socio-environmental change

Landscapes both shape and are shaped by various social, economic and cultural practices. Our actions influence biophysical changes in landscapes, which in turn prompt us to change our practices to adapt to the new environment.[20]

Gender roles and relations influence the ways in which women and men **access, use and control** many natural resources, so that different genders may experience environmental changes differently. Gender inequalities influence the opportunities available to different groups of women, men, girls and boys to cope and adapt to a changing environment.

At scale, socially differentiated responses to environmental change can re-shape and transform social and cultural norms and power relations. This can be to the advantage or, often, the disadvantage of those already marginalised. An increasing body of evidence demonstrates that gender-blind restoration efforts are likely to reinforce or even exacerbate pre-existing gender inequalities.[20] For example, such efforts can accentuate women's insecure tenure, disproportionate labour burdens[22], exclusion from decision-making[21] and/or inaccessible benefits.

At the same time, numerous studies have found that addressing gender equality can enhance the **effectiveness and sustainability of restoration action**.[24] For example, gender-inclusive resource user groups have often been found to demonstrate improved environmental outcomes.[25,26] However, progress to date has been modest and **persistent gender gaps remain** in access to productive resources and markets, voice and agency.

KEEP IN MIND

- Gender is not only important in the context of environmental degradation, but also in restoration. Gender inequality can jeopardise the efficiency and sustainability of restoration efforts.[20]

- Future policy and project development needs to carefully consider the variation in local-level priorities and contextual factors, including social dynamics, gender roles and norms, influencing the acceptability of restoration options and aim to match measures to suit different types of farmers and communities.[23]

QUIZ

Question: 'Gender has an influence on restoration activities, and vice versa.' Is this statement true or false?

Answer: True. Gender and restoration activities are deeply interconnected. Involving women meaningfully can help to advance restoration activities, and restoration activities with a gender focus can also help to advance gender equality.

2 Guiding strategies

Negotiate priorities and incentivise actions

Match options to context

Co-produce knowledge and indicators

Structural inequalities, such as in access to information and financing, not only have an adverse impact on women but also on the effectiveness and sustainability of restoration. It is critical for the financial sector to invest in women but also in **transformative change**.[21]

This requires **addressing structural inequalities**. For example, in a multi-country comparative study, women were found to participate far less than men in REDD+ consultations at the local level.[20] When women did participate, they were significantly disadvantaged as they had access to less information than men. This directly impacted the opportunity for effective and meaningful participation from all participants. Approaching gender issues as a tick box process (for example, by only having women quotas in negotiations) does not guarantee that women's concerns are adequately integrated.[22]

QUIZ

Which of the following are possible outcomes of restoration efforts that do not integrate gender?

[X] Gender-based violence

[X] Women's exclusion from decision making

[X] Land degradation

[X] Increased labour burden for women
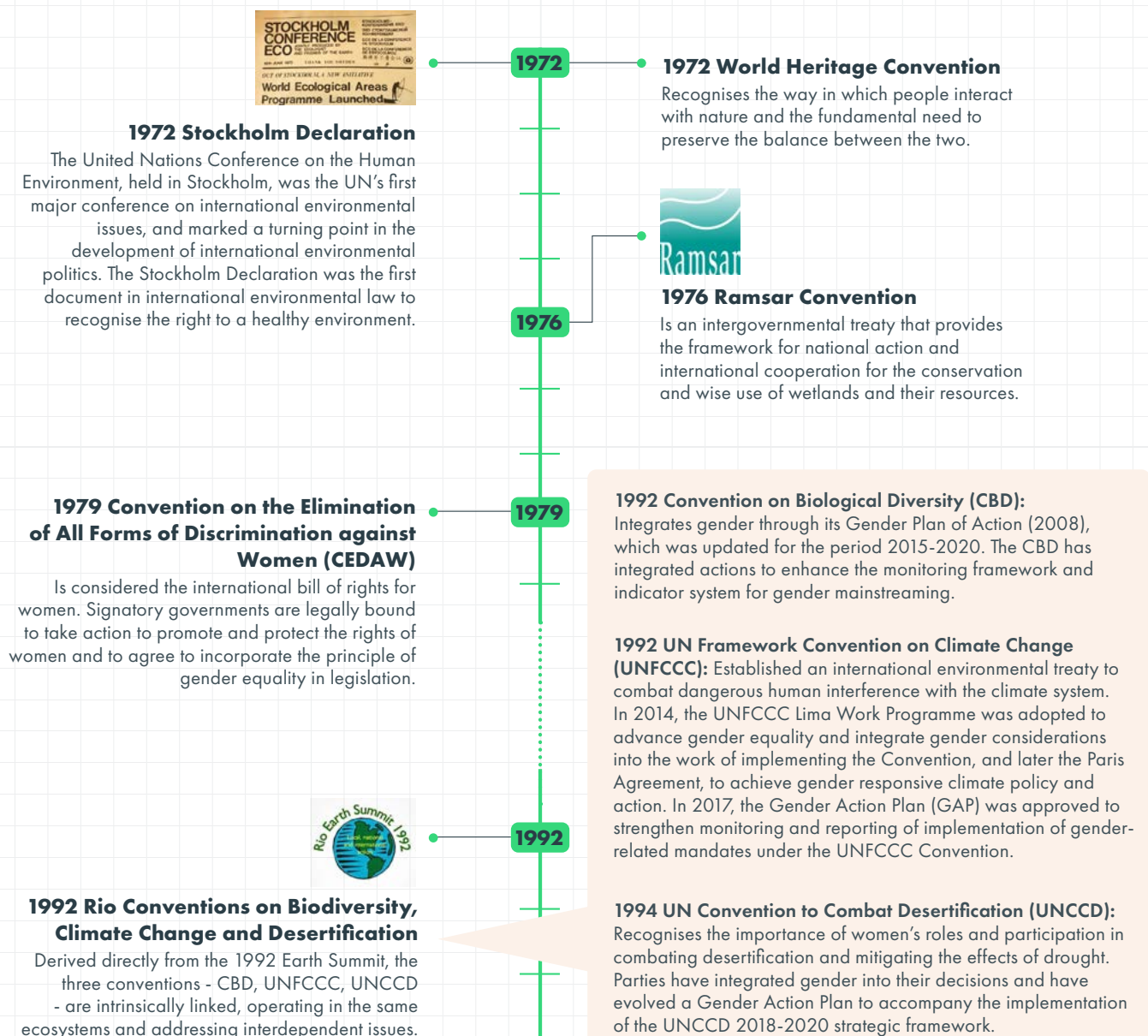
[X] Insecure land tenure for women

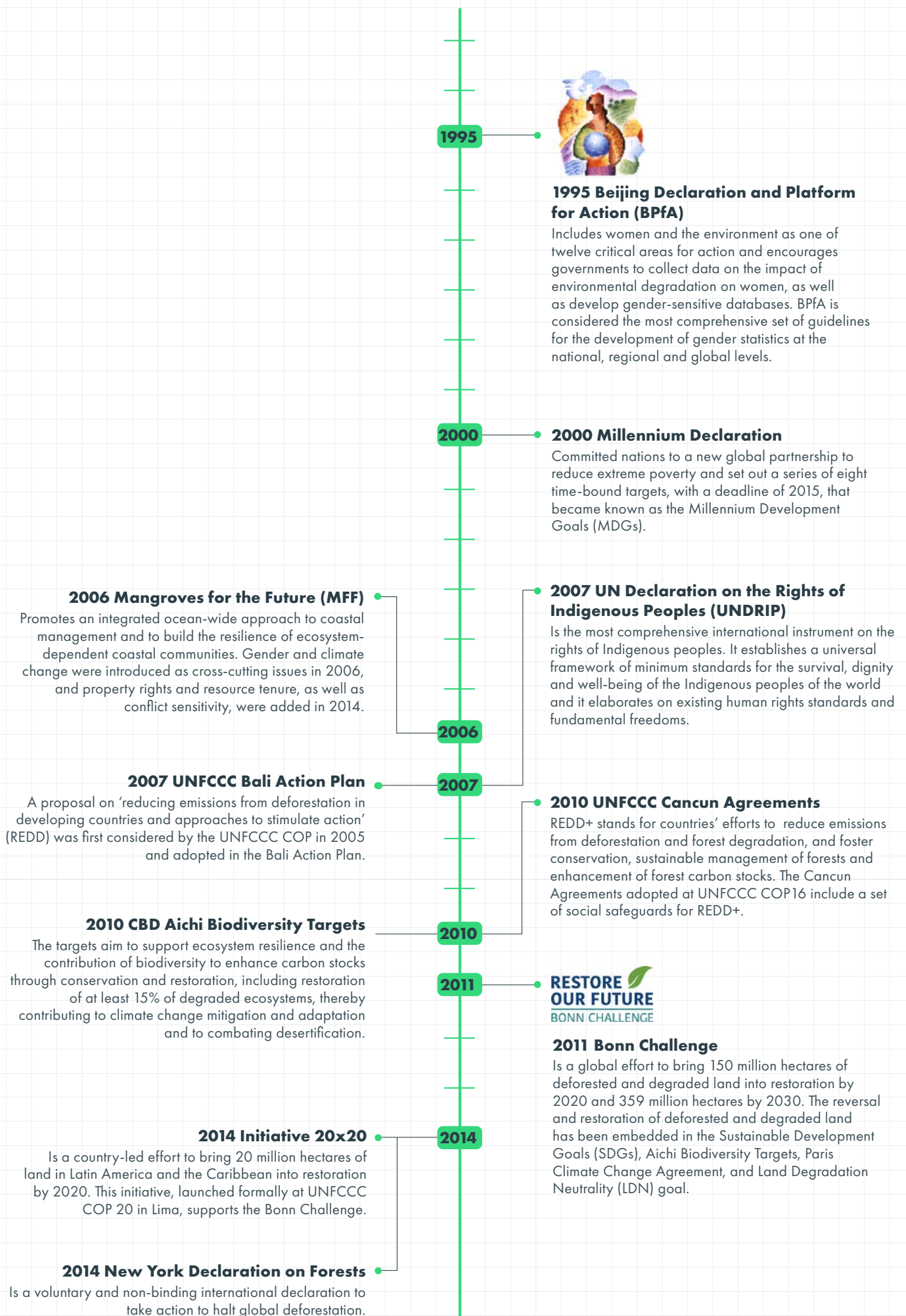## **3** Synergies between gender equality and FLR agendas

Gender equality and FLR agendas have grown in parallel. In recent years, synergies between the two have been identified and the need to integrate them has been recognised.[27]

The **global restoration agenda** was conceived as a vehicle for advancing national livelihood priorities such as water, food security and rural development, while contributing to the achievement of international climate change, biodiversity and land degradation commitments. This agenda is, in many ways, epitomised by the **Bonn Challenge**, a global effort to bring **150 million hectares of deforested and degraded land into restoration by 2020 and 359 million hectares by 2030**. Many of the commitments pursued under

the Bonn Challenge and other initiatives intersect with international commitments to gender equality or include gender equality-related decisions, policies and/or action plans.

The following timeline highlights key developments of these international restoration, gender equality and climate change agendas of relevance to restoration. Included on this timeline are **key areas of overlap**, such as the Bonn Challenge, the UNFCCC Lima Work Programme on Gender and the 2030 Agenda for Sustainable Development. While these high-level policy agendas may guide and/or support FLR efforts, it is often the case that grassroots, community-led FLR work has contributed to and advocated for these policy priorities.

1972

1972 World Heritage Convention
Recognises the way in which people interact with nature and the fundamental need to preserve the balance between the two.

1972 Stockholm Declaration
The United Nations Conference on the Human Environment, held in Stockholm, was the UN's first major conference on international environmental issues, and marked a turning point in the development of international environmental politics. The Stockholm Declaration was the first document in international environmental law to recognise the right to a healthy environment.

1976

1976 Ramsar Convention
Is an intergovernmental treaty that provides the framework for national action and international cooperation for the conservation and wise use of wetlands and their resources.

1979 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
Is considered the international bill of rights for women. Signatory governments are legally bound to take action to promote and protect the rights of women and to agree to incorporate the principle of gender equality in legislation.

1979

1992 Convention on Biological Diversity (CBD):
Integrates gender through its Gender Plan of Action (2008), which was updated for the period 2015-2020. The CBD has integrated actions to enhance the monitoring framework and indicator system for gender mainstreaming.

1992 UN Framework Convention on Climate Change (UNFCCC): Established an international environmental treaty to combat dangerous human interference with the climate system. In 2014, the UNFCCC Lima Work Programme was adopted to advance gender equality and integrate gender considerations into the work of implementing the Convention, and later the Paris Agreement, to achieve gender responsive climate policy and action. In 2017, the Gender Action Plan (GAP) was approved to strengthen monitoring and reporting of implementation of gender-related mandates under the UNFCCC Convention.

1992

1992 Rio Conventions on Biodiversity, Climate Change and Desertification
Derived directly from the 1992 Earth Summit, the three conventions - CBD, UNFCCC, UNCCD - are intrinsically linked, operating in the same ecosystems and addressing interdependent issues.

1994 UN Convention to Combat Desertification (UNCCD):
Recognises the importance of women's roles and participation in combating desertification and mitigating the effects of drought. Parties have integrated gender into their decisions and have evolved a Gender Action Plan to accompany the implementation of the UNCCD 2018-2020 strategic framework.

1995

1995 Beijing Declaration and Platform for Action (BPfA)

Includes women and the environment as one of twelve critical areas for action and encourages governments to collect data on the impact of environmental degradation on women, as well as develop gender-sensitive databases. BPfA is considered the most comprehensive set of guidelines for the development of gender statistics at the national, regional and global levels.

2000

2000 Millennium Declaration

Committed nations to a new global partnership to reduce extreme poverty and set out a series of eight time-bound targets, with a deadline of 2015, that became known as the Millennium Development Goals (MDGs).

2006 Mangroves for the Future (MFF)

Promotes an integrated ocean-wide approach to coastal management and to build the resilience of ecosystem-dependent coastal communities. Gender and climate change were introduced as cross-cutting issues in 2006, and property rights and resource tenure, as well as conflict sensitivity, were added in 2014.

2007 UN Declaration on the Rights of Indigenous Peoples (UNDRIP)

Is the most comprehensive international instrument on the rights of Indigenous peoples. It establishes a universal framework of minimum standards for the survival, dignity and well-being of the Indigenous peoples of the world and it elaborates on existing human rights standards and fundamental freedoms.

2006

2007 UNFCCC Bali Action Plan

A proposal on 'reducing emissions from deforestation in developing countries and approaches to stimulate action' (REDD) was first considered by the UNFCCC COP in 2005 and adopted in the Bali Action Plan.

2007

2010 UNFCCC Cancun Agreements

REDD+ stands for countries' efforts to reduce emissions from deforestation and forest degradation, and foster conservation, sustainable management of forests and enhancement of forest carbon stocks. The Cancun Agreements adopted at UNFCCC COP16 include a set of social safeguards for REDD+.

2010 CBD Aichi Biodiversity Targets

The targets aim to support ecosystem resilience and the contribution of biodiversity to enhance carbon stocks through conservation and restoration, including restoration of at least 15% of degraded ecosystems, thereby contributing to climate change mitigation and adaptation and to combating desertification.

2010

2011

RESTORE
OUR FUTURE
BONN CHALLENGE

2011 Bonn Challenge

Is a global effort to bring 150 million hectares of deforested and degraded land into restoration by 2020 and 359 million hectares by 2030. The reversal and restoration of deforested and degraded land has been embedded in the Sustainable Development Goals (SDGs), Aichi Biodiversity Targets, Paris Climate Change Agreement, and Land Degradation Neutrality (LDN) goal.

2014 Initiative 20x20

Is a country-led effort to bring 20 million hectares of land in Latin America and the Caribbean into restoration by 2020. This initiative, launched formally at UNFCCC COP 20 in Lima, supports the Bonn Challenge.

2014

2014 New York Declaration on Forests

Is a voluntary and non-binding international declaration to take action to halt global deforestation.

2015

2015 Sendai Framework

The framework calls for stronger women's leadership and participation in disaster risk reduction. This recognition provides a new opportunity to strengthen the capacities of women's organisations and women at regional, national and community levels to shape how disaster risk reduction and climate change adaptation are implemented in the coming 15 years.

2019

2015 African Forest Landscape Restoration Initiative (AFR100)

Is a country-led effort to bring 100 million hectares of land in Africa into restoration by 2030. AFR100 contributes to the Bonn Challenge, the African Resilient Landscapes Initiative (ARLI), the African Union Agenda 2063, the Sustainable Development Goals and other targets.

UN Decade on Ecosystem Restoration 2021-2030

Positions the restoration of ecosystems as a major nature-based solution towards meeting a wide range of global development goals and national priorities.

2015 UNFCCC Paris Agreement

Is a landmark agreement to combat climate change and to accelerate and intensify the actions and investments needed for a sustainable low carbon future. The Paris Agreement builds upon the Convention and unites nations in a common cause to undertake required efforts to combat climate change and adapt to its effects, with enhanced support to assist developing countries to do so.

The 2030 Agenda for Sustainable Development

Aims to eradicate poverty while shifting the world toward a sustainable and resilient pathway. Building on considerable progress gained towards meeting the MDGs, the 2030 Agenda and its set of 17 Sustainable Development Goals (SDGs) recognises the need for integrated action to advance gender equality and women's empowerment across all goals.

Some of the key SDGs relative to the gender equality or restoration agendas include:

SDG 5: to "achieve gender equality and empower all women and girls"
- 5.5: Ensure full participation in leadership and decision making
- 5.a: Equal rights to economic resources, property ownership and financial services
- 5.c: Adopt and strengthen policies and enforceable legislation for gender equality

SDG 13: to "take urgent action to combat climate change and its impacts"
- 13.2: Integrate climate change measures into policies and planning
- 13.A: Implement the UNFCCC

SDG 15: to "protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss"
- 15.1: Conserve and restore terrestrial and freshwater ecosystems
- 15.2: End deforestation and restore degraded forests
- 15.3: End desertification and restore degraded land

HANDOUTS

Print out the poster on Synergies Between Gender Equality and FLR agendas. This poster can be referred to during training.

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3

A Gender-Responsive Approach to Forest Landscape Restoration

Concepts and Safeguards

PART ONE

Conceptualising gender-responsive FLR

1   A framework for gender responsive FLR

Embedding gender into FLR activities offers opportunities to build upon the synergies between restoration commitments, climate change action and global commitments to sustainable development.[1]

As such, the **framework for gender-responsive FLR** is closely aligned with Sustainable Development Goal 5 on gender equality and women's empowerment; this targets equal participation in decision-making, equal rights to resources, and policies to promote equality and empowerment.[1]

The framework for gender-responsive FLR:

Safeguards the rights of local women and men, including those that belong to indigenous groups

Ensures the equitable distribution of costs and benefits at a local level

Ensures equal voices and influence in decision-making related to FLR for women and men, and that this contributes to substantive equality in outcomes for women and men

REFLECTION ON DAY 1/ MODULE 1

As a recap of the previous lesson, encourage participants to reflect on the importance of linking gender and socio-environmental change, including the importance of gender in the FLR agenda. This serves not only as a recap of the previous content, but a lead into Part 1 of Module 3.

QUIZ

Which of the Sustainable Development Goals (SDGs) does the framework for gender-responsive FLR best align with?

☐ SDG 12: Ensure sustainable consumption and production patterns

☐ SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

☐ SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable

☒ SDG 5: Achieve gender equality and empower all women and girls

☐ SDG 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development

ENTRY POINTS FOR GENDER RESPONSIVE FLR[1,2]

SECURE TENURE & ACCESS TO LAND
Carefully planned FLR efforts can enhance women's access to and/or ownership of land, as well as decision-making capacity over land use.

STAKEHOLDER ENGAGEMENT
FLR efforts offer an opportunity to engage with a diverse array of stakeholders, including women and women's organisations, recognising their knowledge, capacity and priorities.

WOMEN'S PARTICIPATION IN DECISION-MAKING
Women should be involved at all levels of decision-making during FLR efforts, including in programme development and land use decisions.

EQUITABLE DISTRIBUTION OF FLR COSTS AND BENEFITS
FLR efforts should ensure programme benefits ranging from enhanced ecosystem services, compensation and livelihood opportunities are distributed fairly and that the benefits that are due to women are actually received by them. Further, any programme costs need to be distributed equitably between men and women.

Gender relations interact with FLR in a number of ways. Here are key entry points for gender-responsive FLR practices and interventions.

FAIR & JUST COMPENSATION
FLR efforts should provide equal opportunities and compensation that is fair and inclusive of women, as well as safeguards against and/or fair and just compensation for any lost opportunities.

GENDER-BASED VIOLENCE MITIGATION
Gender-responsive FLR efforts must offer mechanisms for preventing gender-based violence and other forms of social backlash that may occur as a response to women's empowerment and/or changes in women's productive and reproductive labour.

FREE, PRIOR AND INFORMED CONSENT
Communities, in particular Indigenous Peoples, must have the right to give or withhold their consent to proposed projects that may affect the lands they customarily own, occupy or otherwise use. This requires free and inclusive consultation with all interested and affected parties, including women, prior to a proposed development or project.

QUIZ

Which of the following is NOT an entry point for gender-responsive FLR?

☐ Fair and just compensation

☐ Free-prior and informed consent

☒ Landowner capacity building

☐ Equitable distribution of FLR costs and benefits

☐ Women's participation in decision-making

2 Safeguarding rights: tenure

The framework highlights the importance of safeguarding rights, in particular tenure rights. A **lack of secure tenure** places rural communities in a vulnerable position, particularly disadvantaged groups within those communities such as women and migrants.[3] If not everyone who is involved in or affected by an FLR programme is recognised and realises the benefits due to them, this can disincentivise affected community members and reduce their willingness to invest in land restoration activities.[4]

To prevent such a scenario, a thorough analysis of **land-use practices and claims, and customary and statutory tenure** is required prior to the implementation of FLR interventions. In addition, transparent and impartial mechanisms are needed to channel grievances and mediate conflict.

KEEP IN MIND

When addressing tenure rights, key questions to ask include:

- Which land is proposed for restoration?

- Who controls and uses the land- and what for?

This is important to understand because there may be multiple actors and claims to land that is considered unused; even though the claims may only be customary and not formally recognised.[4,5]

3 Enabling equitable participation and influence

The framework specifies the need for equitable decision-making. This requires developing an understanding of stakeholder's preferences for restoration objectives: **location, duration, scale, approaches, species and ecosystem services**. Such preferences are based on gendered sets of knowledge, rights and roles and responsibilities.[5]

To ensure that FLR interventions enable equitable participation and influence, it is crucial that **gender considerations be meaningfully integrated throughout the assessment, planning and implementation processes**.[5] Further, entry points for action and reform must be identified in collaboration with diverse local stakeholders.[6]

KEEP IN MIND

It is important to consider **who** can participate meaningfully and influence decisions at multiple levels in restoration initiatives.

UNDERSTANDING OF STAKEHOLDER'S PREFERENCES FOR RESTORATION OBJECTIVES

Location

Duration

Scale

Approaches

Species
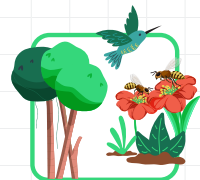
Ecosystem services

Such preferences are based on gendered sets of knowledge, rights and roles and responsibilities.

QUIZ

When should gender considerations be integrated into a project?

[X] Design

[X] Planning

[X] Implementation

[X] Monitoring and evaluation

[X] Impact and learning

4 Enabling distribution of costs and benefits

The third component of the framework focuses on the costs and benefits of FLR interventions. Here it is important to ask:

Who bears the costs of restoration?
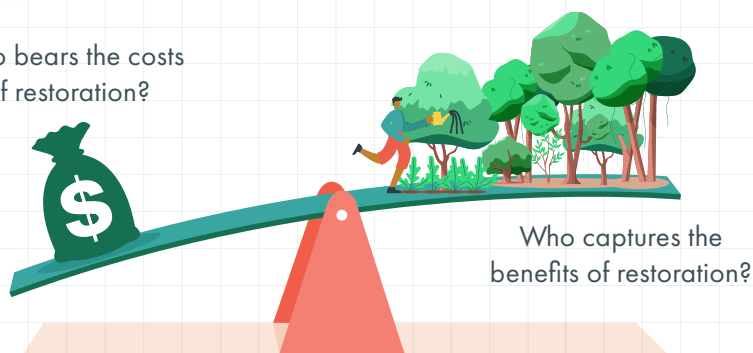
Who captures the benefits of restoration?

Socio-economic benefits are essential for incentivising stakeholders. Inequalities based on gender and other factors of social differentiation persist with respect to access to and control of benefits. For example, previous studies have shown that engagement in restoration activities can increase the workload for women, with incommensurate and/or delayed benefits.[7]

A **cost-benefit analysis** should be conducted to understand who benefits from restoration and how, and who pays the costs in terms of time, labour and other resources.[6]

KEEP IN MIND

It is important to note that in addition to gender divides, inequalities also exist within gender groups. For example, women who are migrants may be more disadvantaged than other women groups.[7]

PART **TWO**

Safeguards

1   Key safeguards

A critical issue in FLR is **safeguarding communities' rights and access to their land**.[8] In restoration initiatives, issues around rights can emerge in relation to claims around land, resources, participation and information. Being aware of the type of rights that can be affected and who holds these rights (whether individuals or groups) are important steps towards a rights-based restoration approach.

Community members with informal or insecure land tenure can lose access to lands claimed under restoration initiatives. Safeguards, such as robust engagement processes aligned with the principles of **Free, Prior and Informed Consent** (FPIC), adequate **grievance redress systems** and **fair and just compensation arrangements** must be in place to mitigate against such risks.[10]

If carried out in an inclusive way, FLR can be a vehicle for strengthening the rights of marginalised groups and can contribute to reducing inequalities based on gender or other factors of social differentiation.[7]
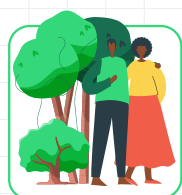
HEALTH & WELLBEING   **FPIC**   **GRIEVANCE REDRESS SYSTEM**

FAIR & JUST COMPENSATION   **SECURE TENURE; LAND USE & CONTROL**   **INDIGENOUS & LOCAL COMMUNITIES' RIGHTS**

KEEP IN MIND

Women's access and ownership rights to forest, tree and land resources are often insecure, and in many instances, women's participation in decision-making regarding the management of forest resources is limited.[9]

DISCUSSION

Ask the participants to identify which of the six key safegaurds they are familiar with, if any.

- Have the participants come across any safegaurds in their field of work?

- In those cases, how did the application of safeguards support sustainability or equity?

QUIZ

Question: What type of analysis is useful for understanding who benefits from restoration and how, and who pays the costs in terms of time, labor and other resources?

Answer: Cost-benefit analysis

SECURE TENURE

Secure tenure refers to the legal recognition that **rights granted by law will be enforced and protected by society**.[4] Secure tenure also includes the **realisation of benefits** from recognised rights.[11]

Safeguarding these rights includes the need to protect land rights, but also to protect the rights to resources such as trees and water.

If people's rights are not recognised by the state or by community members, a lack of secure tenure enhances their vulnerability. **Legal and cultural barriers can hinder the recognition of women rights** at the household, community and policy level. Women's individual rights are often defined by rules that determine their rights within their household, community or other collective structures.

In certain contexts, legal frameworks provide direct disincentives to forest restoration, as forested areas by default fall under the control and ownership of the state. In contrast, more secure rights to future benefits through enhanced tenure security have been found to have a positive effect on the likelihood of women to engage in restoration.

WHY IS THIS IMPORTANT?

Secure rights to future benefits through enhanced tenure security increases the likelihood of women in engaging in restoration interventions. Women's (and poor men's) insecure access to land can limit their motivation and ability to plant/manage trees over which they may not have decision-making authority or long-term access.[4]

CASE STUDY: SECURE TENURE SUPPORTS GENDER-RESPONSIVE ACTIONS IN FLR IN CAMEROON[12]

Gender entry point: Women's contested right to plant trees has been a challenge as customary rights are recognised at the collective but not the individual level. Strengthening women's rights required working with community members, chiefs and husbands, who are perceived as the rights holders, to convince them to let women plant trees on degraded (i.e., less valuable) land. Planting mangroves in tidal areas requires intensive monitoring and specialised equipment, and the rural women involved in the projects have limited financial resources and other heavy demands on their time. Further, without secure tenure or reliable protection for the forests, it was difficult to trust that their considerable efforts would be worthwhile.

Actions to promote gender-responsive FLR: In 2014, REFACOF worked with women from COOPEL to restore degraded mangrove forests. They also invested in promoting leadership and enhancing women's monitoring skills. Equipped with new knowledge, resources and equipment, and capacitated in mangrove reforestation techniques, women have taken ownership of mangrove restoration in coastal communities in Cameroon. REFACOF is working with these women to secure legal status for the mangrove areas as 'community forests' and elaborate clear frameworks for their management.
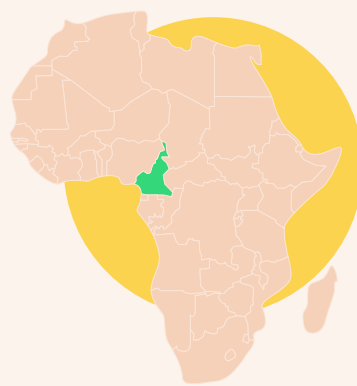
CASE STUDY BACKGROUND

The African Women's Network for the Community Management of Forests (REFACOF) has been working with women organised around the Cooperative of Fisher People (COOPEL) in Londji village, Cameroon, to restore degraded mangrove forest and plant orchards in coastal forest villages. In the mangrove forests, the issue of tenure is difficult to address because there is no clear legal or regulatory framework governing these areas. But restoring mangroves remains crucial for women to restore the fisheries on which they rely.

SECURE TENURE (CONTINUED)

📊 CASE STUDY: EAST AFRICAN MULTI-STAKEHOLDER DIALOGUE DISCUSSES GROUNDING GENDER EQUALITY IN FLR[13,14]

Gender entry point: Participants discussed the risks if restoration efforts continued without consideration of structural inequalities, gendered labour, or women's property rights and insecure land tenure.

Actions to promote gender-responsive FLR: It was recognised that, in many countries, women have secondary rights to land through their male family members. Without women having secure tenure to trees or land or both, it becomes difficult for them to participate in tree planting and women can therefore be marginalized in restoration activities and benefits. In Tanzania, for example, women plant trees but don't have land tenure. Because of such issues, women may not be able to realise the full potential of restoration. Additionally, participants mentioned 'Komaza' a forestry company that supports local women to plant trees on unused, degraded land in the coastal region of Kenya. "When we planted the trees eight years ago, no one had any interest in this land. But now when it's not even time for harvesting but just thinning, the men show up and assert their claims on the land," said the participant.

Actions recommended by participants included documenting the different ways men and women use the forest, mapping exercises and monitoring actions. It was emphasised that issues need to be approached contextually. It is important to understand that tenure issues may differ within a country, depending on the area or region, or the cultural context.
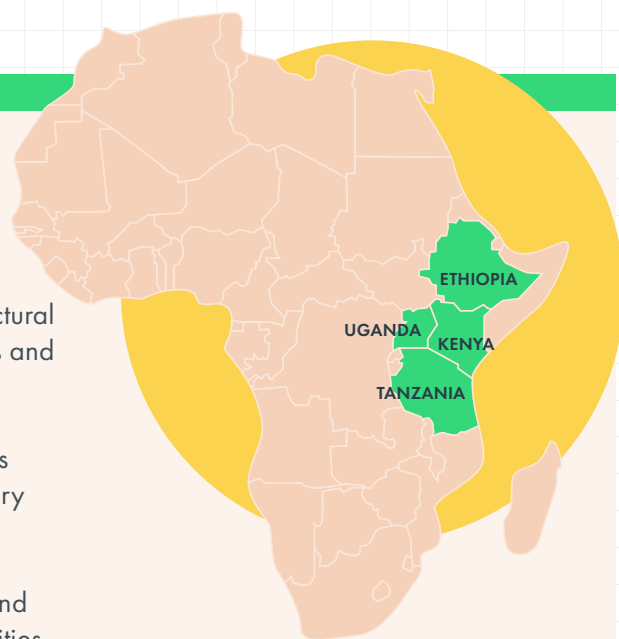
CASE STUDY BACKGROUND

In 2017, a dialogue on FLR and gender equality delved into the East Africa experience with the aim to examine how restoration is experienced on the ground, how different countries are implementing it, and its challenges in terms of gender equality. Drawing on examples from Kenya, Ethiopia, Uganda and Tanzania, country representatives, restoration implementers, scientists and gender specialists discussed the benefits of grounding gender equality in FLR and the risks of not doing so.

✏️ QUIZ

Question: 'Secure tenure is the same as owning land.' Is this statement true or false?

Answer: False. Secure tenure is not only the legal recognition of rights, but the perception that those rights will be enforced. Women's insecure access to land limits their ability to participate effectively in restoration activities.

LAND USE AND CONTROL

A major challenge in safeguarding Indigenous peoples' rights, access to and control of land is that **land tenure may exist in law but may not be enforced in practice**.[11] Even if Indigenous peoples have legal title deeds to their lands, the lands may often be leased out by the state as mining or logging concessions without consultation of Indigenous peoples, let alone their free, prior and informed consent.[16]

Restoration initiatives rely on the **availability** of land for implementation. Therefore, in addition to identifying restoration-suitable areas through satellite maps and aggregated data, a thorough understanding of land-use practices, claims, and customary and statutory tenure relations is essential:

- Land that may seem available for restoration may **actually be used by indigenous or local communities**. This is particularly relevant for women, who are more likely to use marginal or less productive landscapes.[1]

- **Land is used and valued in different ways by different people**. Land (as well as water) is unique compared to other 'assets' precisely for its life-giving quality. Land also gives meaning to people's lives, and as such is more than a source of material wealth but also valuable as part of cultural identity. Hence, access and claims on these lands are inevitably coveted, contested and negotiated in multiple ways by multiple people. Indeed, multiple actors - including women and men - can simultaneously claim and use one parcel of land for different purposes. For example, women may collect firewood from an area that men simultaneously use for livestock grazing. Additionally, perceptions about land degradation and priorities for restoration depend on social dynamics as well as gender roles and norms. Men and women observe degradation at the spatial locations in which they spend most time and effort.[1]

CASE STUDY: GENDER-BASED CONSTRAINTS IN FLR INITIATIVES IN SUB-SAHARAN AFRICA[18,19]

Gender entry point: When analysing land management practices, project officers realised that when women improve the productivity of their land, they ironically increase the risk of losing it. Women access land through their husbands or other male family members and have limited decision-making power over the land they farm. Land allocated to women is usually less fertile and their plots tend to be smaller.

Actions to promote gender-responsive FLR: The SLM project changed its approach to emphasise tenure rights and gender issues. In Burkina Faso, it joined forces with a network of experts, in collaboration with local actors, to promote a process for clarifying women's tenure rights at the household level. In Kenya, the SLM project developed land-lease guidelines to allow widows and other landless farmers secure access to land. Indicators to measure how the initiative enhanced technology adoption and improved women's bargaining and decision-making power within the household were reviewed.

WHY IS THIS IMPORTANT?

Forced evictions and the dispossession of lands can have particularly severe impacts on indigenous women, such as contributing to their workloads and time-poverty and negatively affecting their income-earning activities.[17]
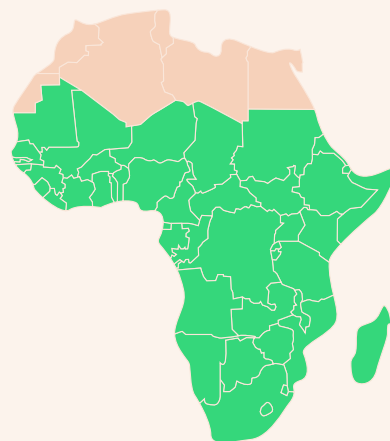
CASE STUDY BACKGROUND

In Benin and Burkina Faso, an analysis of 20 programmes promoting sustainable land management (SLM) over the past 20 to 30 years showed that female farmers do not participate and benefit from SLM programmes as much as male farmers do.

LAND USE AND CONTROL (CONTINUED)

CASE STUDY: LESSONS FROM AGRO-INDUSTRY INVESTMENTS IN INDONESIA

Gender entry point: Agroindustry investors established letters of agreement between the companies and communities that do not recognise customary rights to land. While there is nothing specific that restricts women from holding land titles, in practice men appear as the titular household head. Women's exclusion from negotiation spaces, and a lack of recognition in letters of agreement confirming their resource use rights, limits the opportunity for their voices to be heard and their ability to participate in meetings and decisions. This not only restricts their access to land, but also excludes them from decision-making on the distribution of benefits.

Actions to promote gender-responsive FLR:
Initiatives and policies that target legally recognised landowners risk ignoring overlapping land uses and claims, and place rural women and men at the sidelines of FLR efforts. It is therefore critical to avoid making decisions with a select group of people and to ensure that all involved have sufficient information with space to disagree.

For more information on this case study refer to:

- Elmhirst R, Siscawati M, Basnett BS and Ekowati D. 2017. Gender and generation in engagements with oil palm in East Kalimantan, Indonesia: Insights from feminist political ecology. *The Journal of Peasant Studies* 44(6): 1135-1157

- Li TM. 2014. What is land? Assembling a resource for global investment. *Transactions of the Institute of British Geographers* 39(4):589–602.

INDONESIA

CASE STUDY BACKGROUND

In rural Indonesia, complex and overlapping claims to land are common. An area of land can be claimed as customary land by Indigenous peoples whose rights to plant trees might be recognised by departments of agriculture, but not those in charge of forestry. The same area may also be claimed by migrants who have cleared the land and/or settled there, or it may be allocated as a concession to private logging or oil palm companies. Even when formal property rights are clearer, such as in many parts of South Asia, land-related disputes and conflicts within the household, the larger kinship network or among different social groups, communities, the private sector and states, remain some of the defining features of rural landscapes.

QUIZ

Question: 'Land use control is the most important safeguard to ensure because it directly relates to accessing and using land.' Is this statement true or false?

Answer: False. One of the challenges with safeguards is their interconnected nature, land rights are often linked to issues of free, prior and informed consent, which often directly relate to indigenous rights. No one safeguard is more important than the other, they are all connected and influence each other in the process of land restoration.

FREE, PRIOR AND INFORMED CONSENT

FPIC is an international human rights standard that aims to **protect the rights of Indigenous people to self-determination and self-governance** as well as to their land, territories and resources, by enabling Indigenous people to negotiate the terms under which a project will be designed and implemented. The Declaration on the Rights of Indigenous Peoples refers to FPIC as the "right of Indigenous peoples to give or withhold their free, prior and informed consent to projects, laws and policies that may affect their rights".[15] Forest Peoples Program, a non-governmental organisation focused on human rights, refers to FPIC as: "the principle that a community has the right to give or withhold its consent to proposed projects that may affect the lands they customarily own, occupy or otherwise use".[20] International and national regulations define which social groups are entitled to FPIC and the associated processes of consent and consultation.

LESSONS FROM REDD+ ON FPIC

Large groups of indigenous and local peoples are at risk of forcible exclusion or displacement due to the rush of land grabs in developing countries in the name of food security and climate change. These threats have elevated the importance of FPIC as a mechanism to safeguard local and Indigenous peoples' rights.[20]

In response to a concern that the infusion of financial capital in REDD+ is likely to exacerbate vulnerabilities among already marginalised communities, the Cancun Agreements adopted by UNFCCC COP16 included a set of social safeguards for REDD+. This is particularly important in light of a recent systematic review of REDD+ studies, which found that most projects had not applied FPIC. REDD+ projects were commenced prior to community consultation, and information was purposefully withheld to manage community expectations.[10]

These safeguards, which incorporate FPIC, refer to 'respect for the knowledge and rights of indigenous communities' and 'full and effective participation of all stakeholders.' Efforts to design and implement FLR must learn from these experiences, and ensure that FPIC is secured from both women and men in local and indigenous communities.[1] This is of relevance to FLR because REDD+ initiatives are key mechanisms for realising FLR pledges.

WHY IS THIS IMPORTANT?

Men are far more likely to hold land titles than women and so compensation schemes risk being skewed against women. Further, as men and women adopt different roles and have different needs, restoration initiatives may result in the displacement of women's resources—for example, conservation schemes may restrict access to firewood that is traditionally collected by women, contributing to their labour burden and time-poverty, or woodlots could displace women's crops.[21]

FREE, PRIOR AND INFORMED CONSENT (CONTINUED)

CASE STUDY: GENDER- RESPONSIVE ENTRY POINTS IN FPIC IN INDONESIA

INDONESIA

Gender entry point: Indicators and guidance used in Oil Palm Roundtable to apply FPIC use gender-neutral language and do not explicitly mention that women need to be included in negotiations. As a result, women and marginalised groups are excluded from decision-making and benefit sharing. This shows that even well-intentioned restoration initiatives can reinforce social divides.

In this study, it was found that gender-equal participation is not mandatory and there is no further (or limited) guidance on the implementation of fair compensation. Further information is needed to clarify who can legitimately represent a community when seeking FPIC. Guidance on minimum criteria for the recruitment of those agents of implementation that will be facilitating FPIC should include awareness of key gender issues, gender disaggregated data collection, enhancing gender equitable participation in the FPIC process and gathering stakeholder feedback.[21]

For more information on this case study refer to:

Basnett, B. S., Gnych, S., & Anandi, C. A. M. (2016). *Transforming the Roundtable on Sustainable Palm Oil for greater gender equality and women's empowerment.* CIFOR Infobrief, 166. Bogor, Indonesia: CIFOR.

CASE STUDY BACKGROUND

Research that assessed how FPIC was applied in the large-scale conversion of land into palm oil plantations in Indonesia found that women were often not directly included in the negotiations on partnership agreements with companies. This was the case even when they stood to lose land that they used or managed for household food provisioning. Even in fairly gender-equal communities, companies tended to meet mostly with men. This was due to the companies' gender assumptions on who made decisions within the household, resulting in men often invited to discuss parternship agreements with external actors.

FAIR AND JUST COMPENSATION

Where land tenure and use changes are unavoidable, it is critical that the **affected people receive fair and just compensation**. Local people's exclusion from current land uses or from their lands can be seen as more legitimate if landholders or users perceive they were fairly compensated. Yet, states or companies commonly dictate the price of compensation, setting it far below market rates or the local opportunity costs of changing land uses.[22] Discussions on compensation are important as the opportunity costs for restoration tend to be lowest where people are poorest.[1]

Compensation is a highly contentious and complex issue. For example, should an Indigenous people deem a portion of land to be sacred, it cannot be assigned a market value and compensation for land use changes would therefore be unacceptable.[19] Additionally, restoration interventions may not be desirable or form part of the self-determination goals of indigenous groups.

Research on large-scale land acquisition for oil palm expansion in Indonesia, for instance, showed that in some cases compensation is negotiated between the oil palm company and the household head.[22] As men are far more likely to hold land titles than women, **compensation schemes risk being skewed against women**. Further, as men and women adopt different roles and have different needs, restoration initiatives may result in the **displacement of women's resources**; for example, conservation schemes may restrict access to firewood that is traditionally collected by women contributing to their labour burden and time-poverty, or woodlots could displace women's crops.[1]

FLR interventions should undertake impact assessments that consider both men and women. Research from Vietnam and Kenya identified gendered differences in preferred compensations, largely because women are not permitted to control cash-based compensations.[22]

For more information on this case study, refer to:

Nijbroek, R. P., & Wangui, E. E. (2018). *What women and men want: Considering gender for successful, sustainable land management programs*. Brief Series: Lessons for gender-responsive landscape restoration. Bogor, Indonesia: CIFOR, GLF.

QUIZ

Question: 'Gender-responsive FLR efforts should center around women's empowerment and should move away from difficult issues, such as gender-based violence, that have nothing to do with the restoration of forests and landscapes.' Is this statement true or false?

Answer: False. Gender-responsive FLR efforts must offer mechanisms for preventing gender-based violence and other forms of social backlash that may occur as a response to women's empowerment and/or changes in women's productive and reproductive labour.

GRIEVANCE REDRESS SYSTEMS

Grievance redress systems or mechanisms are implemented to ensure **conflict is addressed fairly, accessibly and effectively**, and are particularly useful for handling any complaints that emerge during the design and implementation of restoration interventions.[24]

Fair, transparent and impartial mechanisms are essential to mitigate the risks of displacement and unfair compensation for land and livelihoods. In restoration initiatives, such mechanisms can apply lessons learned from similar systems that have been promoted during land formalisation and other environmental initiatives.

In the case of restoration initiatives, such grievance redress systems should:

- Review existing regulatory regimes (statutory and customary, whether formally recognised or not) and grievance redress systems that may already be in place, to identify how **existing norms and practices support or hinder women's involvement** in cases of conflict, and to determine how these can be applied for restoration initiatives.

- **Assess existing conflict-resolution mechanisms** that address how women and men should be involved in identifying how their implementation could affect them, including existing safeguard and redress systems.

- **Consider compensation mechanisms that are fair and just as well as irreversible impacts that may emerge** from implementation of restoration initiatives identifying differentiated impacts and distribution of costs.[24]

WHY IS THIS IMPORTANT?

The implementation of ineffective grievance redress mechanisms by restoration interventions may hinder women's involvement in cases of conflict thereby contributing to their disempowerment.[24]

CASE STUDY

For more information on this case study, refer to:

TMG Working Paper. 2019. *Making sustainable land management work for women smallholders*. TMG.

INDIGENOUS AND LOCAL COMMUNITIES' RIGHTS

According to the Intergovernmental Panel on Climate Change (IPCC), **limited recognition of customary access to land and ownership of land** can result in increased vulnerability and decreased adaptive capacity. Formally recognising and securing the customary lands of Indigenous peoples and other communities is important for reducing emissions for many reasons, including that indigenous and community lands are important carbon sinks, holding at least 17% of the total carbon stores in forests –with potential for more through restoration.[26]

**The benefits of tenure security extend far beyond climate actions.**
Tenure security helps Indigenous peoples and communities protect their land from intruders like illegal loggers or miners, and from expropriation by governments or big businesses. Secure land tenure creates powerful incentives for Indigenous peoples and communities to invest in the management of their lands by providing them with confidence that they will benefit from their long-term investments.[26]

HEALTH AND WELL-BEING

The health and well-being of women can be strongly impacted by two factors:[27]

- Gender-based violence
- Conflict and state fragility
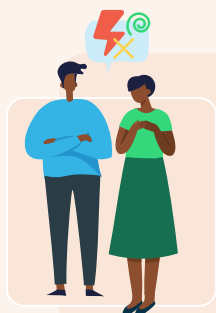
GENDER-BASED VIOLENCE (GBV)

Around the world, it is estimated that one in three women and girls will experience gender-based violence (GBV) during her lifetime.[27] Rooted in discriminatory gender norms and laws, and often exempt from punishment, **GBV occurs in all societies as a means of control and exploitation that further reinforces gender inequality**.[27]

Patterns of gender-based abuse are observed across environmental contexts, affecting the security and well-being of nations, communities and individuals.

GBV constitutes a significant obstacle to women's and girls' participation in environmental and conservation activities. In a recent study by IUCN and USAID, 177 (59%) of 300 survey respondents, noted they had observed GBV of some type in the course of their work to implement environmental and sustainable development projects.[29] For example, a survey respondent from Mexico explained that a woman stopped participating in project activities because her husband got angry when she spent time in environmental conservation activities or ecosystem restoration. Another respondent from Kenya mentioned that a woman was beaten by her husband for attending a community group meeting.

To better address GBV in environmental programming, the study recommended:

- Prioritising GBV in institutional policies;
- Raising awareness and deploying existing tools and approaches for including GBV considerations; and
- Building strategic alliances.

WHY IS THIS IMPORTANT?

Restoration interventions can reinforce or challenge gender relations in participating communities, thereby contributing to GBV. For instance, women's absence from the homestead to participate in interventions, as well as changes in their capacities to make decisions, exert public influence or earn an income, can feel threatening to men in their households or communities. This highlights the importance of engaging both women and men in restoration intervention design and implementation.[28]

✅ **TIP**

For more information as well as a compilation of tools and approaches, see chapter 8 in the study[29] as well as IUCN's Gender-Based Violence and Environment Linkages Center.

HEALTH AND WELL-BEING (CONTINUED)

CONFLICT AND STATE FRAGILITY

According to estimates from the UNHCR, more than 80 million people in 2020 were forced to flee their homes in war zones.[30] While camps for displaced persons offer refuge for those escaping violence, they also pose severe environmental challenges, with an estimated 26,183 hectares of forests consumed annually by forcibly displaced families.

Environmental degradation is therefore increasingly recognised not only as a potential cause for conflict but also a consequence of it.[30]

CASE STUDY: LAND DEGRADATION AND GBV IN SUDAN AND CAMEROON

Displaced women and girls living in refugee camps in Darfur, Sudan, may travel three to six miles outside refugee camps, three to five times per week, to collect resources such as firewood and water.[31] They are vulnerable to sexual and gender-based violence on these trips. The UN-African Union Hybrid Mission in Darfur (UNAMID) enacted several initiatives to mitigate these attacks, including employing more female peacekeeping officers and conducting GBV awareness trainings for the military and police.[31] Additionally, UN entities, including UNAMID, promoted more efficient technologies and sustainable livelihoods, such as a water project with rolling water containers to increase women's access to resources and decrease their reliance on dangerous and time consuming trips fetching water.[29]

A photo essay from Cameroon[32] provides an illustration of a similar situation from Cameroon's eastern region, currently hosting the majority of the 290,000 refugees who have fled across the border from the Central African Republic. CIFOR and partners are now working to empower both refugees and host communities to protect, restore and sustainably use Cameroon's forests.

WHY IS THIS IMPORTANT?

Amidst conflict, state fragility and environmental degradation, women may be exposed to additional threats and vulnerabilities. As restoration interventions are increasingly engaging with conflict or post-conflict areas, being mindful of such dynamics is of critical importance.[27]
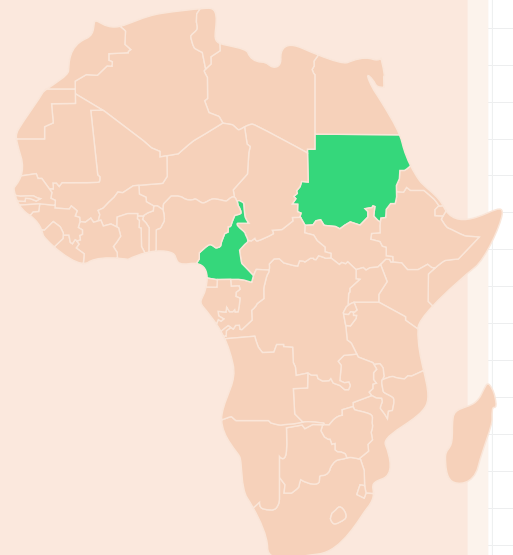
QUIZ

Question: At the end of a restoration project, interviews were held with the local community to assess its impact. Several women responded saying that they had been unhappy with their loss of access to resources on project land and that the men had received all project benefits. What should have been put in place at project inception to capture these grievances and improve the project design and implementation?

Answer: A grievance redress system

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A gender-responsive approach to Forest Landscape Restoration
Decision-making and Distribution

PART **ONE**

Equitable decision-making

1 Equitable decision-making

When local women and men agree to changes in their land use or access patterns, their ability to exercise equal voice and influence in setting priorities and processes for FLR should be guaranteed. This includes decisions on, amongst others:

- Restoration objectives
- Duration
- Approaches
- Location
- Scale
- Selection of species

Active local participation in restoration initiative decisions is often either not realised or dominated by better-resourced, educated, land-owning men from privileged sociocultural groups. Other groups may not be consulted, even when the restoration initiative decisions entail real consequences for them.[1]

Engaging men and women representing different social groups in the planning and implementation of restoration is needed to ensure that the knowledge and experience of all community members is harnessed to gain insights into the drivers of degradation and the strategies used by communities to manage and protect their land and forests.[2]

When it comes to participating in decision-making spaces, women are often included too late[3] and not meaningfully engaged in **programme planning phases** because of social barriers. For example, a few women may be invited to attend a consultation meeting but not contribute because men are present,[4] and so their participation is ineffective.

It is therefore critical to **move beyond attendance quotas** and instead address structural inequities from the **beginning** of an intervention, thereby avoiding implementation of an unsustainable programme. **Gender-power analyses** look at the root causes of gender inequality and determine the processes that can be supported to attain systemic change.[5]

When considering equitable decision making, it is important to consider three elements:

💡 KEEP IN MIND

Perceptions about land degradation and priority areas for restoration are influenced by gendered sets of knowledge, rights, roles and responsibilities. For instance, men and women observe degradation at the locations where they spend most of their time and effort.[2]

💡 KEEP IN MIND

Historically, gender has been considered in interventions in a superficial way, such as by focusing on the numbers of men and women involved in a project. Transformational change requires considering gender as a power relationship between people.[6]

Equitable participation and influence

Stakeholders' priorities, interest, & knowledge

Recognizing local and indigenous women and men as legitimate stakeholders

Traditional and local ecological knowledge

2 Stakeholders' priorities, interests and knowledge

Recognising the **environmental priorities, interests and knowledge**
of local groups and stakeholders involved in FLR activities helps determine:
- the drivers of deforestation and degradation; and
- the implications of restoration options for men and women's livelihoods.

It also fosters local stakeholders' active participation in decisions, ensuring that they benefit equally from restoration initiatives.[7]

The policy landscape of climate change and environmental degradation increasingly recognises the **role of women and diverse stakeholders in providing differentiated perspectives that contribute to more effective programme design**, thereby helping to ensure project sustainability.

To better identify the diverse users, formal and informal rights holders and/or other stakeholders that are likely to be affected under particular FLR scenarios, a thorough understanding of **land-use practices, claims, and customary and statutory tenure relations under different FLR scenarios is essential.** It is also essential for developing strategies to avoid or minimise displacement of all affected groups, particularly marginalised social groups.[8]

Understanding the diverse roles men and women play can:
- enable a more accurate analysis of the problem (e.g. who is driving deforestation, where and how?);
- help identify potential solutions; and
- allow interventions to be applicable and relevant at national and local levels.

KEEP IN MIND

- If not managed responsibly, FLR can contribute to the exclusion of women and men from existing land use systems and livelihoods. Such exclusion can undermine the sustainability and legitimacy of FLR interventions.[7]

- Women's subsistence activities and local knowledge of the forest can aid forest-related activities, such as species monitoring, soil management and forest restoration functions. This can contribute positively to the sustainable management of forests and enhancement of forest carbon stocks.[9]

QUIZ

When considering equitable decision-making, it is important to consider which three elements:

- [X] Stakeholders' priorities, interests and knowledge
- [X] Traditional ecological knowledge
- [ ] Costs and benefits
- [X] Equitable participation and influence

3 Traditional and local ecological knowledge

Traditional and local land and natural resource managers, including indigenous peoples, local communities and women within those communities, hold knowledge that has often been passed down through generations regarding the use and protection of their lands. They are familiar with the:
- Importance of biodiversity
- Value of a well-balanced ecosystem
- Multi-faceted ways in which their community interacts with and relies upon ecosystems

By applying a just and equitable approach, **FLR interventions can embrace the opportunity to learn from these land managers** in order to ensure that restoration efforts protect the well-being of the ecosystem and the community.

4 Equitable participation and influence

The **lack of women's voices and influence** across areas of decision making relevant to FLR, such as land use and control, priorities and approaches and the distribution of costs and benefits, is a persistent challenge and is the **product of interlocking inequalities** at the household, community, state and market levels.[1]

Promoting women's continued and comprehensive engagement in FLR processes via equitable participation provides diverse perspectives and priorities. This in turn provides a range of valuable information on roles, perspectives, capacities and needs, to better define project or policy parameters. In increasing the value of women's inputs and interests, and the recognition and integration of identified issues in policy and programming, FLR policy and practice can provide more effective, sustainable and innovative solutions.

Since **women and men have different capacities and resources** (i.e., assets, time, knowledge) to participate in restoration initiatives, different measures are needed to encourage the participation of each.[2] For example, community meetings should be scheduled at times and in places that allow women to participate while also completing their household/livelihood duties.[6] Women's active participation and equitable decision making can be fostered through:

- **Strengthening women's capacity to voice their interests in public fora**, challenging norms that limit their influence in community affairs.

- **Increasing women's participation and representation in decision-making processes and structures**, for example in watershed management groups or landscape restoration committees.

- **Politically empowering women** in local governance structures.

- **Raising awareness at the community level** of existing laws and policies on women's rights (in spaces like natural resource management committees, traditional councils, public meetings, churches and schools).

- **Engaging women's organisations,** women and gender-related groups, and national gender machineries in restoration initiatives.[1]

> 📝 **QUIZ**
>
> **Question:** Is an FLR intervention gender-responsive if it reports on the number of women involved in the project?
>
> **Answer:** No. Reporting on numbers is important but not sufficient. Historically, gender has been considered in interventions superficially in this way. Transformational change requires considering gender as a power relationship between people.

HOW DIFFERENT ENGAGEMENT APPROACHES TRANSLATE INTO CONCRETE ACTIONS

ONE-WAY ENGAGEMENT

A tick-box practice that provides information to stakeholder groups without channels for feedback.

CONSULTATIVE ENGAGEMENT

Creates space for incorporating feedback, ideas and concerns into the design and/or implementation of a project/plan and some method of accountability to ensure integration of this feedback.

MEANINGFUL ENGAGEMENT

Includes consultation, listening and integration of feedback with stakeholders' participation affecting initial design, decision making in addition to ensuring consistent communication and partnership across the lifespan of a project.

Stakeholder participation and engagement should move away from one-way engagement approaches (i.e. sharing of information) towards meaningful engagement (i.e. consultation, consent, integration of feedback, equitable decision-making roles and leadership) for more inclusive and sustainable outcomes.

5 Equitable participation and decision-making

Ensuring increased participation, active engagement and equitable decision-making capacity of diverse stakeholders provides richer and more differentiated perspectives and priorities. This engagement should lead to increasing the value of inputs and interests, and integration of the identified issues in policy and programming. Such **recognition and inclusion of diverse groups advances FLR policy and practice with more effective, sustainable and innovative solutions**.[2]

It is important to recognise that all stakeholders have a role to play in mainstreaming and addressing gender and social inequities toward positive outcomes. Community organisations should ensure women are involved and engaged in restoration activities, and project implementers should work to promote women's participation in project activities. Stakeholder engagement and consultation during the planning phase will guide effective preparation

and development of the technical needs assessment and the gender analysis. Engagement with diverse stakeholders will provide a range of valuable information on roles, perspectives, capacities and needs to define project or policy parameters.[2]

Decision-making capacity is often a constraint for women's engagement and participation in FLR efforts due to societal norms dictating the roles that women play in a community.

Barriers are often in place which hinder women's abilities to participate and lead. These include community meetings being held at a time or location that does not accommodate women who are caretakers for children or elderly; language barriers for FLR events and resources; and social norms pertaining to men's authority in decision making at multiple scales (household, community and beyond).

CASE STUDY: WOMEN'S LEADERSHIP IN MANGROVE RESTORATION IN GUYANA [9,15]

Gender entry points: From the beginning, the project recognised that women were at higher risk from the impacts of flooding and coastal erosion and needed to be prioritised in restoration management strategies.

Actions to promote gender-responsive FLR:
The project provided resources to strengthen economic empowerment and conduct capacity building trainings on various subjects, including mangrove seedling cultivation and beekeeping. Women made up 80% of participants and successfully organised Village Mangrove Action Committees— women-led volunteer organisations involved in continued mangrove awareness and restoration activities. With the help of these women leaders, the project planted over 460,000 mangrove seedlings, restoring over 10km of coastal mangrove forests, thereby increasing the resilience and security of coastal communities.

The project's support also allowed women to set up various businesses including honey production, tourism activities and mangrove cultivation. The active participation of women even led to the establishment of a women-led volunteer organisation for mangrove awareness and restoration as well as the Mangrove Cooperative Society to support other women with training and resources on beekeeping.

CASE STUDY BACKGROUND

In Guyana, 90% of the population lives along the coastline, which falls 1.04 meters below sea level. These low-lying communities are particularly vulnerable to the impacts of global climate change, including flooding, storm surges, and sea-level rise. Many of the country's existing sea defense structures need updating as storm surges are exceeding their capacity. The Guyana Mangrove Restoration Project (GMRP) addressed the threats to coastal Guyana by championing community cultivation of mangrove trees, which aid in wave attenuation, decreased erosion, and provide a buffer during storms.

CASE STUDY: WETLAND CO-MANAGEMENT IN VIETNAM[11]

Gender entry points: Impoverished local fisher women rely on shellfish and molluscs in the park's core zone for income and to meet their household's nutritional needs. They lacked support to enhance the sustainability of their harvesting patterns and livelihood activities and did not have a voice in decisions over mangrove management, including harvesting rules and monitoring.

Actions to promote gender-responsive FLR:
Under the project 'Sustainable use of mangrove resources to benefit poor women through a co-management pilot in the core zone of Xuan Thuy National Park', local fisherwomen were able to build sustainable livelihoods while actively contributing to the park's conservation. Local women were included in pilot policy design and became co-responsible for the programme's oversight. The women included in the programme served as important liaisons, facilitating communication for law enforcement and the local community. They were granted legal access to XTNP lands to support their livelihoods, with certain restrictions as to where, when and how fishing may occur, which was paired with enhanced awareness about mangroves and sustainable fishing methods. The women involved also had access to small loans from the Local Initiative Fund to improve their livelihoods and ease the stress on XTNP's resources. A community-based monitoring system included the local women and men in stewardship of the wetland while also expanding vigilance and protective capacity.
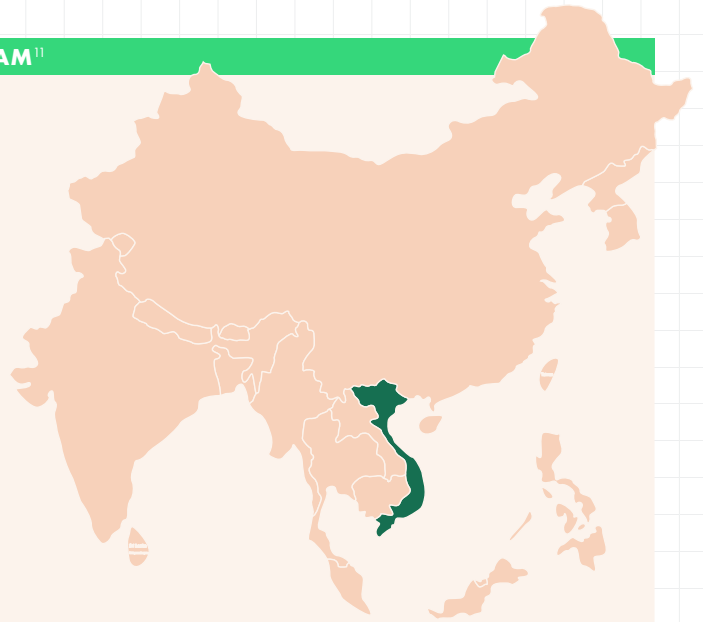
CASE STUDY BACKGROUND
Xuan Thuy National Park (XTNP) is a vast wetland that provides essential ecological services to Vietnam. In 1989, the area was declared the country's first Ramsar site and the government has since established new laws, policies and initiatives to preserve it. Yet, continued fishing and harvesting of shells, molluscs and crabs from the wetland degrades the area's natural resources, rendering local people's livelihoods and incomes increasingly precarious.

ACTIVITY

Match each key term with its correct definition.

A One-way engagement

B Consultative engagement

C Meaningful engagement

C Includes consultation, listening and integration of feedback with stakeholders' participation affecting initial design, decision making in addition to ensuring consistent communication and partnership across the lifespan of a project.

B Creates space for incorporating feedback, ideas and concerns into the design and/or implementation of a project/plan and some method of accountability to ensure integration of this feedback.

A A tick-box practice that provides information to stakeholder groups without channels for feedback.

Which approach is best for inclusive and sustainable outcomes?   **C**
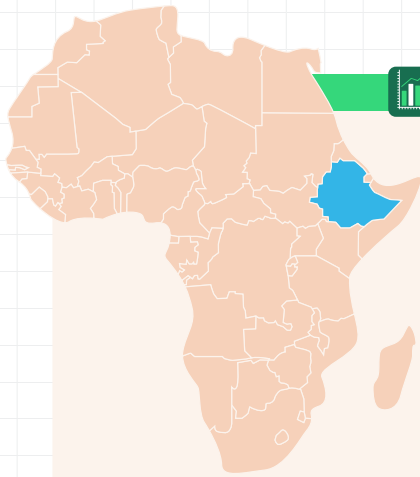
CASE STUDY: MULTI-STAKEHOLDER FORUM PARTICIPATION IN ETHIOPIA[21]

Gender entry points: A review of CIFOR's 2014 multi-stakeholder forum (MSF) in Ethiopia found that the implementation of the forum's outcomes are limited by gender inequity and insufficient livelihood alternatives for women and youth. Although MSF participants perceived the forum as equitable, the MSF paid little attention to the needs and perspectives of women and youth. Addressing gender inequity, important in and of itself, is also vital to any successful campaign to stop land degradation and relieve stress on the forest.

Actions to promote gender-responsive FLR: The MSF enacted a quota for women's inclusion in participatory forest management cooperatives. It also sought to enhance participatory decision-making approaches and strengthen negotiations of multiple stakeholders' interests through dialogue.

Yet, underlying inequalities persist. Aims set by the MSF are limited in their efficacy as women continue to depend on the forest as their only resource for meeting their families' daily energy and fuel needs. In the future, achieving the desired MSF outcomes will require mechanisms to support women's economic empowerment and reduce their forest dependence, greater attention to women's participation in the MSF, and more attention to women's roles in forest management and their objectives in the MSF.

CASE STUDY BACKGROUND

Land degradation threatens the food security and livelihoods of rural communities in Ethiopia. While there have been interventions to address the issue, these initiatives have sidelined stakeholders and failed to address underlying causal political and sociocultural challenges.

QUIZ

Which of the following are barriers to women's participation and decision making?

- [X] Meetings scheduled in the morning when children are getting ready for school
- [ ] Bridge damage due to flooding
- [X] Meeting invites distributed only to the heads of households
- [X] Training on livelihood activities traditionally carried out only by men e.g., cattle rearing
- [X] Lower access to education by women

PART TWO

Equitable distribution of costs and benefits

1 Equitable distribution of costs and benefits

Restoration benefits play a key role in incentivising diverse stakeholders to adopt more sustainable practices or compensate them for potential trade-offs.

From a gender perspective, there are a number of important points to consider in relation to costs and benefits:

- **Gender influences the distribution of costs** associated with the implementation of different restoration approaches, as well as access to and control over potential benefits.[10]

- **Inequalities persist with respect to women's and men's access to and control over restoration benefits.** For example, men tend to be overrepresented as landowners, so that cost and benefit analyses may be biased towards counting costs and presenting benefits that are most applicable to men.

- Forest landscape restoration initiatives must recognise that gender inequalities, and the extent to which different social groups have a voice in and influence over FLR processes and decisions, affect people's capacities to access restoration benefits.

Lessons from past restoration efforts have shown that, although women are mobilised to provide labour and skills for restoration initiatives, they usually have less opportunity to benefit than men.[11] Hence, **responsibilities for restoration are devolved, but rights to benefit equally from restoration are not**. Mechanisms and measures at various scales are required to develop and implement initiatives that equitably benefit all members of participating communities.

KEEP IN MIND

Gender-blind restoration efforts risk excluding women from benefits generated, while further heightening women's overall work burden. Restoration programmes must recognise the efforts of women and men within a community and ensure that they are each fairly compensated for their time, labour and financial investments.

QUIZ

Which of the following may be benefits resulting from gender responsive FLR interventions?

- [X] Increased and enhanced livelihood opportunities
- [X] Women's increased participation and decision-making power
- [X] Enhanced knowledge and skills on farming or resource management techniques
- [X] Security of tenure and rights
- [X] Women's economic empowerment

CASE STUDIES[10,22]

Women in many parts of the world control less land than their male counterparts, so that benefit schemes based on land ownership or relative contributions of land to restoration may have significant gender implications.

In **Vietnam**, women were not able to enjoy cash benefits derived from payments for ecosystem services, negatively affecting their willingness to participate in the scheme in the longer term.

In **Indonesia**, the promotion of cash crop trees for farmland restoration predominantly benefited men. In the absence of suitable benefits, women — who mostly depended on non-cash income from agriculture — were forced to clear more land.
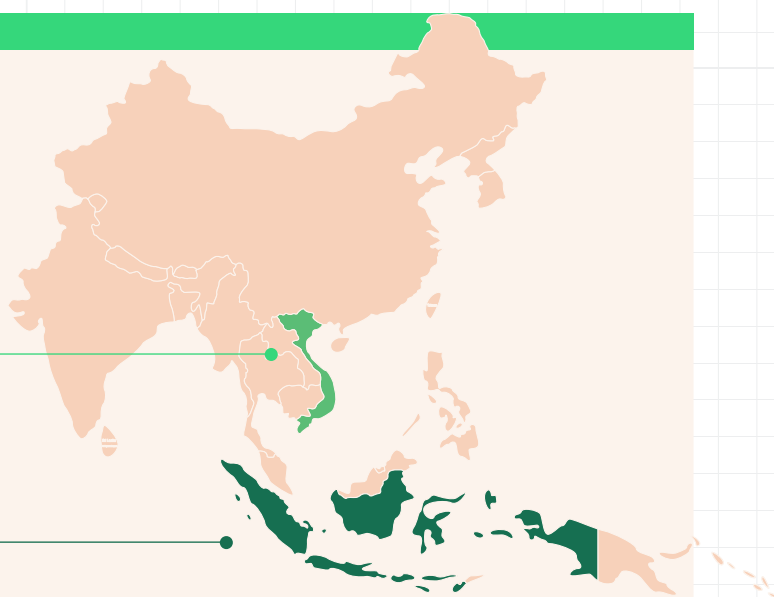
Engaging as full participants in FLR, with a voice and influence in decision-making structures and processes, often enables more equal access to resources and a more equitable sharing of benefits for women.

IMPACT OF RESTORATION ACTIVITIES ON WOMEN'S OVERALL WORKLOAD

Whether or not they benefit from FLR, women's engagement in restoration activities is likely to have an impact on their overall workload.

LABOUR

Many restoration initiatives rely on women's labour. However, women's lack of secure tenure means they do not always have rights to benefit from the trees when grown.

AGROFORESTRY TECHNOLOGIES & PRACTICES

These practices are often knowledge and labour intensive, agroforestry technologies and practices may involve long-term investment with delayed returns.

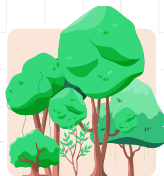**SUBSISTENCE & SOCIAL REPRODUCTIVE SPHERES**

Monetary cost-benefit analyses may neglect the opportunity costs, including time and labour, and changes in cash and non-cash income that women face.
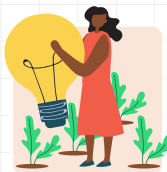
2 Potential benefits from gender-responsive FLR

Ideally, FLR should contribute to a number of benefits, including:

Income-generating opportunities

Improved ecosystem services

Enhanced knowledge and skills on farming or resource management techniques
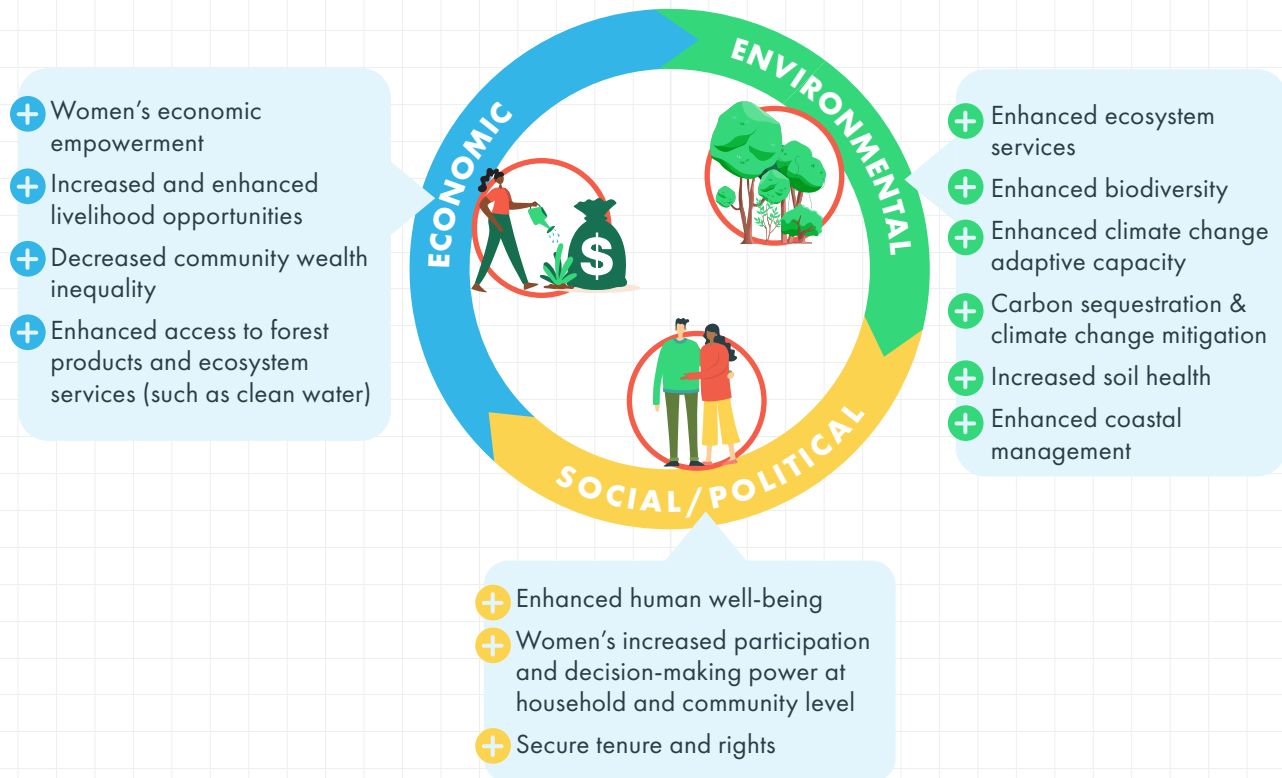
Security of tenure

QUIZ

Question: 'Women and men generally have an equal say about the decisions that happen on their land.' Is this statement true or false?

Answer: False. Due to social and cultural constraints, women are often left out of the decision-making process, which has a direct impact on restoration efforts. Women need to be actively involved in the planning and implementation of restoration, ensuring that benefits are perceived by all community members and their knowledge and experiences are harnessed to protect their land and forests.

Forest landscape restoration initiatives must recognise how **gender differences and inequalities affect the capacities of both women and men to access these benefits**, and place all genders on an equal playing field to improve the livelihoods of all.[2]

When carefully managed, mutually reinforcing interactions among benefits from gender-responsive FLR can include:[12]

ECONOMIC
- Women's economic empowerment
- Increased and enhanced livelihood opportunities
- Decreased community wealth inequality
- Enhanced access to forest products and ecosystem services (such as clean water)

ENVIRONMENTAL
- Enhanced ecosystem services
- Enhanced biodiversity
- Enhanced climate change adaptive capacity
- Carbon sequestration & climate change mitigation
- Increased soil health
- Enhanced coastal management

SOCIAL/POLITICAL
- Enhanced human well-being
- Women's increased participation and decision-making power at household and community level
- Secure tenure and rights

ECONOMIC BENEFITS: EMPLOYMENT INCOME

Local communities may knowingly and freely agree to changes in their land through restoration activities, when **benefits derived from FLR exceed the costs associated** with the land-use change.[1] Such benefits range from cash transfers, employment, income-earning opportunities, infrastructure, access to basic services, and enhanced access to forest products and ecosystem services (such as clean water). Past experiences demonstrate that **initiatives seeking to generate** **'co-benefits' to local stakeholders tend to achieve more sustainable restoration outcomes than those focused on carbon sequestration alone**.

This is one of the major reasons why REDD, initially designed to reduce deforestation and degradation in developing countries, evolved into REDD+, with safeguards and co-benefits viewed as integral components.[10]

SOCIAL/POLITICAL BENEFITS: HUMAN WELL-BEING

Social/political and economic benefits are crucial to not only meet the integral objective of FLR of enhancing human well-being, but also as a means of incentivising stakeholder engagement in FLR.[2]

- **Livelihoods:** Gender-responsive FLR efforts may provide alternative and enhanced livelihood opportunities for women and men in indigenous and local communities.

- **Food security:** The landscape approach to restoration supports sustainable agricultural practices, enhancing food security while protecting ecosystems.

- **Health:** Restoring robust, balanced ecosystems contributes to increased human health by mitigating challenges caused by landscape degradation, such as expanded vector- and water-borne diseases and increased impacts of weather-related disasters.[2]
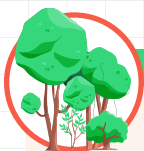
ENVIRONMENTAL BENEFITS

Equitable participation in FLR interventions generates broader local buy-in and enhanced capacities. This, in turn, improves prospects for both socioeconomic development and environmental outcomes.

- **FLR enhances the conservation, recovery, and sustainable management of forests and other ecosystems.** It has the potential to enhance landscapes in ways that ensure lasting environmental benefits such as forest protection and restoration, soil conservation, water source protection, air quality improvement, carbon sequestration and biodiversity conservation.

- **FLR supports climate change mitigation and adaptation while enhancing ecological and livelihood values** for the landscape and its people. The improvement of forest and other resources through FLR processes can reduce disaster risks such as floods, droughts, and landslides that have both ecological and socio-economic implications.[13]

3 Identifying opportunities to enhance benefits

Identifying opportunities to enhance multiple functions of landscapes and generate wider benefits that can be realised by different social groups, is essential for incentivising the sustainable engagement of various stakeholders in FLR.[4]

There are a number of pathways through which FLR can generate environmental, economic and social/political benefits. For example:

PATHWAY 1

Direct forest mechanisms

- Planting, including intercropping, plantations, regeneration
- Removal of unwanted species, partial canopy removal
- Site preparation, including mulching, fertilising, burning, draining, connecting hydrological networks

PATHWAY 2

Direct livelihoods, well-being and resilience mechanisms

- Livelihood, including cash transfers, business and value chain development, certifications, tenure security
- Well-being, including local participation in land-use planning, training, clarification of stakeholder rights and responsibilities
- Resilience, including alternative employment and income opportunities, adaptive management planning

PATHWAY 3

Indirect impacts

- Enhanced well-being and resilience through more sustainable forest use and more effective land management
- Improved forest ecosystem function through enhanced biodiversity, soil stability and fertility, reduced erosion, improved water flow, enhanced biomass production and carbon sequestration

Adapted from Erbaugh and Oldekop, 2018[4]

4 Lessons from REDD+[13]

Despite social safeguards, women and other marginalised groups have often been left out of REDD+ benefits.

In CIFOR's global comparative study, women knew much less about REDD+ than men across REDD+ sites, reflecting their **lack of voice and influence in REDD+ community decision-making processes**. A follow-up study three years later found that women in REDD+ intervention areas were more likely to report a reduction in overall well-being than women in control areas. This was later attributed to the **lack of gender-responsiveness** from the outset of REDD+ initiatives.

Inequalities also exist among women. In Nepal, for instance, Dalit women are the most marginalised in terms of accessing REDD+ benefits compared to women from other social groups.

5 Potential benefits from FLR

CASE STUDY: LEVERAGING ADAPTATION-MITIGATION SYNERGIES IN BURKINA FASO [14]

Gender entry points: The research compared different restoration efforts including mango, cashew and eucalyptus plantations and found that while establishing monoculture tree plantations may allow for slightly enhanced opportunities for carbon sequestration, as opposed to other land use options, they provided a lower increase in women's adaptive capacity and few opportunities for diversifying livelihoods. In contrast, women's adaptive capacities were significantly higher in indigenous tree-based and small-scale restored lands.

Actions to promote gender-responsive FLR: The findings suggest that incorporating multiple voices and preferences in restoration planning from the outset can allow initiatives to optimise mitigation-adaptation synergies in an inclusive manner.

Landscape approaches to mitigation should take into account the safety net role of forests, especially for food security, and include the concepts of adaptive capacity and vulnerability to produce win-win gender-environment outcomes.

CASE STUDY BACKGROUND

One of the main outcomes of restoration efforts is carbon sequestration, which contributes to climate change mitigation. Restoring the ecological functioning of landscapes in the face of global change can both mitigate the causes of climate change and support ecosystems and communities in adapting to its impacts, thus building their resilience. Burkina Faso has high vulnerability to climate change, making mitigation and adaptation key priorities. Within their REDD+ efforts, CIFOR used a gender lens to consider co-benefits of an adaptive capacity approach focusing on carbon stock for mitigation.

CASE STUDY: GENDER INTEGRATION AND PARTICIPATORY, COMMUNITY-BASED APPROACHES TO INCREASE WOMEN'S EMPOWERMENT[15]

Gender entry points: Women and men in coastal communities are often closely connected to their coastal ecosystems and gender roles are often traditionally identified and clearly divided. Women and men differ in how they interact with and depend upon mangroves – how they use the ecosystem, which mangrove products they choose, and the benefits they receive.

Actions to promote gender-responsive FLR:
The MFF initiative adopted gender integration as a core strategy, as well as adopting participatory, community-based approaches to ensure that women's and men's voices were considered equally, while also to improving women's social and economic empowerment. Some MFF projects supported women through sustainable livelihoods and financial leadership training, which provided them with income opportunities. For example, where women have received training on the advantages of cultivating mangrove plants, the resulting increases in fish stocks have provided an additional income opportunity. Moreover, their newly acquired financial skills have ensured higher business success.
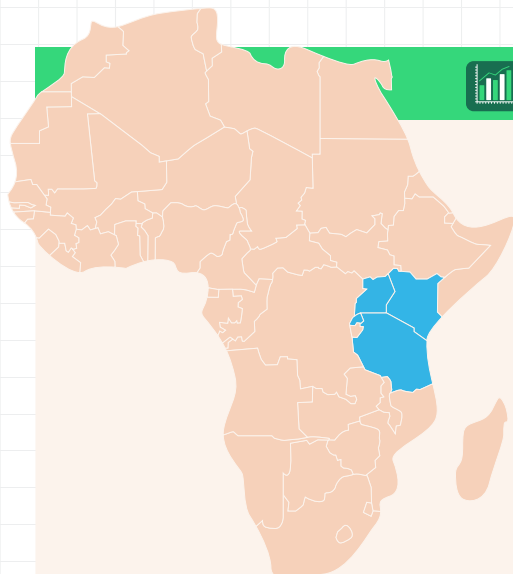
CASE STUDY BACKGROUND

Mangrove forests are particularly rich in directly harvestable seafood, as well as timber, firewood and other plant products. They also provide vital protection against floods and storms and buffer against sea level rise. Especially in developing countries, coastal communities are directly dependent on products and services provided by mangrove forest ecosystems. Unfortunately, many years of unsustainable human use has led to large-scale overexploitation and destruction of mangrove forests. Mangroves for the Future (MFF) is an initiative co-chaired by IUCN and the UNDP to run mangrove restoration and sustainable development projects, engaging with local communities to reverse this trend in several Asian countries.
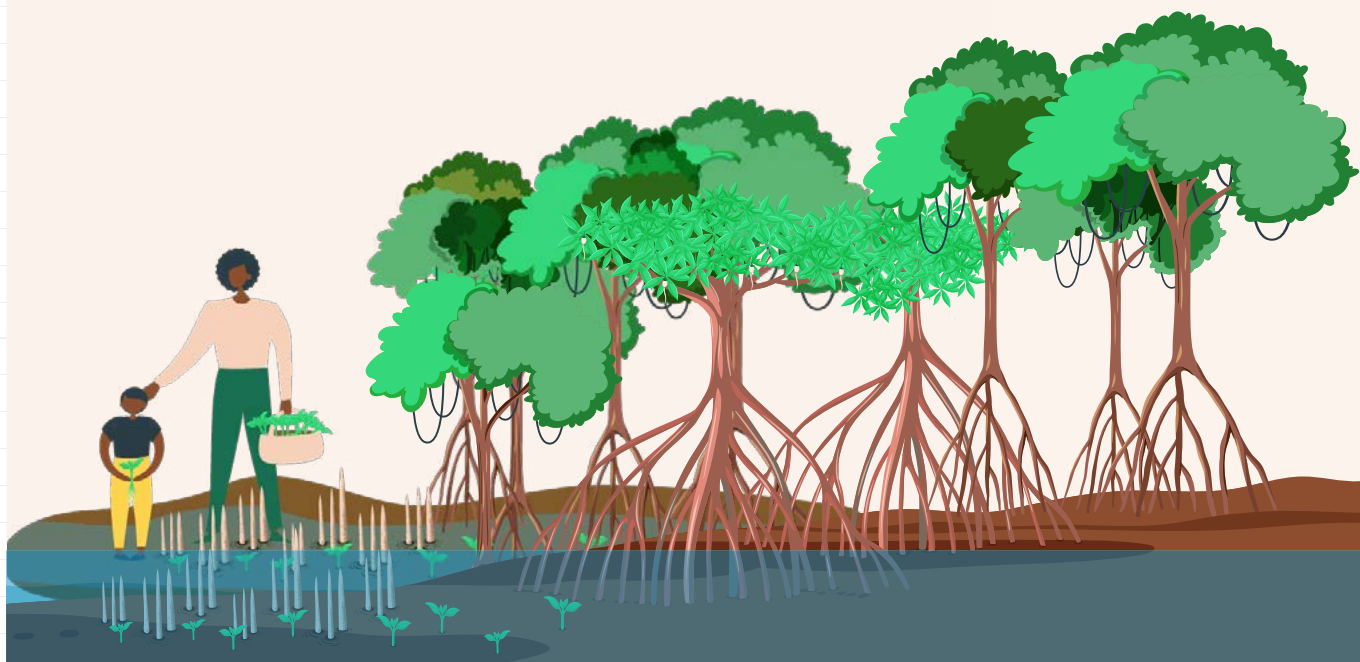
CASE STUDY: LAKE VICTORIA FARMERS' ORGANISATION AGROFORESTRY (FOA) PROGRAMME [17]
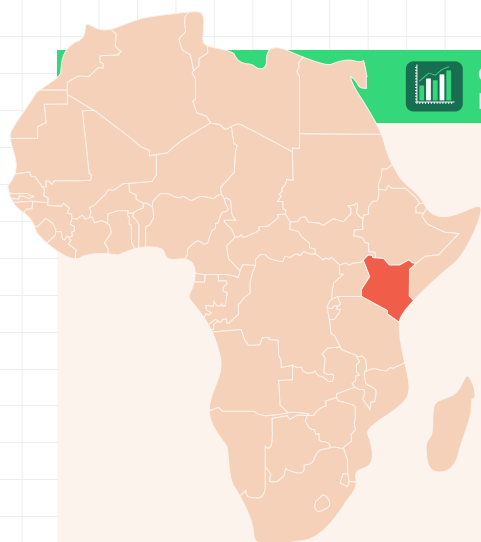
CASE STUDY BACKGROUND

Between 2012 and 2017, Vi Agroforestry and partners supported the development and implementation of the Lake Victoria Farmers' Organisation Agroforestry (FOA) programme. In cooperation with 40 member-based farmer organisations spread across Kenya, Uganda, Tanzania and Rwanda, approximately two million female and male farmers, school children and young people were mobilised to implement agroforestry and sustainable agriculture land management practices in different agroecosystems of Lake Victoria's catchment areas, to help farmers restore degraded land for improved livelihoods.

Gender entry points: Addressing the concerns of both women and men is important for restoring land, improving food security and embracing alternative income streams, but women were underrepresented in farmer organisations and had little say in decision making. Moreover, farmers (particularly women farmers) did not have access to financial support that would allow them to invest in land productivity.

Actions to promote gender-responsive FLR: Under the programme, partner organisations adopted a collective approach to strengthen farmer organisations' governance capacities and mainstream gender into their activities, which enabled both women and men to participate in decision making and improved democracy and transparency. The initiative also aimed to provide adequate financial and non-financial support through a Village Savings and Loans financial model, to enhance farmers' access to affordable financial services.

There has been a significant change in attitudes among farmer organisations with regards to gender, as can be seen in the deliberate efforts to involve women more actively in decision making. The percentage of women in farmer organisation boards and management positions increased from 8% to 42% , with financial resources allocated to women increasing from 41% to 52%. One of the programme's key ecological achievements is the considerable reduction of soil erosion – the inclusive leadership and management approach and access to additional financial resources helped farmers take steps to reconstruct and rehabilitate important soil structures.

CASE STUDY: LAND RESTORATION RISKS AND OPPORTUNITIES FOR GENDER EQUALITY IN KENYA [18]

Gender entry points: Efforts to restore degraded agricultural lands are often knowledge and labour intensive, and risk increasing women's already heavy workloads and reducing their available time for other economic and non-economic activities. Gender dynamics within a household can also limit women's participation in decisions about the use of a technology and their access to its benefits.

Actions to promote gender-responsive FLR:
The project assessed the risks and opportunities that tree planting presented for men and women farmers. Particular attention was devoted to assessing changes in women and men's time use and labour, as well as control over resources and benefits. The project noted that:

- In some cases, planting practices shifted labour between men and women by increasing women's involvement in land preparation activities. This had two implications: on the one hand, an increase in women's already heavy workloads, but on the other hand, more autonomy over decisions around these activities.

- Decisions regarding the uptake of new technologies were largely made jointly between husband and wife. Farmers perceived a trend towards more joint decision making and recognised that women's participation in agricultural trainings had helped increase their involvement in farming decisions.

- The assessment confirmed that efforts to restore agricultural land at the farm scale require a context-specific understanding of intra-household decision-making dynamics and gender relations.

CASE STUDY BACKGROUND

An IFAD-EC funded initiative aimed at scaling land restoration activities by testing promising restoration options across a range of contexts. In Kenya, the project worked with over 2,000 famers to implement on-farm comparisons of different tree planting practices. By monitoring the performance of the comparisons, the project aimed to better understand which restoration options work best where, why and for whom.

QUIZ

Question: Read the paragraph below and identify which gender entry points are addressed:

In Kenya, women engaged in 'Mikoko Pamoja', a mangrove conservation and restoration project, maintain 'The Gazi Women Boardwalk' to promote conservation education within the mangrove forest. Through this initiative the women have proven their effectiveness in contributing to ecotourism while generating income for their community's schools as well as contributing to better health care and reliable water supply.

Answer: Stakeholder engagement, women in decision-making, just compensation, equitable benefits

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Taking Action: Implementing Gender-Responsive Forest Landscape Restoration

PART ONE

Gender mainstreaming in projects

At its most basic level, gender mainstreaming means simply **being aware of gender concerns and attempting to improve equality** across every stage of a policy, programme or project cycle.[1]

At a baseline level, gender mainstreaming necessitates examining gender roles, responsibilities, rights, entitlements, obligations, capacities and power relations, and how these impact the dynamics between and among women and men, girls and boys.

From a rights-based approach, gender mainstreaming recognises women and other marginalised or under-represented groups as rights holders within FLR efforts and programmes.[2] Evidence shows that when gender and social equity considerations are meaningfully addressed in policies, plans and projects, there are multiple social, economic, and environmental benefits, particularly for marginalised communities.

KEEP IN MIND

It is essential for gender-responsive programming to recognise and build women's capacity to be agents of change.[1]

THE CONTINUUM OF GENDER MAINSTREAMING

Gender-blind approaches do not consider potential gender differences and inequalities that can affect project, programme or policy outcomes. This often results in unequal participation and distribution of benefits.[3]

Gender-sensitive approaches indicate gender awareness, although often no remedial action is developed.

Gender-responsive approaches intentionally target and benefit women, men, girls, and boys based on their specific needs and capacities to achieve certain policy or programme goals.

This makes it easier for people to actively participate and contribute to solutions by accommodating gender roles and responsibilities.

Gender-transformative approaches seek to address causes of gender inequality and includes ways to change harmful gender norms and power relations.

The end goal is **gender equality**, where structures are in place to ensure that everyone has equal opportunity and access and social, economic, and legal barriers are effectively erased.[1]

Gender-blind
Ignores the economic, social and legal rights, roles and expectations associated with gender, which can reinforce gender inequality and discrimination.

Gender-sensitive
Aware of gender norms and inequalities, as well as the different needs, constraints and opportunities of women, men, girls and boys.

Gender-responsive
Recognises gender norms and inequalities, and creates actions, policies and initiatives to address and overcome inequalities.

Gender-transformative
Examines and seeks to change power structures and the roots of gender inequalities, aiming to redefine systems in which inequalities are created and maintained.

Gender equality
State where everyone enjoys equal economic, social and legal rights and opportunities, with recognition and celebration of all people in all their diversity regardless of gender identity.
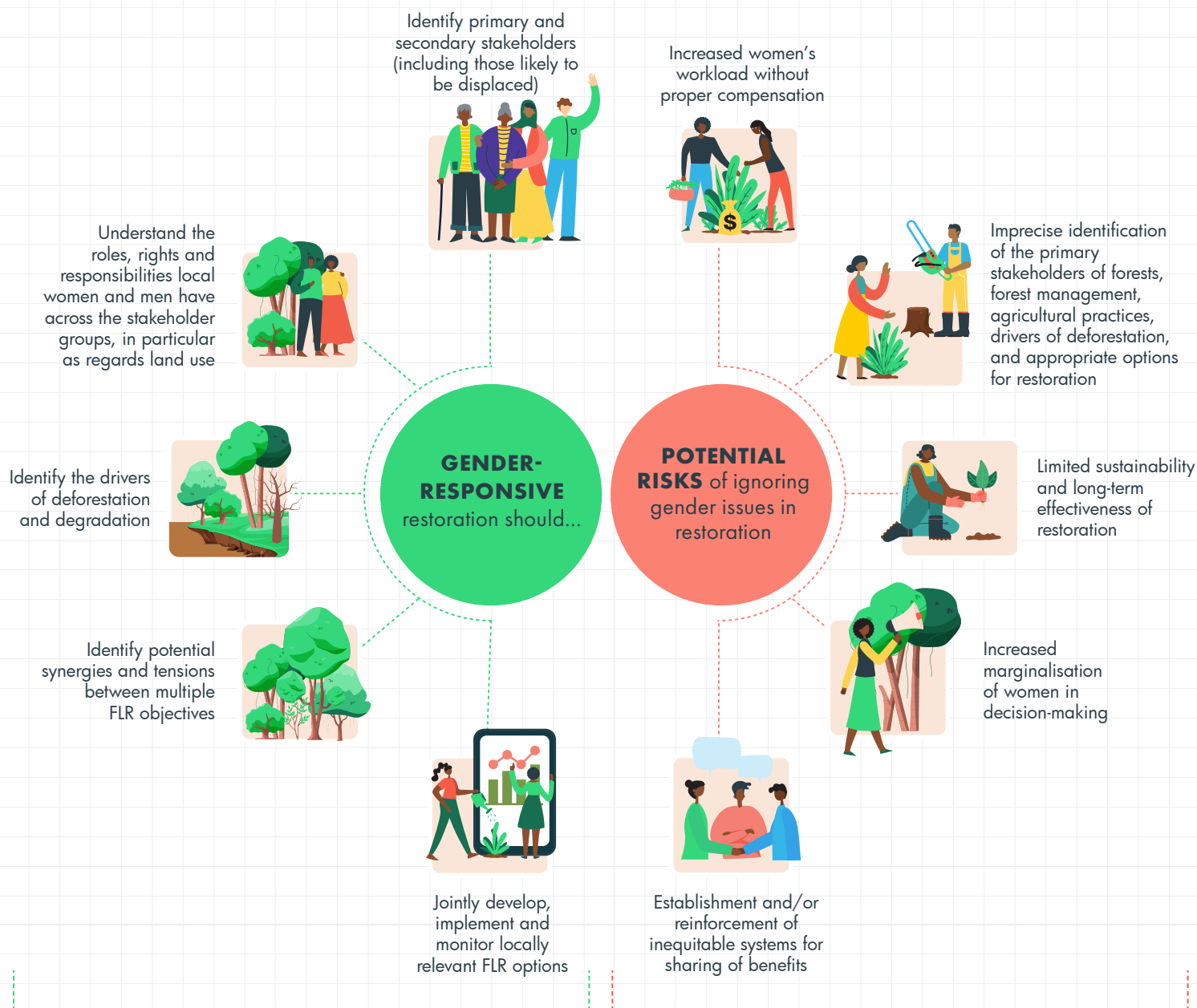
TOWARDS GENDER EQUALITY

Gender-aware
Examines and addresses the set of economic, social and political roles, responsibilities, rights, entitlements, obligations and power relations associated with one's gender, and the dynamics between and among men and women, girls and boys.

Implications for design and implementation

Adapted from Basnett BS, et al. (2017)[1]

GENDER-RESPONSIVE restoration should...

Identify primary and secondary stakeholders (including those likely to be displaced)

Understand the roles, rights and responsibilities local women and men have across the stakeholder groups, in particular as regards land use

Identify the drivers of deforestation and degradation

Identify potential synergies and tensions between multiple FLR objectives

Jointly develop, implement and monitor locally relevant FLR options

POTENTIAL RISKS of ignoring gender issues in restoration

Increased women's workload without proper compensation

Imprecise identification of the primary stakeholders of forests, forest management, agricultural practices, drivers of deforestation, and appropriate options for restoration

Limited sustainability and long-term effectiveness of restoration

Increased marginalisation of women in decision-making

Establishment and/or reinforcement of inequitable systems for sharing of benefits

BENEFITS OF MAINSTREAMING GENDER:

- Enhances women's and men's ability to **realise their full human potential, rights and freedoms**

- **Reduces gender inequality**, including the risk of violence, thereby fostering greater social and economic prosperity

- **Improves outcomes of projects,** as they are able to effectively respond to the needs of women and men[2]

RISKS OF NOT MAINSTREAMING GENDER:

- **Increased gender inequality** by failing to take into account gender-based social dynamics

- **Jeopardized efficiency and sustainability outcomes** by failing to understand the whole picture

- **Increased violence and conflict,** including gender-based and domestic violence[2]

PART **TWO**

Gender mainstreaming across project cycles

1   Introduction

In addition to enabling conditions that comprehensively support gender equality, there must be measures put in place to **actively promote and integrate gender across all policy, programme and project cycles**, including those related to restoration.[2] While gender specialists are often involved in proposing and implementing such measures, all actors and stakeholders should be actively engaged in ensuring progress toward gender equality.

At each phase of a project cycle or process, it is important to recognise the entry points for integrating gender towards a more comprehensive and responsive approach, as illustrated below.[2]

Engage gender specialists and diverse stakeholders, and conduct a gender analysis

Identify gender objectives, budget, and indicators

Implement gender-responsive activities and capacity building

Assess outcomes and share knowledge

PLANNING

DESIGN

IMPLEMENTATION

MONITORING & EVALUATION

IMPACT & LEARNING

Generate qualitative and quantitative gender data and carry out reporting
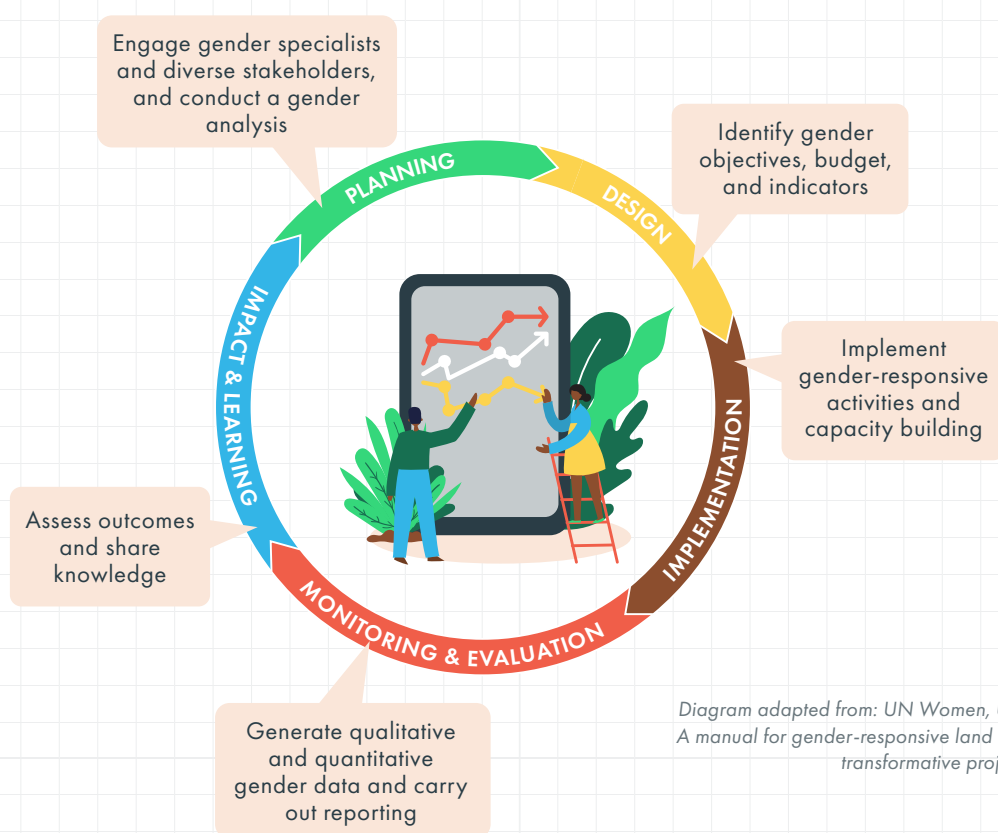
Diagram adapted from: UN Women, UNCCD, IUCN. 2019. A manual for gender-responsive land degradation neutrality transformative projects and programmes.

✏️ ACTIVITY

Prepare four different cases that illustrate the different levels of gender integration in the gender continuum. Present them to the group using cards and ask participants to decide where each case is located in the continuum. Here are two case examples (the facilitator can supply context- and audience-relevant cases to discuss):

Participation in Policy Making in Bolivia. A municipal strategic planning process was proceeding with no participation from women. Staff decided to conduct gender workshops for women and men before the start of the planning process to create a space and public voice for women, and to challenge norms about women's participation in public policy. In addition to building confidence in public participation, the groups assessed changes that the strategic planning process could include to facilitate participation.*

Supporting family planning use. In Rwanda, a health clinic project seeking to increase access to family planning methods found that women who tried to use family planning faced resistance from their husbands. Within households, men were the main decision-makers, yet they did not go to the clinic with their female partners to learn about and decide on family planning methods. The clinic decided to provide women who visited their clinics with a sealed letter of invitation to the husband, so that husbands would not feel threatened by their partner's action in going to the clinic and could make decisions about family planning choices.

*adapted from IGWG training module

2 Planning

To effectively mainstream gender in programmes or projects, gender considerations must be included at the onset of the programme, in the planning phase. Additionally, ensuring that women are meaningfully included in a programme from the outset can support its success by incorporating women's skills and knowledge as beneficiaries, stakeholders and agents of change.[2]

Various tools, such as those highlighted below, can support gender-responsive planning.

Stakeholder engagement

Engage gender specialists and advocates

Gender responsiveness as a guiding principle

PLANNING

Establish a gender-equitable team

High-level commitment and institutional environment

Literature review; baseline assessment/planning tool; gender analysis

GENDER-RESPONSIVE ACTIVITIES IN THE PLANNING STAGE[4]

High-level commitment and institutional environment:
Soliciting high-level commitment from parliamentarians or directors/department heads is valuable in ensuring that gender-responsive FLR programming has political support and engagement. Leveraging existing gender policies and commitments to establish the mandate for integrating gender considerations across the policy/project process is important. Oftentimes, this can be further strengthened by engaging with or developing an enabling institutional environment, such as by recognising national and international policies on gender equality, engaging with the national gender machinery, and supporting gender focal points.

GENDER-RESPONSIVE ACTIVITIES IN THE PLANNING STAGE (CONTINUED)[4]

Gender responsiveness as a guiding principle:
Including gender responsiveness as a guiding principle during the planning phase of programming is essential to ensure that it will be taken up throughout the life of the programme. Often, donor or partner requirements mention gender equality; a commitment in the form of a guiding principle is an important opportunity to embrace these requirements.

Stakeholder engagement:
Stakeholders should be consulted and engaged at every phase of the programme cycle. One key component of this when working with communities is Free, Prior and Informed Consent (FPIC), 'the principle that a community has the right to give or withhold its consent to proposed projects that may affect the lands they customarily own, occupy or otherwise use'.

Engage gender specialists and advocates:
Engaging and partnering with experts on gender and social equity is particularly important for ensuring that programming will be gender responsive. These groups or experts can support implementation of activities, such as the gender analysis.

Establish gender-equitable teams:
Project teams should be diverse and equitably managed. This applies to men and women at all levels of management and implementation.

Literature review, baseline assessment/ planning tool, gender analysis:
An initial literature review is essential to review existing gender analyses, sex-disaggregated data and reporting on other relevant topics, such as the SDGs. The basis of gender mainstreaming in policies, programmes and projects is a solid gender analysis. A gender analysis provides data and information on economic, social, and institutional (legal and customary) gender inequalities in their specific context. This informs the development of interventions that address gender inequalities and meet the different needs of all people.

Planning a gender analysis

Gender analyses examine how women's and men's roles, rights and responsibilities interact and affect the outcomes under study, such as forest resource management processes.[5]

Recognising that women and men have **different roles and responsibilities** in, for example, small scale family farming and forest enterprises, will affect the types of questions asked to elicit information on the realities of both men and women.[5] To carry out gender analyses, you will need to expand your areas of investigation beyond the visible activities that are often under men's control to bring women's often 'invisible' activities to light.

KEEP IN MIND

Aside from gender, other factors of social differentiation such as age, education level, wealth status, etc. affect livelihood activities and the use and management of resources. We must consider how these factors interact with gender to produce different opportunities and constraints for men and women.

ASPECTS OF A SUCCESSFUL GENDER ANALYSIS[5]

A successful gender analysis requires being aware of, and explicitly enquiring about, gender issues in relation to:

THE DIVISION OF LABOUR
- Multiple roles
- The reproductive sphere (domestic responsibilities and care work)
- Crop production
- Seasonality

ACCESS TO AND CONTROL OVER RESOURCES
- Informal access to resources
- Gendered spaces
- Control over resources

LIVELIHOODS
- Informal activities
- Various sources of income
- Non-staple crops
- Non-timber forest products (NTFPs)
- Non-market activities
- Animal rearing

DECISION MAKING
- Within the household
- Within the community
- Beyond the community (at higher levels of decision making)

QUIZ

1 Which of the following are potential risks of ignoring gender issues in restoration?

- [X] Increased women's workload without proper compensation
- [X] Limited sustainability and long-term effectiveness of restoration
- [X] Imprecise identification of the primary stakeholders and appropriate options for restoration
- [X] Increased marginalisation of women in decision making
- [X] Establishment and/or reinforcement of inequitable systems for sharing of benefits

2 **Question:** Give one benefit of mainstreaming gender in restoration interventions.

Possible answers:

- Enhances women's and men's ability to realise their full human potential, rights and freedoms.
- Reduces gender inequality, including the risk of violence, thereby fostering greater social and economic prosperity.
- Improves outcomes of projects, as they are able to effectively respond to the needs of women and men.

Restoration Opportunities Assessment Methodology (ROAM)[6]

ROAM was developed by IUCN and WRI to assist countries in:

Identifying opportunities for FLR

Analysing priority areas at a national or sub-national level

Designing and implementing FLR interventions in direct support of meeting the Bonn Challenge

ROAM is designed to **provide analytical input to national or sub-national policy and operational processes**, such as the development of programmes related to a national REDD+ strategy, a national adaptation programme of action, a national biodiversity strategy action plan, or requests for development assistance.[6]

In addition, **ROAM can fill in missing information relevant to other national policy priorities**, such as rural development, food security or energy supply. Many of these types of policies tend to ignore the potential of degraded or sub-optimally managed land.

In 2017, IUCN developed restoration guidelines to ensure gender responsiveness in the application of ROAM and the ensuing FLR implementation, including any policy uptake and land-use planning. This means identifying, understanding, negotiating and implementing FLR in ways that can address gender gaps, overcome historical gender biases in policies and interventions related to FLR, and ensure the outcomes of FLR interventions equally benefit women. FLR interventions that are gender responsive are also more sustainable in the long term, owing to the central role women play as foresters, farmers and food providers.[6]

✅ **ROAM TOOLS INCLUDE:**

- Prioritisation of stakeholder and restoration interventions

- Restoration opportunities mapping

- Restoration economic modelling and valuation

- Restoration cost-benefit-carbon modelling

- Restoration diagnostic of presence of key success factors

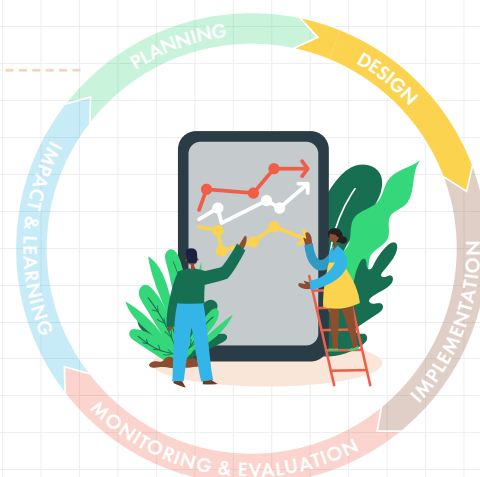- Restoration finance and resourcing analysis

💡 **KEEP IN MIND**

Gender inequality remains one of the most pervasive forms of discrimination. Where gender gaps and violations of human rights exist, FLR actions must identify those gaps and biases to avoid worsening or reinforcing gender inequalities.

3 Design

The design stage is the final step of planning and kicks off the implementation stage. This is a pivotal moment for mainstreaming gender. **At this point, gender must be included across priorities and activities** so the implementers can fully embrace gender equality and women's empowerment as official goals and targets of the programme.

The design stage should incorporate findings from the planning phase, especially the gender analysis and stakeholder consultations.[2] A key aspect is ensuring equitable inclusion of beneficiaries and distribution of benefits.

Stakeholder engagement

Gender-sensitive indicators

Gender action plan

Budget allocation

DESIGN

Summary & validation of analysis findings

Gender integration across the programme

GENDER-RESPONSIVE ACTIVITIES IN THE DESIGN STAGE

Summary & validation of analysis findings:
Findings from the literature review and gender analysis should be summarised and validated, through consultation and engagement, in order to support programme design.[2] Noting that the programme cycle is iterative, this should be incorporated into programme proposals to be developed, leading into implementation.

Stakeholder engagement:
The design phase offers an opportunity to connect with stakeholders specifically about their priorities and needs, to ensure that a meaningful programme can be designed. This can be achieved through multi-stakeholder forums or other approaches, such as Adaptive Collaborative Management; both discussed later.

Gender action plan:
A gender action plan should be designed based on the findings of the analysis, and in consultation with stakeholders and experts.

Budget allocation:
Ensure that there is budget for activities specifically related to incorporating gender considerations.

Gender-sensitive indicators:
A gender-responsive monitoring and evaluation framework, including development of indicators that can demonstrate progress on gender equality, should be integrated in the programme.[1]

Gender integration across the entire programme:
While specific provisions for gender equality and human rights should be included in the programme design, gender considerations should also be mainstreamed across all other parts of a programme, as applicable. For example, FPIC should explicitly incorporate engagement with both women and men community members.
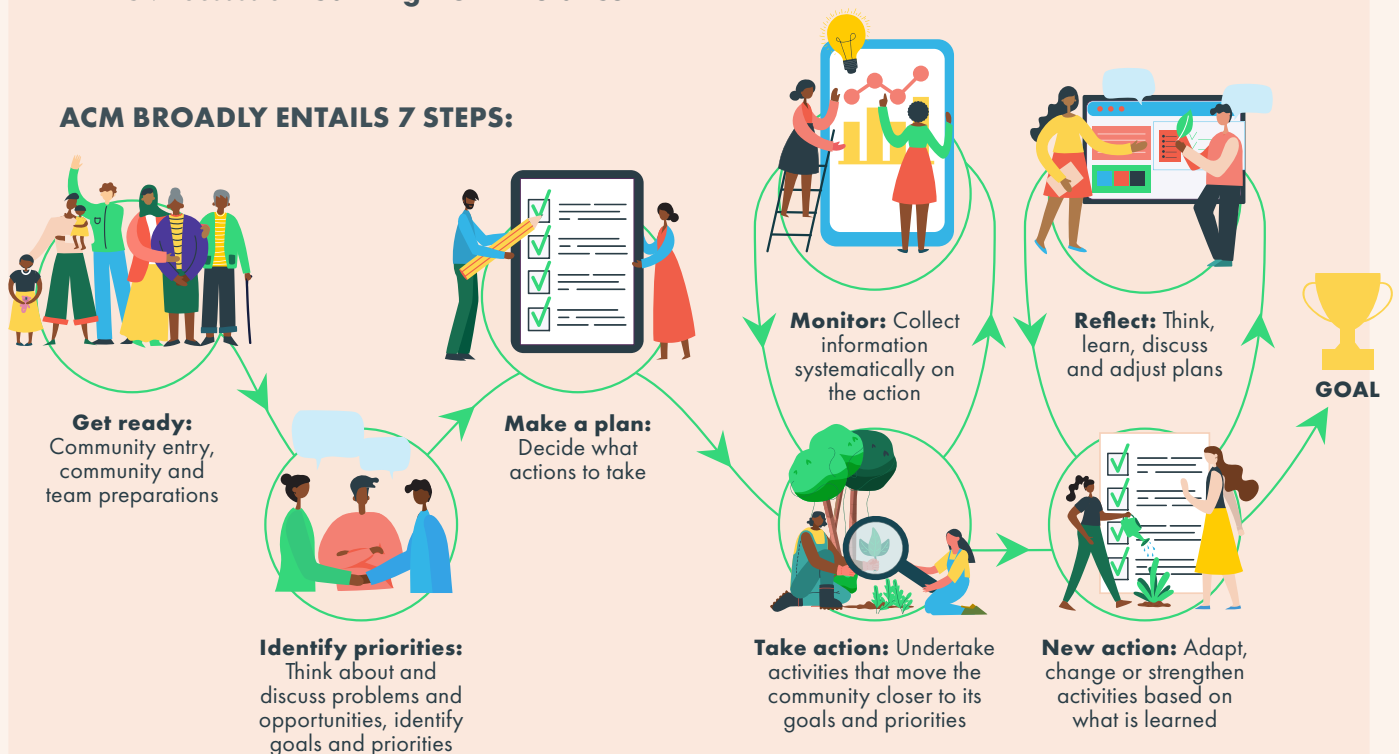
DESIGNING COMMUNITY ENGAGEMENT APPROACHES IN A GENDER ACTION PLAN

In developing a gender action plan, there are many ways to engage communities. Two relevant examples that can be used in FLR are **Adaptive Collaborative Management (ACM)** and **Multi-Stakeholder Forums (MSFs)**.[8]

1 **ADAPTIVE COLLABORATIVE MANAGEMENT (ACM)**[8]

- ACM is a problem-solving and management approach in which stakeholders who share an interest in a common natural resource agree to **plan, act, observe and draw lessons** from the implementation of their plans to solve collective problems.[9]

- ACM focuses on **learning from mistakes**

ACM BROADLY ENTAILS 7 STEPS:

Get ready: Community entry, community and team preparations

Identify priorities: Think about and discuss problems and opportunities, identify goals and priorities

Make a plan: Decide what actions to take

Monitor: Collect information systematically on the action

Take action: Undertake activities that move the community closer to its goals and priorities

Reflect: Think, learn, discuss and adjust plans

New action: Adapt, change or strengthen activities based on what is learned

GOAL

2 **MULTI-STAKEHOLDER FORUMS (MSFs)**

MSFs have been promoted as a tool to **bring together diverse constituencies**, in order to share ideas and opinions and formulate decisions about wide-ranging issues and scales, from global climate change negotiations to local forest use decisions, in a more open and equitable way.[10] These initiatives take various forms, from small meetings to large forums, and adopt different names such as platforms, partnerships and networks.[11]

A programme review of the outcomes of MSFs on land-use revealed four common lessons:[11]

- The **importance of commitment** to people, process and the initiative's goals.

- **Engaging the implementers** – key brokers and government officials who determine what happens on the ground.

- **Openness to learn** from and listen to underrepresented stakeholders.

- **Adapting to context** and to change, with the time and resources to do so.

4 Implementation

During implementation, **stakeholder engagement is key**.[10] Through initial stakeholder engagement, it should be possible to identify key stakeholders' roles, perspectives and needs, and assess their historical engagement in FLR efforts.

Stakeholders should be consulted throughout implementation to ensure that both FLR goals and gender equality goals are being met. Gender specialists should be involved during implementation to support capacity building efforts, to train implementers and to assess potential unintended consequences of FLR efforts.[1]

Considering project proposals, ideas and activities through a gender lens can help to identify how well gender considerations have been included and, if not, to identify the relevant gender considerations that ought to be incorporated or enhanced as the project is planned, designed and implemented.

Stakeholder engagement

Gender specialists

Analyses integrate gender

Access to resources

IMPLEMENTATION

Capacity building

Training of implementers

GENDER-RESPONSIVE ACTIVITIES IN THE IMPLEMENTATION STAGE

Capacity building:
It is important to build the capacity of FLR project teams to enhance their understanding of the social implications of their work. This includes a greater understanding of the project stakeholders, especially those who may be impacted by the project, for example, where project activities unintentionally restrict access to resources. Without specific gender training, project team members may generate unintended repercussions in communities due to their work, or miss valuable ecological (or other) knowledge held by stakeholders.

Stakeholder engagement:
Through initial stakeholder engagement, it should be possible to identify key stakeholders and their roles, perspectives and needs, as well as identifying stakeholders who have not been historically engaged in processes or projects. Stakeholder engagement and consultation does not end with the planning phase, but must continue throughout each phase of a project or programme. During the implementation stage, stakeholders should be engaged and consulted to ensure that the goals of the project (both sustainability goals and gender equality goals) are being met.[11]

Trainings of implementers:
Training and capacity building aimed at the implementers is critical and should ideally be delivered by gender specialists.

Access to resources:
Access to resources, as well as distribution of benefits, should be carefully considered when implementing FLR efforts.

Gender specialists:
Gender specialists should be engaged in consultations and contribute to gender mainstreaming activities. They should also be engaged throughout the development and implementation of the gender action plan. Their engagement can eliminate gender-neutral or gender-blind actions.[11]
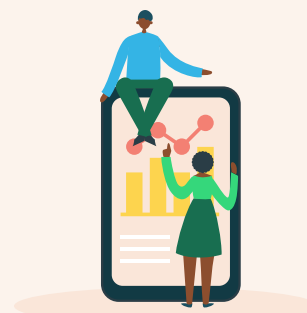
Analyses integrate gender:
Throughout implementation, analyses conducted as part of the programming should integrate gender, including collecting disaggregated data and analysing qualitative information, as well considering gender issues and dynamics.[1]

4 Monitoring and evaluation

Along with impact assessments, monitoring and evaluation (M&E) should be designed and initiated during the early phases of programme development (when baseline information will be collected) and continued throughout the iterative programme cycle.[12]

A gender-responsive M&E framework should include **attention to intersectionality** (i.e., assess how the programme or project affects different groups of women and of men) and draw on quantitative and qualitative information to measure progress toward programme goals, including environmental sustainability and gender equality goals. M&E should be a participatory process with stakeholder engagement.[1]

Stakeholder engagement

Management & reporting plan

Qualitative information

MONITORING AND EVALUATION

Equitable monitoring teams

Disaggregated data collection*

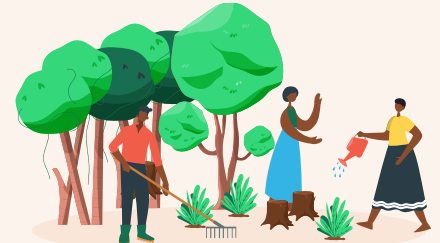Gender actors in framework development

GENDER-RESPONSIVE ACTIVITIES IN THE MONITORING AND EVALUATION STAGE

Stakeholder engagement:
In addition to consulting experts, stakeholder (including especially targeted beneficiaries) should be included during design and implementation of the gender-responsive M&E framework. Focus groups with stakeholders can support this process to ensure that the needs and priorities of community members and various stakeholders are incorporated into the monitoring system, acting as an accountability tool.[12]

Inclusive monitoring teams:
During indicator development, data collection and data analysis, it is important that monitoring teams, including enumerators, be well trained and inclusive to ensure that those providing data and information are comfortable and confident in sharing their knowledge, experiences and outcomes.

Gender indicators and gender actors in framework development:
The M&E framework should be developed in the planning and design phases, and included in implementation. Gender-sensitive indicators should be included throughout the M&E plan. Achieving this will be strengthened by consulting and engaging gender actors, such as gender machineries, academia, and other experts.

A MANAGING AND REPORTING PLAN ANSWERS THE FOLLOWING QUESTIONS:

WHO

Who will be responsible for collecting information?

HOW

How will data be disaggregated? (e.g. sex, age, type of household, etc.)

WHAT

What will be the source(s) of data?

WHICH

Which indicators will be collected as baseline data?

WHEN

When and how frequently will information be collected and reported?

HOW

How will the gender-responsive M&E framework be incorporated into the budget?

5 Impact and learning

The impact and learning phase provides an opportunity to share lessons learned throughout implementation and adapt accordingly. This is where the process of gender mainstreaming and gender-differentiated impacts can be assessed and shared.[5] Reflecting on best practices, lessons learned, challenges faced, and gaps experienced can support gender equality and women's empowerment through FLR efforts. Communication tools developed with this in mind can support knowledge sharing and capacity building.[13]

Next steps to improve gender- responsiveness

Gender-differentiated impact assessment

Reporting

Learning & knowledge sharing plan

IMPACT AND LEARNING

Stakeholder engagement & capacity building

Communication tools

GENDER-RESPONSIVE ACTIVITIES IN THE IMPACT & LEARNING STAGE[5]

Stakeholder engagement and capacity building: Capacity building based on the lessons learned through the programme should be included as a programme goal. This capacity building, whether in the form of workshops or communication tools, should be available for stakeholders, FLR specialists and practitioners in related fields to provide for collaborative, continual learning.

Next steps to improve gender responsiveness: Taking stock of process and progress, next steps can be determined (in consultation with stakeholders and specialists) to improve gender-responsiveness of follow-up activities, community-led efforts and future programming.

GENDER-RESPONSIVE ACTIVITIES IN THE IMPACT & LEARNING STAGE (CONTINUED)

Reporting:
The impact and learning phase provides an opportunity to report on successes, challenges, lessons learned and remaining gaps of the programme, including related to gender equality goals.

Communication tools:
At this stage, developing gender-responsive communication tools and using those to build knowledge and capacity in a cyclical process, will result in stronger and enhanced gender mainstreaming implementation and outcomes.[14]

LEARNING AND KNOWLEDGE SHARING PLAN
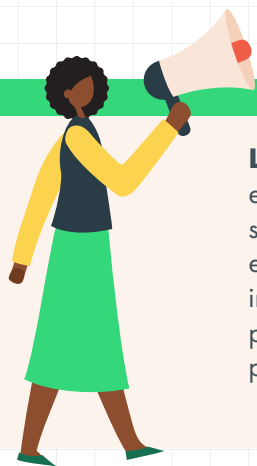
Learning: M&E supports efforts to learn from the successes or challenges experienced during implementation of a policy, programme or project.

Adapting: The M&E process can be utilised as a tool for adjustments and improvements to enhance progress toward results.

Sharing: Knowledge should be shared with donors, partners, stakeholders, beneficiaries and practitioners to collectively and continually advance outcomes.

ACTIVITY

Align the gender integration entry points with the respective stages of the project cycle:

- Planning [Engage gender experts and diverse stakeholders; conduct a gender analysis]
- Design [Identify gender objectives, budget and indicators]
- Implementation [Implement gender-responsive activities and capacity building]
- Monitoring and evaluation [Generate qualitative and quantitative gender data and carry out reporting]
- Impact and learning [Assess outcomes and share knowledge]

PART **THREE**

Towards action

1   In summary

Gender-responsive restoration necessitates enabling women and men at all levels to have an equal say in strategic decisions related to FLR, and ensuring this translates into substantive equality in FLR outcomes.[1]

This requires that women and men in indigenous and local communities are recognised as **rights-holders and legitimate stakeholders** who can exercise voice and influence in changes in land use from FLR, governance of FLR and distribution of resultant benefits and costs.[4] Decisions about what species to introduce in a degraded landscape and what areas should be prioritised for restoration should be made following inclusive participatory processes.

The very real possibility that FLR may lead to **displacement of land and livelihoods** must be acknowledged, and therefore avoided and/or minimised where possible.[4] Gender-responsive FPIC, compensation and adequate grievance mechanisms for all those likely to be affected are critical to safeguarding the rights of local and indigenous women and men.

Ignoring women in restoration initiatives means overlooking the priorities, strategies and knowledge of a significant proportion of the population. Decisions about what tree species to introduce in a degraded landscape and what areas should be prioritised for restoration should be made following inclusive participatory processes.

These processes should address the different interests of community members, who rely on distinct tree species or varieties and use their gender-specific skills to manage and use them.

The **distribution of costs and benefits** will depend on the extent to which different social groups have a voice in, and influence over, FLR processes and decisions. Lessons from past restoration efforts have shown that, although women are mobilised to provide labour and skills for restoration initiatives, they usually have less ability to benefit than men.[3]

Hence, responsibilities for restoration are devolved, but rights to benefit equally from restoration are not. Mechanisms and measures at various scales are required to develop and implement initiatives that equitably benefit members of participating communities.

✎ ACTIVITY

Which of the following are tools for supporting gender-responsive planning?

- [X] Stakeholder engagement
- [X] Establishing a gender-equitable team
- [ ] Counting female workshop participants
- [X] Baseline assessment and gender analysis
- [ ] Dialogue with men on women's independence
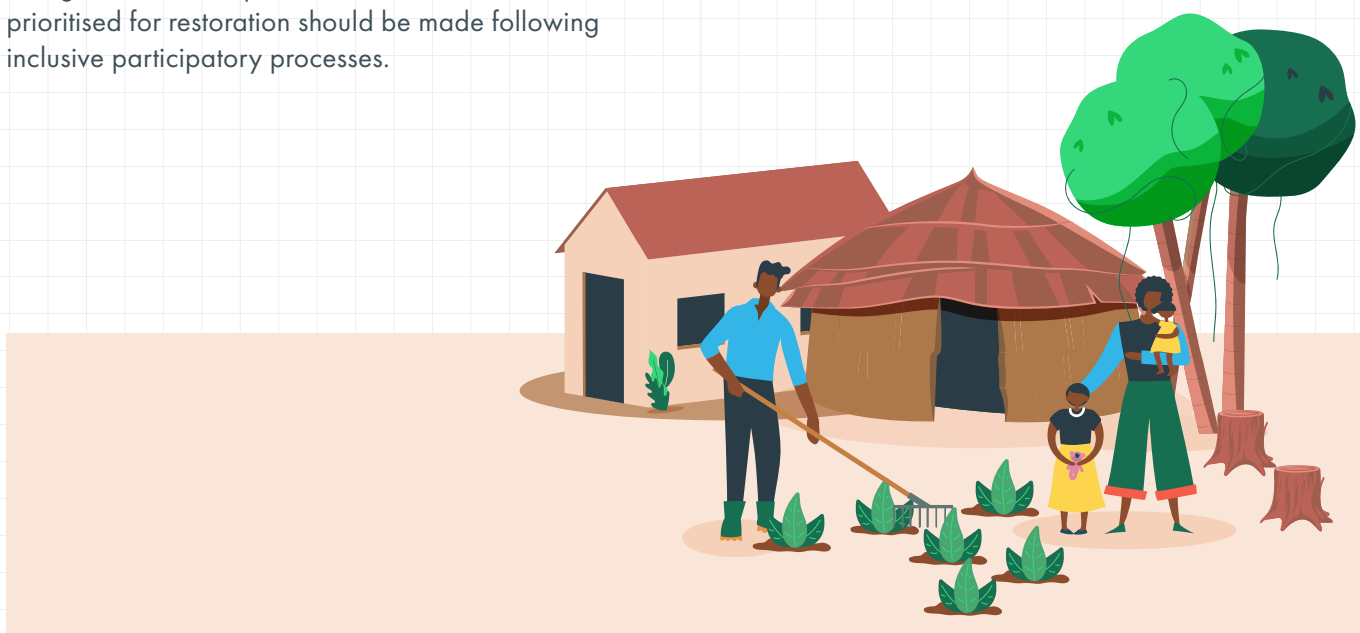
1 Everybody's business

Many different actors have a role to play in ensuring that FLR is gender-responsive and equitable. It is important to remember the cross-cutting nature of FLR and as such, the different stakeholders that need to be involved at different points.[2]

Some of the critical stakeholders you need to consider are:

- Government policymakers
- FLR programme developers
- FLR research and/or technicians
- Gender specialists

GOVERNMENT POLICYMAKERS

Government policymakers focus on FLR for **meeting climate and environment goals in the sustainable development agenda**, and on how women and gender can be mainstreamed to better enhance outcomes toward these goals.[13]

Government policymakers can:

- ☑ Build capacity on gender equality linkages with FLR
- ☑ Include the national gender machinery in policy and planning processes
- ☑ Incentivise gender mainstreaming

- ☑ Allocate sufficient budget for: hiring gender specialists; engaging women and gender-related groups; compensating women's participation and efforts
- ☑ Engage women and gender-related groups as stakeholders
- ☑ Monitor and evaluate progress on gender-equality in, and independently of, restoration efforts
- ☑ Share knowledge and learning to understand gender impacts of restoration

FLR PROGRAMME DEVELOPERS

FLR programme developers are responsible for **guiding the planning, design, implementation, M&E, learning and impact of FLR programmes**.[1] While they are probably familiar with many social implications of this work, such as the importance of engaging with local communities and stakeholders, they may be less familiar with the specific ways that gender inequalities may impact these efforts, or the ways that FLR efforts can enhance gender equality within a community.

FLR programme developers can:

- ☑ Conduct gender analyses
- ☑ Engage women and gender-related groups
- ☑ Address constraints and risks
- ☑ Include gender specialists
- ☑ Create gender-responsive budgets
- ☑ Create gender-sensitive indicators to be used in M&E and learning to assess gender impacts on restoration
- ☑ Enhance capacity related to implementing gender-responsive programming

FLR RESEARCHER AND/OR TECHNICIAN

FLR researchers and/or technicians work on a range of FLR issues, from conducting research and data collection, to building capacity and implementing restoration practices. These actors may want to ensure gender is integrated, but may need further knowledge and tools in order to build their understanding of gender mainstreaming, and better their project outcomes.

FLR researchers or technicians can:

- ☑ Conduct gender analyses

- ☑ Understand constraints and risks
- ☑ Include gender specialists
- ☑ Create gender-responsive budgets
- ☑ Identify gender data gaps and develop indicators to close gaps and enhance knowledge
- ☑ Enhance implementation of gender-responsive programming

GENDER AND SOCIAL INCLUSION SPECIALISTS

Gender and social inclusion specialists work on a range of projects for governments and organisations.[2] They are specialized in examining and addressing gender-differentiated issues and inequalities that exist, including constraints women face. They may want to learn more about the nexus of gender and FLR, as well as the specific challenges and opportunities related to integrating a gender-responsive approach.

Gender and social inclusion specialists can:

- ☑ Participate in cross-sectoral efforts to integrate gender and social inclusion considerations into restoration efforts

- ☑ Build capacity on technical restoration practices and goals
- ☑ Support restoration specialists in efforts to close gender data gaps
- ☑ Incorporate cross-sectoral efforts into budgeting and planning
- ☑ Develop or support a gender and social inclusion focal point system

✎ ACTIVITY

Question: 'Decisions about what species to introduce in a degraded landscape and what areas should be prioritised for restoration should be made by the landowners only.'

Answer: False. These decisions should be made following an inclusive participatory process. Since landowners tend to be male, ignoring women in restoration initiatives means overlooking the priorities, strategies and knowledge of half the population.

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