



# Mainstreaming gender into forest policies in Asia and the Pacific

January 2015



Food and Agriculture  
Organization of the  
United Nations



THE CENTER FOR  
PEOPLE AND FORESTS



# Acknowledgements

This report documents key findings of a regional initiative on Mainstreaming gender into forest policies of developing Asia-Pacific Forestry Commission (APFC) member countries with funding from the Food and Agriculture Organization of the United Nations (FAO). The initiative was coordinated jointly by FAO and RECOFTC – The Center for People and Forests.

The report is based on findings from country-level studies in the following member countries of the Asia-Pacific Forestry Commission (APFC): Cambodia, Fiji, Indonesia, Nepal, Philippines, Sri Lanka, Thailand and Viet Nam. It has benefited from critiques and inputs of these member countries' forestry departments and ministries' representatives and national experts when a draft version was presented during a pre-workshop meeting at the 25th Session of the APFC in Rotorua, New Zealand in October 2013.

Various individuals provided comments and suggestions to the earlier draft and deserve special recognition. The author, Bhawana Upadhyay, would like to express deep appreciation to Tint Lwin Thuang, the Executive Director of RECOFTC, for providing overall guidance and Patrick B. Durst, Senior Forestry Officer at FAO, for overseeing the project.

Ms Upadhyay would also like to thank other FAO colleagues including Yurdi Yasmi, Forest Policy Officer, Clara Park and Francesca Distefano, Gender Officers and Wirya Khim, Junior Professional Officer for reviewing the draft and providing inputs and comments. Colleagues at RECOFTC have also provided useful inputs and Ms Upadhyay is grateful to David Gritten, Senior Program Officer, James Bampton, Manager of Program Coordination and Operations (PROCO), Ronnakorn Triraganon, Manager of Capacity Development and Technical Services (CDTS) and Caroline Liou, Manager of Strategic Communication and other RECOFTC colleagues.

Finally, Ms Upadhyay acknowledges the support and contribution of independent consultants, Aldin Wanawan Beta-a, Aurangzaib Alizai, Chidchanok Apipoonyanon, Kusum Athukorala, Veikila Curu Vuki, Trikurnianti Kusumanto, Nayna J. Jhaveri, Pham Minh Thoa and Sopeat Mer, as well as participants and institutions that directly or indirectly helped provide necessary information and data.

It is hoped that the governments of these eight APFC countries will consider the issues raised by the report and extend renewed attention to mainstreaming gender in the forestry policies of their respective countries. Queries regarding the initiative may be directed to [patrick.durst@fao.org](mailto:patrick.durst@fao.org) and those regarding the report may be directed to [info@recoftc.org](mailto:info@recoftc.org).

# Contents

|   |     |
|---|-----|
| Acknowledgements  | i   |
| Key abbreviations and acronyms  | iii |
| Executive summary   | v   |
| 1. Introduction   | 1   |
| 2. International and national legal frameworks for women's rights and gender equality | 3   |
| 3. Integration of gender perspectives into forest policies                            | 6   |
| 4. Opportunities and challenges in mainstreaming gender                               | 10  |
| 5. Conclusion and recommendations   | 14  |
| References  | 16  |
| Annex 1: Interview questionnaires   | 18  |
| Annex 2: List of stakeholders interviewed   | 19  |

# Key abbreviations and acronyms

|         |  |
|---------|--|
| APFC    | Asia-Pacific Forestry Commission   |
| BDPA    | Beijing Declaration and Platform for Action                                  |
| CBFM    | Community-based Forest Management  |
| CEDAW   | Convention for the Elimination of All Forms of Discrimination against Women  |
| CF      | Community Forestry   |
| CFUG    | Community Forestry User Group  |
| CSO     | Civil Society Organization   |
| DENR    | Department of Environment and Natural Resources, Philippines                 |
| DFO     | District Forest Officer, Nepal   |
| DoF     | Department of Forests, Fiji  |
| FA      | Forest Administration, Cambodia  |
| FAO-RAP | Food and Agriculture Organization's Regional Office for Asia and the Pacific |
| FD      | Forest Department, Sri Lanka   |
| FECOFUN | Federation of Community Forestry Users, Nepal                                |
| FMB     | Forest Management Bureau, Philippines  |
| GAD     | Gender and Development   |
| GDP     | Gross Domestic Product   |
| GESI    | Gender and Social Inclusion  |
| GFP     | Gender Focal Point   |
| GMAP    | Gender Mainstreaming Action Plan, Cambodia                                   |
| GWG     | Gender Working Group   |
| GPSE    | Gender, Poverty and Social Equity  |
| INGO    | International Non-government Organization                                    |
| MAFF    | Ministry of Agriculture, Forestry and Fisheries, Cambodia                    |
| MARD    | Ministry of Agriculture and Rural Development, Viet Nam                      |
| MDG     | Millennium Development Goals   |
| MOFIN   | Ministry of Finance, Indonesia   |
| MoFSC   | Ministry of Forests and Soil Conservation, Nepal                             |
| MoWA    | Ministry of Women Affairs, Cambodia  |
| NGO     | Non-government Organization  |
| NWFP    | Non-wood Forest Product  |
| NWPA    | National Women's Plan of Action  |
| REDD+   | Reducing Emissions from Deforestation and Forest Degradation                 |
| SMEs    | Small and Medium Enterprises   |
| UNFCCC  | United Nations Framework Convention on Climate Change                        |
| UNDP    | United Nations Development Programme   |
| UNDRIP  | United Nations Declaration on the Rights of Indigenous Peoples               |



# Executive summary

This report was developed as a part of the regional initiative, 'Mainstreaming gender into forest policies of developing Asia-Pacific Forestry Commission (APFC) member countries,' funded by the Food and Agriculture Organization of the United Nations' Regional Office for Asia and the Pacific (FAO-RAP). The report tries to understand how gender perspectives are being integrated in the forest policies of eight APFC member countries. Two of the countries are from South Asia (Nepal and Sri Lanka) and six are from Southeast Asia and the Pacific (Cambodia, Fiji, Indonesia, Philippines, Thailand and Viet Nam).

This report is based on a review of literature covering relevant documents pertaining to forestry and gender issues, including national policies, laws and decrees. It has also benefited from country case studies, and in-depth interviews were conducted with key informants of each country and policy analyses were carried out to identify gender gaps in forest policies, laws and practices.

All of the eight studied countries are signatories to international conventions such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Beijing Declaration and Platform for Action (BDPA); they have also adopted pursuit of the United Nations' Millennium Development Goals (MDGs). Additionally, with the exception of Fiji, all have adopted the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). Within the framework of these international conventions and declarations, each country has developed its own national gender strategy and plan of action to fulfil its commitments to promoting gender equality across all sectors, including forestry. Moreover, each of these countries has its own national women's mechanisms to promote gender equality.

Despite enabling institutional mechanisms and legal frameworks to promote gender equality in all eight member countries, Nepal and the Philippines are considered relatively more progressive in integrating gender perspectives in their forest policies and strategies. While they could serve as good examples in the region, they are also facing a number of challenges in effectively implementing gender-sensitive forest policies and strategies.

The analysis suggests that having gender-integrated forest policies alone is not enough to reduce pervasive gender inequalities in forestry. These policies must be supported by technical expertise for facilitating gender-sensitive policy implementation and practice. Moreover, clear targets, gender guidelines, strategy and action plans supported by adequate budgets and institutional mechanisms in forestry departments and agencies must be in place so that gender mainstreaming becomes an achievable milestone within a set time frame. Moreover, the findings suggest that forest-related policies and institutions must consolidate a gender-responsive approach as poor rural women in many parts of Asia and the Pacific have limited influence on decision-making and rely more heavily on common pool natural resources, such as forests, compared to their male counterparts.

Although each studied country's context differs in terms of governance and institutions, including socio-cultural, economic and political factors, common challenges in mainstreaming gender to achieve gender equality in forestry include: gendered norms and cultural prejudices that reinforce forestry as a male profession, lack of evidence-based research and gender-disaggregated data, limited technical capacity and expertise (even within the gender working groups and focal points), limited budget to implement gender-focused activities and women's limited representation in decision-making.

In order to address these challenges, the report provides practical recommendations, such as convening national dialogues and consultation meetings to discuss gender gaps in forest policies and practices and to promote learning networks, conducting gender-sensitive research and developing capacity of relevant stakeholders, establishing gender working groups, reviewing and re-engineering existing management structures to create more gender-balanced forestry institutions and to increase women's representation in decision-making and setting up gender-sensitive monitoring and evaluation systems with gender-responsive budgeting.

# 1. Introduction

Forests provide subsistence and income for more than 1.6 billion people, including about 60 million indigenous people. Those who rely on forests for their livelihoods are among the poorest people on the planet, and they are disproportionately female (UN-REDD 2011). Women constitute about 70 percent of the 2.8 billion people living on less than US\$2 per day and poor rural women are particularly dependent on forest resources for their subsistence.<sup>1</sup>

In many countries, differences in knowledge about forest resources and ways of using them vary between women and men and shape the way in which they can access, harvest and use forest resources (Shanley and Gaia 2001; Howard 2003; Colfer 2005). Women often possess highly specialized knowledge of forest flora and fauna, including species diversity, location, harvesting and hunting patterns, seasonal availability and conservation practices.

However, in many cases, rural women do not have direct control over trees or forest land, which can be an important source of supplementary products like non-wood forest products (NWFPs) and other by-products that can be used as fuel and fodder (Agarwal 1994, 2010a). Conversely, men usually have the overall authority on high-value tree products. Furthermore, the gendered nature of access to and control over forests, trees, tree products and related resources is highly complex, as it depends on social and ecological conditions and factors, such as space, time, specific species, products and uses (Rocheleau and Edmunds 1997) and intersects with other social dimensions such as class, race, ethnicity, age and so forth (Rocheleau et al. 1996; Elmhirst and Resurreccion 2008).

Over the past few decades, many forest-dependent people, particularly women, have faced emerging challenges due to the adverse impacts of climate change and increasing encroachment over forest areas. This has not only affected rural households' overall food security and livelihoods, but also women's income-generating opportunities as well as work burden and safety; for instance, by forcing them to walk longer distances and deeper into the forests to collect fuelwood and NWFPs.

Taking into consideration the differences and complementarities between women and men with relation to access, use and management of forests, especially in the context of emerging challenges and transformations, is therefore crucial to promoting responsible governance of forest tenure (Daley and Park 2011).

Reducing the gender gap in access to productive assets, inputs and services in the forestry sector can help create significant development opportunities, not just for sustainable forest management but also for the overall welfare of families, communities and national economies (FAO 2011). Greater involvement of women in forest governance may help to ensure that forest policies and planning are more sensitive to communities' food security needs.

Studies by Agarwal (2010b), Sun et al. (2011) and Coleman and Mwangi (2013) suggest that if women constitute one-quarter to one-third of the membership of local forest management institutions, the dynamics change in favour of the consideration of women's use of and access to forest resources and also towards more effective community forest management decision-making and management as a whole.

Hence, taking gender considerations into account while planning, designing and implementing forest-related policies and investments would help to achieve sustainable, inclusive and equitable outcomes.

## 1.1 Objective

The overall objective of this report is to understand how gender perspectives are being integrated in the forest policies of eight APFC member countries, namely, Cambodia, Fiji, Indonesia, Nepal, Philippines, Sri Lanka, Thailand and Viet Nam.

The specific objectives are:

- Review and assess the integration of gender perspectives in forest policies;
- Identify key opportunities and challenges in terms of mainstreaming gender into forest policies; and
- Provide recommendations for making forest policies more gender-sensitive.

## 1.2 Methodology

This report is based on a review of relevant documents pertaining to forestry and gender, including national policies, laws and decrees, and on insights from case studies conducted in the eight APFC member countries. The country case studies utilized both published and unpublished sources because of the lack of gender-disaggregated data and information related to gender in the relevant forestry administrations; also, consolidated data from various institutions working on soil and forest conservation, energy and environment, natural resources, fisheries and agriculture were limited. All country case studies were carried out by independent consultants using the same methodology.

The analysis initially looked into the international and national legal frameworks, policies, laws, institutions and mechanisms related to gender equality in forestry. National forest policies and laws were then analysed to assess how and to what extent they take into account women's participation and representation in forest management structures and decision-making processes and access to and control over

<sup>1</sup> World Bank, Food and Agriculture Organization & International Fund for Agricultural Development, 2009. Gender in agriculture source book.

forest resources. The analysis also identified the key challenges and opportunities in mainstreaming gender in the forestry sector. The context and policy analysis was carried out through literature reviews, interviews with key informants and focus group discussions.

Interviews were carried out with many key informants from various institutions, such as government agencies working in both policy development and implementation. They comprised: gender focal persons and gender working groups; officials in line ministries and departments; officials from forestry training institutions; representatives of relevant international organizations; think tanks; academia; civil society organizations; forest users' associations and federations; and women's networks and alliances. The interview questionnaires and a list of the people interviewed can be found in Annexes 1 and 2, respectively.



## 2. International and national legal frameworks for women's rights and gender equality

The importance of gender equality and women's empowerment in socio-economic and political spheres is well-recognized internationally. Indeed, without the inclusion of key stakeholders such as women, achieving the goals and objectives pertaining to environmental and sustainable development would be challenging. As such, the important link between gender equality and socio-economic development has long been recognized by development agencies. In addition, several social movements have been focusing on a related issue of ensuring that individuals (both male and female) continue to enjoy their human rights and benefit from equality, inclusion and engagement.

The efforts to ensure gender equality and women's empowerment in Asia and the Pacific are supported by international conventions and declarations, such as, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (UN 1979), the Beijing Declaration and Platform for Action (BDPA) (UN 2010),<sup>2</sup> the United Nations' Millennium Development Goals (MDGs) (UN 2000) and the United Nations' Declaration on the Rights of Indigenous People (UNDRIP) (UN 2008).

While CEDAW outlines specific obligations of state parties to eliminate discrimination in particular spheres, such as health, education, employment and political representation, the BDPA takes a broader look at issues affecting women and expands the areas of concern to explicitly include the management of natural resources, challenges to the rights of girls and the impact of armed conflict on women.

Furthermore the MDGs, which came into effect in 2000 with the adoption of the Millennium Declaration, assert that every individual has the right to dignity, freedom, equality and a basic standard of living that includes freedom from hunger and violence and encourages tolerance and solidarity.

UNDRIP recognizes the rights of indigenous people on a wide range of issues and provides a universal framework for the international community and states. This includes the principle of Free, Prior and Informed Consent (FPIC). UNDRIP Articles 21 and 22 include provisions for attention to the particular rights and needs of indigenous women and note that the state shall ensure that indigenous women enjoy protection against violence and discrimination. With proper reference to gender throughout the Cancun Agreements, the United Nations Framework Convention on Climate Change (UNFCCC) has successfully raised the profile of gender in climate change impact debates (UN-REDD 2011).

The UNFCCC has stated gender as one of the several cross-cutting and interdependent variables to consider with regard to REDD+ design and implementation plans. The Convention requests developing country parties, while developing and implementing their national strategies, to address drivers of deforestation and forest degradation, land tenure and forest governance issues. Gender consideration and safeguards are identified in the framework for REDD+ to ensure full and effective participation of indigenous men and women and local communities (UNFCCC 2011).

All of the eight countries included in this report are signatories to the aforementioned international conventions and have also adopted the MDGs and UNDRIP, except for Fiji, which has yet to adopt the latter (Table 1).

**Table 1. Signatory countries to international instruments**

|             | CEDAW | BPDA | MDGs | UNDRIP |
|-------------|-------|------|------|--------|
| Cambodia    | X     | X    | X    | X      |
| Fiji        | X     | X    | X    |        |
| Indonesia   | X     | X    | X    | X      |
| Nepal       | X     | X    | X    | X      |
| Philippines | X     | X    | X    | X      |
| Sri Lanka   | X     | X    | X    | X      |
| Thailand    | X     | X    | X    | X      |
| Viet Nam    | X     | X    | X    | X      |

Within the framework of these international conventions and declarations, each country has developed its own national gender strategy and plan of action to fulfil its commitments to promoting gender equality across all sectors, including forestry. Moreover, each of these countries has national women's ministries, commissions and other relevant government agencies for gender mainstreaming to ensure that international obligations are adhered to and gender inequalities and discrimination are addressed (Table 2).

Cambodia, being a signatory to the BDPA, CEDAW and UNDRIP, has further demonstrated its commitment towards promoting gender equality through its Rectangular Strategy for Growth, Employment, Equity and Efficiency Phase III and by implementing *Neary Ratanak III*, which is the Five-Year Strategic Plan (2009-2013) for gender equality and women's empowerment. *Neary Ratanak III* focuses on five strategic plans, which include: 1) economic empowerment for women,

2) education for women and girls, 3) legal protection of women and girls, 4) health and nutrition for women and girls (as well as HIV/AIDS issues) and 5) women in public decision-making and politics (Mer 2013).

The Rectangular Strategy Phase III is a comprehensive policy framework for the formulation of the National Strategic Development Plan with clearly-defined indicators and time frames for implementation; it is consistent with Cambodia's other sectoral policies. It has a central theme of Growth, Employment, Equity and Efficiency and continues to be relevant for Cambodia to pursue further during the Fifth Legislature of the National Assembly (2013-2018). During the next five years, the strategy will guide Cambodia's robust transition to a higher level of development including structural reforms and human capital development especially through increased investment in youth and women (RGC 2013).

<sup>2</sup> FPIC is the principle that a community has the right to give or withhold its consent to proposed projects that may affect the lands it customarily owns, occupies or operates otherwise.

Fiji has shown its commitment towards gender equality by developing the National Women's Plan of Action (NWPA) after adopting CEDAW, BDPA and the MDGs. The NWPA has been the guiding document for the work undertaken by the Ministry of Women, Social Welfare and Poverty Alleviation in addressing women's needs, interests and aspirations. Similarly as a signatory to CEDAW and the BDPA, the Government of Indonesia has undertaken initiatives at the policy and institutional levels to promote gender equality across all sectors. These initiatives include the National Medium-Term Development Plan (RPJMN) 2010-2014 and the Presidential Instruction No. 9 (2000). The Instruction mandates all government agencies to mainstream gender throughout the development of policies and programmes. These legal instruments have recognized gender mainstreaming as a development strategy to achieve gender equality.

The mainstreaming of gender equality concerns in Nepal has taken place primarily through a conceptual gender and social inclusion framework. Although there are examples connected with the overall commitment to addressing gender discrimination in Nepal, the explicit addressing of gender mainstreaming has been included in the Tenth Five-Year Plan (2002-2006) and in the Three-Year Interim Plans (2008-2011; 2010-2012). The National Planning Commission (NPC) is the lead agency coordinating development of national plans in Nepal. In July 2013, the NPC released its draft of the 13th three-year (2014-2016) development plan. This document highlights empowerment of targeted groups, including women and the marginalized, and minimizing the negative impacts of climate change.

In the Philippines, the Women in Development and Nation-Building Act (1992) and the Magna Carta of Women (MCW) provide the main support for the government's efforts to institutionalize women's concerns across all sectors, structures, systems and policies. The MCW is a comprehensive women's human rights law that seeks to eliminate discrimination against women by recognizing, protecting, fulfilling and protecting the rights of Filipino women. It mandates 40 percent of women's representation in development councils.

Additionally, the Philippine National Plan for Gender-Responsive Development (1995-2025) has recognized gender equality as a means of attaining development goals that are equitable, sustainable and respectful of human rights.

The law on Gender Equity in Viet Nam (2006) mandates that women have the same rights and responsibilities as their male counterparts. Viet Nam issued Resolution No. 11 (2007), which aims to develop and implement policies and laws on gender equality for women's development by 2020. Moreover, there is a network of Committees for the Advancement of Women (CFAWs) in all government agencies that operates under the National Committee for the Advancement of Women (NCAFW).

As a signatory to CEDAW, UNDRIP, the BDPA and MDGs, the Government of Sri Lanka has undertaken initiatives at policy and institutional levels to promote gender equality. One key example is the establishment in 1993 of the National Committee on Women under the Ministry of Women's Affairs, which has a mandate to safeguard women's rights and mainstream gender across all government agencies (MoAF 1995).

Similarly, Thailand has adopted the MDGs and UNDRIP, and is also a signatory to CEDAW and the BDPA. The Office of Women's Affairs and Family Development under the Ministry of Social Development and Human Security steers all the efforts towards ensuring gender equality. The office also serves as the secretariat of the National Committee on the Policy and Strategy for the Advancement of Women.

**Table 2. Government institutions responsible for gender equality**

| Country         | Institution  | Key roles/responsibilities   |
|-----------------|--|--|
| Cambodia        | Ministry of Women's Affairs (MOWA)   | Plays a catalytic and advocacy role, encouraging public institutions, civil society organizations and the private sector to integrate gender equality into their policies and programmes.<br><br>MoWA also monitors and evaluates policies and programmes to assess the contribution of the RGC towards achieving gender equality and women's empowerment goals. The ministry also leads educational programmes throughout Cambodia's provinces including conduct of local awareness campaigns and distributing educational materials. |
| Fiji            | Ministry of Women, Social Welfare and Poverty Alleviation                        | The primary advisor to the government on women's and gender issues. The National Women's Plan of Action is the guiding document for the work undertaken by the ministry in addressing women's needs, interests and aspirations.  |
| Indonesia       | Ministry of Women's Empowerment and Child Protection                             | Assists the government in formulating policies and coordinating their implementation. It also works towards poverty eradication and empowerment of women and protection of children.   |
| Nepal           | Ministry of Women, Children and Social Welfare/ Department of Women and Children | The implementing wing of the Ministry of Women, Children and Social Welfare. Its mandate is to empower women, especially those who are poor or socially deprived, and runs the Women Development Program, a national priority intervention which targets the intersection of poverty and discrimination.   |
| The Philippines | Philippine Commission on Women (PCW)   | Under the Office of the President, the PCW is the focal government agency responsible for promoting gender equality and women's empowerment. Gender mainstreaming in the Department of Environment and Natural Resources (DENR)-Forest Management Bureau (FMB) is one of the nationwide mainstreaming efforts led by the PCW.  |

|           |  |  |
|-----------|--|--|
| Sri Lanka | Ministry of Child Development and Women's Affairs  | <p>The goal behind the establishment of this ministry was the creation of a Sri Lankan society that is sensitive to the needs of women and children.</p> <p>Since 2010, much attention has been paid to ensuring the protection, welfare and development of women and children by building up a prosperous and secure family unit as highlighted in President Mahinda Chinthana's 'Vision for the Future'.</p>   |
| Thailand  | Ministry of Social Development and Human Security/ Office of Women's Affairs and Family          | <p>The Office of Women's Affairs and Family Development of the ministry is the national women's mechanism responsible for promoting gender equality and women's empowerment.</p> <p>It serves as the secretariat of the National Inter-Ministerial Committee on Policy and Strategy for the Improvement of the Status of Women and is chaired by the Prime Minister. The Office implements five-year-cycled National Women's Development Plans.</p>  |
| Viet Nam  | Development Ministry of Labour, Invalids and Social Affairs (MOLISA)/ Gender Equality Department | <p>The Gender Equality Department in MOLISA was established in 2008 as the national women's empowerment mechanism. MOLISA is tasked with implementation of the Law of Gender Equality, the National Strategy on Gender Equality 2011-2020 and the National Programme for Gender Equality 2011-2015, as well as reporting to CEDAW.</p> <p>The National Committee for the Advancement of Women (NCFAW) is the intersectoral body that advises the Prime Minister on gender equality and empowerment of women.</p> |

### 3. Integration of gender perspectives into forest policies

A review and assessment of the integration of gender perspectives into forest policies, laws and strategies were undertaken to tackle a fundamental question: How are women's participation and representation in forest management structures and their rights to decision-making and access to and control over forest resources being recognized and addressed in forest policies and laws? This required looking at how forest policies address issues such as: 1) women's access to, control and use of forest resources; 2) women's access to decision-making at household and community levels; and 3) women's participation and representation in forest management institutions. The report tries to assess the forest policies of the studied countries as being either gender-blind, gender-neutral or gender-specific. The characterization of these three types of policies is adapted from Kabeer and Subrahmanian (1996).

Gender-blind policies are often based on information derived from men's activities and/or the assumption that all persons affected by the policies have the same needs and interests as males. Gender blindness is the ignoring of socially-constructed gender roles, responsibilities and capabilities of men and women. Likewise, gender-neutral policies are not aimed specifically at either men or women and are assumed to affect both sexes equally. Such policies stem from an accurate assessment of the existing gender division of resources and responsibilities and ensure that policy objectives are met as electively as possible within a given context (Kabeer and Subrahmanian 1996).

Gender-specific policies acknowledge that women's gender-related needs have been neglected in the past and advocate gender equality. Such policies identify specific strategies that are appropriate for women.

Based on these definitions, the studied countries are ranked as progressive, moderately progressive and less progressive in integrating gender perspectives in their forest policies and strategies.

It is useful to note that many forest policies and laws of the eight countries were formulated before the 1960s, when the understanding of the importance of integrating gender perspectives into forest policies was very limited. For example, the Women in Development (WID) approach began to emerge in the 1970s, calling for the integration of women's concerns, needs and aspirations into all spheres of development. Subsequently, WID evolved to a Gender and Development (GAD) approach, whereby more emphasis was placed on socially-constructed roles, responsibilities and rights, and how they were re-inforced in the community.

Of the eight studied countries, Nepal and the Philippines are considered relatively progressive from assessment of integrating gender perspectives in their forest policies and strategies; they not only acknowledge women as the primary forest users and managers but also stress due recognition of women's needs to achieve gender equality.

In Nepal during the early years of community forestry in the 1970s, little attention was given to marginalized people and women. Gradually, recognition of women's roles in forestry grew, as did the need to promote gender equality through the laws, policies and planning strategies governing the forestry sector.

The 1976 National Forest Plan was the first government document to explicitly acknowledge the need for people's participation in the management of the country's forests. The Forest Act of 1961 was amended in 1977 to include provisions for handing over some forest areas, primarily degraded land, to village institutions (MoFSC 2007; Kanel 2008).

But it was not until the 1988 Master Plan for the Forest Sector that women's inclusion in community forestry governance was recommended. This Master Plan, as the instrumental policy, planning and budgetary framework, introduced the user-group modality and included a recommendation that one-third of the executive committee members for each community forest user group (CFUG) be composed of women.

Good forest policies incorporate society's needs and wider development goals. They balance different stakeholders' interest and are short and easily understandable by all.

Source: FAO (2010)

With changes in Nepal's political system, support for CFUGs started gaining momentum when the country abolished absolute monarchy and adopted democratic governance in 1990. Soon after, the Forest Act 1993 and the Forest Regulations 1995 followed, which together provided the legal foundation for community forestry. In 2001, the Joint Technical Review of Community Forestry suggested household membership representation in every CFUG to constitute one male and one female member (Buchy and Subba 2003; Buchy and Rai 2008; Acharya 2010).

The next milestones were achieved when the Ministry of Forests and Soil Conservation (MoFSC) completed the Gender and Social Inclusion (GESI) strategy and the Gender, Poverty and Social Equity (GPSE) monitoring framework. Soon after the completion of the GESI strategy, the community forestry guidelines were amended in 2009 to include criteria mandating that women account for 50 percent of the CFUG executive committees. Furthermore, gender focal points were being assigned at ministerial and departmental levels within the MoFSC and integration of GPSE monitoring framework indicators into the community forestry database system to record gender-disaggregated data was initiated.

Community forestry guidelines were later revised to include a provision that 35 percent of the income from CFUGs would be allocated to pro-poor interventions. The poor would be identified through a ranking of well-being procedure, following which funds would be directed at activities that supported the livelihood improvement of women, poor and excluded (P&E) groups. P&E groups include women and men of the poorest households, Dalits (discriminated groups), the disadvantaged Janajati (indigenous groups) and non-Dalit caste groups, religious minorities and people from remote geographical locations. Later in 2011, the ten-year Multi Stakeholder Forestry Programme (MSFP) was jointly initiated by the Department for International Development, UK, the Swiss Agency for Development and Cooperation and the Finnish International Development Agency. The MSFP is now working in 61 districts of Nepal with one of its strategic aims being to address gender inequality, governance and exclusion issues in the forestry and climate change sectors.

Gender and Development (GAD) mainstreaming is the main strategy of the government in moving forward for gender equality in the Philippines. As a strategy, GAD mainstreaming makes men and women's concerns and experiences an integral dimension of design, implementation, monitoring and evaluation of policies and programs in all political, economic, and societal spheres so that women and men benefit equally.

The Philippine Commission on Women (PCW) memorandum Circular No. 2011-01 provided the guidelines in creating, strengthening and institutionalizing the GAD focal point system. The focal point system is a technical group in all the government agencies to promote women's rights and eliminate gender discrimination in their systems, structures, policies, programs, processes and procedures.

Source: Beta-a (2013).

In 2012, the MoFSC put forward a new vision, Forest for People's Prosperity, which aims to promote private sector involvement in improving the economic viability of the forestry sector by highlighting the considerable potential of women's enterprises (Jhaveri 2013).

In the Philippines, the Community-Based Forest Management Strategy (CBFM) of 1995 (Executive Order No. 263) and the Indigenous People's Rights Act (Republic Act 8371) of 1997 evolved as people-oriented forest thrusts that recognized the rights of people living in forest lands (Contreras 1998). The DENR's CBFM strategy also mandates 30 percent representation of women in CBFM committees.

The legal frameworks and the government's commitments towards promoting gender equality through the MCW's GAD approach have helped lay the groundwork for gender-inclusive forest policies and strategies. For example, the adoption of GAD principles helped in the integration of gender perspectives in the community resources management framework, environmental impact assessments and development of gender-sensitive methods and measures in the CBFM strategy (Beta-a 2013).

The Gender and Development Focal Point System (GADFS) is one of the models used by the PCW to influence all government agencies in installing mechanisms for gender mainstreaming. The DENR-FMB's GAD focal point system is crucial in mainstreaming gender in local government unit forest-related plans.

Later, gender and development guidelines and gender analysis tools were designed to examine the gender sensitivity of various programmes including forestry programmes, projects and activities, such as the CBFM programme. Gender analysis examines the particular needs and concerns of men and women in the design, implementation, monitoring and evaluation of a project or a programme. It also helps to assess the level of participation of stakeholders in the design, implementation, monitoring and evaluation of programmes and projects related to forestry. Now, CBFM in the Philippines is considered one of the flagship programmes with its gender-inclusive approach.

These reflections on the development and implementation of gender-sensitive forest policies, strategies and programmes in the Philippines and Nepal could serve as a good learning example in the region. A synopsis of gender concerns in the forest policies of all the studied countries is given in Table 3.

Although the forest policies of Cambodia, Indonesia and Viet Nam have recognized the importance of gender equality in their forest laws and strategies, some major gaps are evident which inhibit women from exercising their rights while using and managing forests and forest resources. Thus these countries' forest policies can be regarded as moderately progressive in integrating gender perspectives.

For example in Viet Nam, although the Law on Forest Protection and Development (2004) provides equal land rights to men and women, forest lands are often not clearly demarcated even though secure titles and access rights are crucial for women to actively use and manage forest resources (UN-REDD 2013). While the land-use right certificate (LURC) contains both spouses' names, women have been facing constraints in accessing their land rights. For example, if the male co-LURC holder has migrated, women cannot use the LURC as collateral to access credit because they need the co-holder's endorsement.

In Cambodia, while the Forestry Law (2002) provides a legal framework for the involvement of user-groups in forest management and protection, inclusion of women's rights and priorities is missing. Likewise, the Sub-decree on Community Forest Management (2003) has a provision which encourages women's participation in the Community Forestry Management Committee (CFMC), but the CFMC does not offer a specific quota that mandates women's participation. Hence, less than 5 percent of women hold management positions in the CFMC and less than 10 percent of community forestry groups have realized women's participation (PACT 2009).

**Table 3. Gender concerns in forest policies**

| Gender concerns in forest policies |  |
|------------------------------------|--|
| Cambodia                           | <p>Although the Forestry Law (2002) provides a legal framework for involvement of user-groups in forest management and protection, there is no acknowledgement of the different needs, priorities, capacities and customary practices of women and men in terms of use and management of forests and forest resources.</p> <p>The Sub-decree on Community Forest Management (2003) includes a provision that encourages women's participation in the CFMC, but does not offer a specific quota that mandates women's participation in it.</p>  |
| Fiji                               | <p>The 1992 Forest Decree, which replaced the Forest Act, was a response to the changing and broadening requirements of the forestry sector that took into account the changing social, economic, environmental, cultural and political developments of the last few decades.</p> <p>The National Forest Policy Statement of 2007 was introduced, which outlined the vision for Fiji's forestry sector with primary objectives to upgrade the forest industry, produce high-value products and develop an institutional framework that encourages sustainable forest management. However, inclusion of women's concerns is unclear in the absence of gender-specific guidelines to enhance women's participation and representation in forestry.</p> |



|             |   |
|-------------|---|
| Indonesia   | <p>Participatory forest strategies (community and social forestry) and policies related to forest industries and trade do not acknowledge gender rights and responsibilities. These policies presume communities to be social entities that are homogenous with common interests and priorities.</p> <p>The Presidential Instruction No.9 (2000) instructs all government agencies to mainstream gender throughout the development process of policies and programmes. However, this has not been translated into specific forestry regulations or laws, e.g. neither the community forestry regulation nor the regulation on issuance of permits for harvesting of NWFPs have incorporated gender considerations.</p>  |
| Nepal       | <p>The Forest Act (1993) and the Forest Regulations (1995) provided the legal foundation for community forestry with the inclusion of women's concerns. Later, the Joint Technical Review of Community Forestry suggested household membership in every CFUG to constitute one male and one female. Following these changes, the MoFSC started drafting the GESI strategy along with the GPSE monitoring framework. Soon after the completion of the GESI strategy, the Community Forestry Guidelines were amended in 2009, mandating that women should account for 50 percent composition in CFUG executive committees.</p>  |
| Philippines | <p>Gender mainstreaming in the DENR-FMB has been one of the nationwide mainstreaming efforts led by the PCW. The MCW and GAD approaches have helped lay the groundwork to facilitate integration of gender-inclusive forest policies and strategies. For example, the adoption of GAD principles helped in the integration of gender perspectives in the community resources management framework, environmental impact assessments and development of gender-sensitive methods and measures in the CBFM strategy.</p> <p>National forest strategy, such as the CBFM strategy of 1995 (Executive Order No. 263) and the Indigenous People's Rights Act (Republic Act 8371) of 1997 are people-oriented and have recognized the rights of people living in forest lands. These documents aim to ensure the sustainable development of forest land and resources, granting access to forest resources for forest-dependent communities, including women. The DENR's CBFM strategy mandates 30 percent representation of women in CBFM committees.</p> |
| Sri Lanka   | <p>The main objective of the National Forestry Policy (1995) is the enhancement of the contribution of forestry to the welfare of the rural population, while balancing economic development. This policy recognizes the traditional rights, cultural values and religious beliefs of those living in and around forest areas without acknowledging women as stakeholders with different rights, interests, priorities and capabilities.</p> <p>The Forestry Sector Master Plan (1995-2020) emphasizes the empowerment of people and rural communities to manage and protect forests for multiple uses, but gender differences in rights and responsibilities and a benefit-sharing mechanism are not stated. Furthermore, there is no gender strategy in the Forest Department to facilitate the inclusion of women's concerns in forestry plans and interventions.</p>  |
| Thailand    | <p>A number of forest policies have been enacted in Thailand which have provisions focused on protecting and preserving the forests. For example, the Forest Act (1941), the National Park Act (1961), the National Forest Reserve Act (1964), the National Forest Policy No. 18 (1985) and the Forest Plantation Act (1992).</p> <p>The National Parks Act, for example, is a group of laws governing national parks and wildlife sanctuaries, which makes it illegal to harvest timber or even NWFPs from forests. As women are the primary users of NWFPs for both subsistence and income generation, this denial of access has affected their consumption patterns and livelihoods.</p> <p>Also, recognition of gender rights, women's participation and representation as key stakeholders in forest management and decision-making remains absent in these laws and acts.</p>   |
| Viet Nam    | <p>Although the Law on Forest Protection and Development (2004) provides equal land rights to men and women, forest lands are often not clearly demarcated, which is problematic because securing titles and access rights are crucial for women to actively use and manage forest resources. However, the National Forest Strategy (2006-2020) acknowledges the need for promoting a gender focal point unit, gender-sensitive research and monitoring and developing the capacity of forestry officials.</p>  |

In Indonesia, literature dealing with forest governance and tenure has revealed that limited attention has been given by policy-makers to the heterogeneity of communities, wherein gender, class, ethnicity and other socio-cultural aspects provide critical contributions to the formation of subgroups. Therefore, gender-based injustices in forest governance and tenure, as experienced mostly by women, have thus far not been adequately addressed (Siscawati and Mahaningtyas 2012).

Moreover, the legal system in Indonesia is a complex blend of civil, customary and religious laws. The efforts seeking to improve the legal framework and ways in which the laws are implemented have often overlooked gender rights and responsibilities in forest use and management and focused mainly on how to reconcile conflicts between customary community forest systems and state-managed forests.

The policies covering community forestry consist of two key forest policy strategies – social forestry and community forestry. Community forestry as a policy strategy began in 1995 to engage communities that had not been allotted as concessions or had no utilization permits. Since 2007, all forestry schemes that had anything to do with local communities, whether inside or outside the forest estate, have been regulated by Government Regulation 6/2007.



While these policies focus on the rehabilitation of degraded forests or watersheds to enhance people's socio-economic welfare, they seem to presume communities to be social entities that are homogenous and have common interests and priorities. These policies do not consider communities composed of different groups with disparate gender, ethnicity, social status, power and access to resources. Similarly, policies related to forest industries and trade in Indonesia do not acknowledge gender rights and responsibilities, despite women's significant contribution to Indonesia's forest industries and small- and medium-size enterprises, including the processing of NWFPs (Nansereko 2011).

Furthermore, despite the promulgation of Presidential Instruction No. 9 (2000), which instructs all government agencies to mainstream gender throughout the development of policies and programmes, gender has not been taken into account in specific forestry regulations or laws. For instance, neither the community forestry regulation nor the regulation on the issuance of permits for harvesting NWFPs has incorporated gender concerns.

For the other three countries – Fiji, Thailand and Sri Lanka – the assessment suggests that they are less progressive in integrating gender perspectives in their forest policies which are considered gender-blind. For example, the National Forest Policy and Forest Act in Fiji, dating back to the early 1950s, primarily viewed forestry in the context of forest management for timber production. The Forest Act was superseded in 1992 by the Forest Decree, which was a comprehensive attempt to respond to several decades of changing and broadening requirements in the forestry sector and to take into account social, economic, environmental, cultural and political developments.

Later, the National Forest Policy Statement of 2007 outlined the vision for Fiji's forestry sector with primary objectives to upgrade the forest industry, produce high-value products and develop an institutional framework that encourages sustainable forest management. In the absence of gender-specific guidelines to enhance women's participation and representation in forestry, these policies and acts are unclear about inclusion of women's concerns regarding their forest-based livelihoods and inheritance land rights (Vuki 2013).

In Thailand, the National Forest Act (1941), the National Park Act (1961), the National Forest Reserve Act (1964), the National Forestry Policy (1985) and the Forest Plantation Act (1992) and their provisions have focused on protection and preservation of natural resources and prohibit the collection and exploitation of such resources for any direct or indirect benefit of any party, whether the state or local communities. As women are the primary users of NWFPs for both subsistence and income generation, this denial of access affected their consumption patterns and livelihoods.

The Thai government subsequently began supporting increased devolution following the 1998 Cabinet Resolution, which allowed local communities to use forests for their livelihoods and live inside national parks. The Decentralization Act (1999) enabled local government units to facilitate local people's engagement in natural resource management including forestry by facilitating development of management plans, access to resources and networking. As a result, the Royal Forest Department has successfully registered around 7 000 community forestry sites outside protected areas through 2010 (RECOFTC 2013).

Despite a commitment towards promoting gender equality across all sectors, an acknowledgement of women's participation and representation as key stakeholders in forest management and decision-making remains absent in Thailand's forest laws and acts (Alizai and Apipoonyanon 2013).

In Sri Lanka, the first Forestry Sector Master Plan (FSMP) was introduced in the 1980s, but was criticized for failing to get all key stakeholders involved in the planning process. To address this shortcoming, the government conducted an environmental review in 1989 and based on the recommendations of the review, developed the current Forestry Sector Master Plan (1995-2020).

The FSMP (1995-2020) covers environmental, socio-political and economic aspects of the forestry sector, providing opportunities to enhance forestry practices by exploring engagements with communities, NGOs and the private sector for joint forest management and leasehold forestry (Athukorala 2013). Although the FSMP emphasizes empowering people and rural communities to manage and protect forests for multiple uses, the Plan is not clear about gender differences in rights and responsibilities and benefit-sharing mechanisms. Furthermore, there is no gender strategy in the Forest Department to facilitate the inclusion of women's concerns in forestry plans and interventions.

## 4. Opportunities and challenges in mainstreaming gender

As signatories to international legal instruments to promote women's rights and gender equality, all of the studied countries have enabling opportunities to support and promote gender mainstreaming across every sector, including forestry. Improved recognition of the importance of social and gender equity, as reflected in various global and regional initiatives such as REDD+, and climate change impact through multilateral and bilateral programmes is allowing each country to review forestry policies and practices. However, challenges and obstacles remain in terms of reducing gender gaps in the forestry sector.

Even countries like Nepal and the Philippines, which are considered to be relatively progressive by the assessment, face these constraints.

In Nepal and the Philippines, despite the presence of gender-sensitive forest policies and strategies, effective implementation of policies at all levels (national, subnational and local) is lacking. One of the reasons suggested by the study is inadequate budget allocation to fully mainstream gender in forestry plans and programmes. For example, in Nepal, less than 1 percent of the MoFSC's budget was allocated in 2010 to mainstream the GESI into planning, training, monitoring and evaluation.

Lack of evidence-based research on gender and gender-disaggregated data in forestry is a common key challenge throughout the studied countries. Absence of such data and information prevents planners and decision-makers from understanding the heterogeneity of forest communities and women's contribution to sustainable forest management.

Another common challenge is limited technical expertise on gender, including gender analysis, within key forest institutions, thereby hindering effective implementation of sectoral gender strategies and action plans. For example, in some countries (Fiji, Sri Lanka, Thailand and Viet Nam) there are no gender working groups, while in others (Cambodia and Indonesia) the existing gender working groups have limited technical skills such as common understanding of gender analysis tools and methods and their roles are not made prominent in forestry institutions.

Limited budget allocation to coordinate and undertake gender mainstreaming activities in some countries has resulted in lack of implementation of the gender- and forestry-related plans and programmes. Often, gender mainstreaming budgets are lumped in with other budget lines within the development sector. For instance in Cambodia, due to lack of budget allocation through the national funding process, the gender working group at the FA could not secure an annual budget for implementation of the gender programme and its associated activities. Also, no special budget line within the MoFSC has been allocated for carrying out gender mainstreaming work in Nepal.

Moreover, deep-rooted gendered norms and cultural prejudices re-inforce forestry as a male domain and the notion that women cannot engage in forestry activities and professions.

"When I came home from patrolling the forest against illegal loggers, my family members were very angry with me. They asked me to stop participating in the committee, as they claimed that there is no benefit from this work. Although my family is not supportive, I am still interested in contributing to protecting forests and learning new skills as I know we get our food and fuel from the forests. I hope the situation will improve one day, and that my family will see the value in this work."

A female subcommittee member in Trapeang Rong Community Forest, Kampong Thom Province, Cambodia.

Source: Mer (2013).

The perception of forestry as a male profession is gradually changing and more work opportunities for women are now available in the Philippines. For instance, there are reserved quotas for women in forestry departments as entomologists and laboratory and GIS technicians. Now, there are more women occupying leadership positions, including the Director General of the DENR-FMB, the national coordinating office of the CBFM programme.

Although the analysis suggests that there are some common challenges and opportunities in mainstreaming gender in forestry, each country context differs in terms of governance and institutions, including socio-cultural, economic and political factors as outlined below.

### 4.1 Cambodia

Cambodia's total population in 2013 was around 15 million – 49 percent being male and 51 percent female.<sup>3</sup> Fifty-one percent of the population is engaged in agriculture, forestry and fisheries. Forests cover 57 percent of the total land area of Cambodia, or approximately 10.7 million ha. It was estimated that the net annual rate of deforestation was around 0.5 percent between 2002 and 2006, which was significant compared with earlier periods (FAO 2008).

The forestry sector falls under the Ministry of Agriculture, Forestry and Fisheries (MAFF), which develops laws and policies for forest management. Under MAFF, the Forest Administration (FA) is the government agency responsible for implementation of forestry sector policies, plans and programmes.

Cambodia has shown commitment to protecting women's rights and promoting gender equality through the Rectangular Strategy for Growth, Employment, Equity and Efficiency Phase III that clearly acknowledges that women are the backbone of society and the economy.

<sup>3</sup> Population data retrieved on June 25, 2014 from <http://data.worldbank.org/country/cambodia>

In line with the Strategy and *Neary Ratanak III*, MoWA has appointed gender focal points to support gender mainstreaming in various ministries and to promote gender-responsive budgeting (Mer 2013). Gender mainstreaming activities started in MAFF in 2006 through technical and financial support from the Asian Development Bank (ADB) and this created momentum for gender mainstreaming in the forestry sector. Despite this progress, the following key challenges remain:

- The absence of a specific quota in the Sub-decree on Community Forest Management (2003) mandating women's participation in the CFMC is hindering women's meaningful participation in CFMC meetings.
- Women are under-represented in decision-making at national and subnational forestry institutions. For example, only 12 percent of FA staff is female, of which less than 1 percent occupies management positions.
- Limited financial and human resources in the FA have become a constraint not only for the gender working group to function effectively, but also to implement gender plans and to conduct research and monitoring and evaluation activities.

## 4.2 Fiji

Fiji comprises more than 332 islands and is home to 88,000 inhabitants, of which 50.9 percent are male and 49.1 percent are female.<sup>4</sup> The population engaged in agriculture, forestry and fishery constitutes 38.4 percent. Of the total land area, 50 percent is covered by native forests or 1,017,400 ha, while pine and hardwood plantations account for another 5 to 6 percent (MoFF 2013). The Department of Forests is the oversight agency with respect to the implementation of all forest-related policies.

Although Fiji is making progress in keeping its commitments towards promoting gender equality by being a signatory to human rights conventions like CEDAW and BDPA and through its Strategic Development Plan (2007-2011), more efforts are needed to address the following key challenges to mainstream gender in forestry:

- Gender rights and responsibilities, including tree and land tenures and women's concerns are not mentioned in the National Forest Policy Statement (2007).
- The Department of Forestry needs additional technical expertise and adequate financial resources to effectively undertake gender mainstreaming activities.
- The absence of a gender working group and lack of women's leadership positions in policy-making bodies for promoting gender mainstreaming.

## 4.3 Indonesia

Indonesia is the fourth most populous country in the world with a population of 249,865,631. Fifty percent is male and 49.7 percent is female.<sup>5</sup> Thirty-five percent of the population is engaged in agriculture, forestry and fisheries. Forests cover approximately 60 percent of Indonesia, but increasing deforestation remains a pressing concern (MoF 2009). The forestry sector falls under the jurisdiction of the MoF.

The government has undertaken initiatives at policy and institutional levels to promote gender equality across all sectors, including forestry. For instance, the National Medium-Term Development Plan 2010-2014 envisions that using gender mainstreaming as a development strategy would make policies and programmes more effective towards achieving equality and inclusiveness (Kusumanto 2013).

Similarly, Presidential Instruction No. 9 (2000) mandates gender mainstreaming in planning, implementation and monitoring of development policies and programmes of all government agencies. Despite all these positive efforts and progress, the following key challenges remain:

- Inadequate understanding and lack of clarity on the concepts of gender and gender mainstreaming have generated confusion among MoF officials.
- Members of the gender working group lack adequate capacities to fulfill their assigned duties and responsibilities as they have limited skills and expertise for mainstreaming gender.
- The absence of gender-disaggregated data and gender-sensitive monitoring and evaluation systems in forestry inhibits better understanding of women's contribution to sustainable forest management.

## 4.4 Nepal

Nepal is home to 27,797,457 inhabitants, of which 48.4 percent is male and 51.6 percent is female.<sup>6</sup> About 1.45 million households, or 35 percent of Nepal's population, are involved in community forestry programmes; there are now more than 18,000 CFUGs (Chapagain 2013). The MoFSC is the line ministry which governs the forestry sector and is responsible for developing sectoral plans and policies.

Nepal's evolving community forestry laid the groundwork that facilitated integration of gender-inclusive strategies and policies. Despite the progress on promoting gender equality in forest policies through the GESI strategy and the GPSE monitoring framework, a few key challenges remain:

- Opportunities offered by gender-responsive policies, strategies and frameworks are not being utilized effectively. For example, the percentage of female members in the executive committees of CFUGs has gradually increased to 31 percent, but has not reached the government's set target of 50 percent as stated in the GESI strategy and policy.
- With women representing only 3 percent of positions, the composition of staff within the ministry is remarkably lower than the quota of at least 33 percent advocated for by the government, showcasing acute gender imbalance.
- Absence of a dedicated annual budget within the MoFSC, for example less than 1 percent of the MoFSC's budget was allocated in 2010 to mainstream the GESI into planning, training, monitoring and evaluation.

<sup>4</sup> Population data retrieved on June 25, 2014 from <http://data.worldbank.org/country/fiji>

<sup>5</sup> Population data retrieved on June 25, 2014 from <http://data.worldbank.org/country/indonesia>

<sup>6</sup> Population data retrieved on June 25, 2014 from <http://data.worldbank.org/country/nepal>

## 4.5 The Philippines

The population of the Philippine archipelago is 98,393,574, of which 50.1 percent is male and 49.9 percent is female.<sup>7</sup> Thirty-two percent of the population is engaged in agriculture, forestry and fisheries. The Philippines is quickly losing its forest cover. Currently the total forest area is approximately 7,719,800 ha and the deforestation rate is 0.73 percent per year.<sup>8</sup>

The DENR is the primary government agency responsible for conservation, management and protection of the country's environment and natural resources, with the FMB taking the lead in forest management.

The government's commitments towards promoting gender equality through institutional and legal frameworks such as the MCW, Women in Development and Nation-building Act (1992) and the Philippine National Plan for Gender-Responsive Development (1995-2025) have laid the groundwork for gender-inclusive forest policies and strategies.

All government agencies in the Philippines have adopted GAD principles to promote gender equality in government structures, systems and policies. Moreover, the PCW uses the GADFS as a model to influence government agencies, including the DENR in setting up mechanisms for gender mainstreaming. Despite achieving such progress, the Philippines' efforts to mainstream gender further in forest policies and practices are still confronted by the following key challenges:

- Despite good common understanding and knowledge of the value of integrating gender perspectives in forest policies and strategies, effective implementation at subnational and local levels is lacking.
- Although 5 percent of each government agencies' budget is allocated to GAD activities, the budget is often considered inadequate to mainstream gender fully in forestry plans and programmes.
- Limited gender-disaggregated statistics and the lack of a gender-sensitive monitoring and reporting system in subnational and local forestry institutions and programmes.

## 4.6 Sri Lanka

Sri Lanka is an island nation with a population of 20,483,000; 48.9 percent is male and 51.1 percent female.<sup>9</sup> Thirty-nine percent of the population is engaged in agriculture, forestry and fisheries. In the 1920s, the country had 49 percent forest cover which has fallen to approximately 20 percent. Between 2000 and 2005, the deforestation rate was 1.43 percent *per annum*. The Forest Department is the main state agency responsible for the oversight of forests (MoAF 1995).

With its high literacy rates and educational opportunities for women, and the establishment of the National Committee on Women under MoWA, Sri Lanka has set a strong mandate for safeguarding women's rights and mainstreaming gender across all government agencies.

However, in the absence of a gender-sensitive forest policy and strategy, mainstreaming gender into its existing Forest Master Plan (1995-2020) and programmes appears to be a major obstacle. Key challenges to mainstreaming gender in forestry are:

- Absence of adequate evidence-based information and gender-disaggregated statistics on women's involvement and contribution to forestry inhibits informed policy planning.
- Very little has been done to change stakeholders' perceptions and views on women's participation in forestry, as women's work is still perceived as secondary to men's in this context.
- Inadequate institutional capacity, lack of technical expertise and financial resources preclude gender mainstreaming, including the establishment of a gender working group in the Forest Department.

## 4.7 Thailand

Thailand has a total population of 67,010,502, of which 49 percent is male and 51 percent female.<sup>10</sup> Forty percent of the population is engaged in agriculture, forestry and fisheries; actual forest cover is 33 percent of the total land area. Since 2000 the annual rate of deforestation has been about 63 000 ha per year at a rate of 0.08 percent per year (RFD 2010). The Royal Forest Department, under the Ministry of Natural Resources and Environment, is responsible for issues pertaining to Thailand's forestry sector.

Thailand's Constitution enshrines the rights of local communities in policy planning for environmental development and conservation, including women's participation (SOHR 2007). Moreover, the Eleventh National Economic and Social Development Plan (2012-2016) has prioritized promotion of women's participation in decision-making at subnational and national levels for greater contribution to national socio-economic development. While Thailand is undertaking initiatives to promote gender equality, the following key challenges need to be addressed in order to mainstream gender in the forestry sector.

- Forest laws and regulations presume forest communities as homogenous social entities and do not take into account women's gender-differentiated rights and responsibilities.
- Women are under-represented in decision-making and in leadership roles at national and subnational levels in forestry institutions.
- Limited research on gender and forestry and lack of gender-disaggregated data compounded by inadequate technical expertise hinder gender mainstreaming in forestry.

---

<sup>7</sup> Population data retrieved on June 25, 2014 from <http://data.worldbank.org/country/philippines>

<sup>8</sup> Data retrieved on October 25, 2013 from <http://forestry.denr.gov.ph/PFS2011.pdf>

<sup>9</sup> Population data retrieved on June 25, 2014 from <http://data.worldbank.org/country/srilanka>

<sup>10</sup> Population data retrieved on June 25, 2014 from <http://data.worldbank.org/country/thailand>

## 4.8 Viet Nam

Viet Nam has a population of 89,708,900, of which 49.4 percent is male and 50.6 percent female.<sup>11</sup> Forty-seven percent of the population is engaged in agriculture, forestry and fisheries. Deforestation occurs at 1.08 percent per year (MARD 2011). The Ministry of Agriculture and Rural Development is responsible for the forestry sector.

The 2006 Law on Gender Equality guarantees equal rights to women and men and requires all ministries to adopt gender-responsive strategies. The National Strategy on Gender Equality (2011-2020) and the National Action Programme on Gender Equality (2011-2015) provide the framework for promoting gender equality and women's empowerment (UN-REDD 2013; Thoa 2013).

The National Forest Strategy (2006-2020) provides a promising platform to mainstream gender, as it acknowledges the capacity development needs of forestry officials regarding gender and the need to invest more in promoting a full-time gender focal unit to institutionalize gender mainstreaming, including gender-sensitive research and monitoring. However, more efforts are required to address the following key challenges to mainstream gender further in Viet Nam's forest policies and practices.

- Women's land rights should not be tied to the male family member's rights because tree and land tenure issues are interconnected and it is crucial to safeguard women's rights as individuals.
- Women have limited representation in decision-making and leadership positions; there is no full-time focal unit on gender in VNFOREST.
- Inadequate gender-disaggregated statistics compounded by limited technical capacity on gender analysis and mainstreaming among forestry officials inhibits informed policy-making.

---

<sup>11</sup> Population data retrieved on June 25, 2014 from <http://data.worldbank.org/country/vietnam>

## 5. Conclusion and recommendations

Even though each of the eight countries has enabling institutional mechanisms and legal frameworks to promote gender equality in general through each country's respective national women's mechanisms, Nepal and the Philippines are relatively progressive in integrating gender perspectives in their forest policies and strategies. While Nepal and the Philippines could serve as good examples in the Asia-Pacific region, they too are facing a number of challenges. Hence, the analysis in this report suggests that having gender-integrated forest policies alone is not sufficient to reduce pervasive gender inequalities in forestry.

These policies must be supported by adequate technical expertise of key personnel responsible for gender analysis at all levels; institutional set ups should be in place to allow incremental learning, exchange of knowledge and experience – such as gender working groups or task teams within the forestry administrations or in ministries for facilitating gender-sensitive policy implementation and practice. Moreover, clear targets, gender guidelines, strategy and action plans supported by adequate budgets and effective institutional mechanisms in the forestry departments and agencies must be rolled out so that gender equality becomes a concrete milestone achievable within a set time frame.

As gender mainstreaming activities are usually implemented in cross-sectoral collaboration with various government and non-government agencies, technical line ministries and civil society groups representing women and their alliances, strategic partnerships among these stakeholders are vital to foster better understanding of men and women's rights, needs, priorities and capabilities in forestry. Such coordination will not only facilitate a participatory, inclusive and gender-sensitive policy-making process, but also strengthen the entire policy cycle ranging from evidence-based policy-making to effective implementation of policies.

Although each studied country context differs in terms of governance and institutions, including socio-cultural, economic and political factors, common challenges in promoting gender equality in forestry are: gendered norms and cultural prejudices that re-inforce forestry as a male profession, lack of evidence-based research and gender-disaggregated data, limited technical capacity and expertise even within the gender working groups and focal points, limited budget to implement gender-focused activities and women's limited representation in decision-making. The following recommendations are suggested as the way forward to overcome these shortcomings.

### 5.1 National consultation and dialogue

To a greater or lesser extent, all eight country governments have shown commitments to promoting gender equality and empowerment of women by reducing gender gaps in forest policies and practices.

Adherence to such commitments includes convening of dialogues and consultation meetings at national and subnational levels to discuss relevant issues, for example, gender gaps in existing forest policies and practices. Dialogues and meetings help to facilitate stakeholders representing different interests to participate in policy-making and to identify the strengths and weaknesses of the existing institutional and legal frameworks to promote gender equality in forestry.

Moreover, such meetings should provide learning platforms for drawing attention to gender equality in forestry by proposing solutions to the challenges and threats to effective gender mainstreaming. It is crucial to have sustained engagement of civil society organizations, government institutions and relevant women's networks and alliances to ensure development and implementation of gender-sensitive forest policies and practices.

### 5.2 Knowledge generation and capacity development

Knowledge generation on gender rights, roles and responsibilities in forestry is important to overcome the perception of forestry being a male domain and to promote women's participation in forest use and management. For example, gender disparities in forestry in Cambodia, Indonesia, Sri Lanka, Thailand and Fiji are still largely attributed to social norms that re-inforce forestry as a male profession and the notion that women cannot benefit from engaging in forestry.

Due to women's reliance on forests primarily for subsistence and their engagement in collecting NWFPs for consumption and income generation, women's rights and responsibilities in forest management and protection have often been perceived as supplementary to men's. This challenge is compounded by limited evidence-based research on women's contributions towards the sustainable use and management of forests and their rights to the forest resources.

Thus women's roles and rights as the primary users and managers of forest resources need to be recognized to enable them to enhance their livelihoods, business and market skills and to avail relevant opportunities, such as entrepreneurial training and credit access facilities.

Equally important is provision of capacity development opportunities like gender sensitization seminars and workshops for forestry officials, including decision-makers, policy formulation and development committee members and task teams to promote understanding on the heterogeneity of forest-dependent communities and inclusion of women's concerns in forest policies and programmes. Moreover, training on gender analysis and gender mainstreaming for relevant forestry officials is critical to help them understand the rationale and practice of gender mainstreaming in forestry.

### 5.3 Gender working groups and women's representation

To facilitate gender mainstreaming activities within forestry departments, it is important to establish a functional gender working group by providing terms of references with clear functions, obligations and authority. For example in Fiji, the absence of a gender working group within the Department of Forestry has created a vacuum as there is no one to raise awareness about specific legal and regulatory barriers that women encounter in the forestry sector or to promote gender mainstreaming. Clarity in terms of reference and authority would help



gender working groups to coordinate effectively with planning, budgeting and human resource units along with other councils and policy development committees.

Equally important is to strengthen the capacities of the existing gender focal points of relevant women's organizations, users' networks and alliances to systematically engage them at a substantive level in forestry-related consultations and in policy review and development processes.

Review and re-organization of existing management structures to create more gender-balanced forestry institutions is important to increase women's representation in leadership roles and participation in decision-making.

#### **5.4 Gender-sensitive monitoring and evaluation systems**

One of the crucial factors noted in all of the studied countries is the absence of gender-disaggregated data and information in the forestry sector. This gap has posed a significant challenge to policy-planning because such data and information could assist in the development of policies based on the existing heterogeneity of local communities, including gender roles, rights, concerns and capacities.

Providing data and analysis focused on women and gender issues in forestry would facilitate the development of targeted policies and frameworks to achieve gender-sensitive forest policies, strategies and programmes. Forestry information systems should include gender-disaggregated data and ensure that the data are disseminated widely among stakeholders to acknowledge and promote women's contributions in sustainable forest management. Moreover, the development of gender-sensitive monitoring and evaluation systems with gender-responsive indicators is also recommended.

#### **5.5 Gender-responsive budgets**

Adequate financial resources are vital for developing and implementing gender-sensitive forest policies and programmes. It is recommended that budgets for gender-related activities, including gender mainstreaming, should not be lumped with other budget lines within the development sector, as this would create confusion resulting in siphoning of resources for activities not related to gender.

Funds to address gender issues and opportunities need to be set aside from the very beginning of the design of gender plans and programmes with a separate budget allocation.

# References

- Acharya, M. 2010. Diversity and unity in women's movement in Nepal. Paper presented at the IAFFE Annual Meeting 2010, July 22-24, Buenos Aires.
- Agarwal, B. 1994. A field of one's own: gender and land rights in South Asia. Cambridge South Asian Studies, Book 58. UK, Cambridge University Press.
- Agarwal, B. 2010a. Gender and green governance: the political economy of women's presence within and beyond community forestry. UK, Oxford University Press.
- Agarwal, B. 2010b. Does women's proportional strength affect their participation? governing local forests in South Asia. *World Development*, 38 (1): 98-112.
- Alizai, A. & Apipoonon, C. 2013. Assessing the integration of gender perspectives into Thai national forest policy. Bangkok, Thailand. Unpublished.
- Athukorala, K. 2013. Assessing integration of gender perspectives into Sri Lankan national forest policy. Sri Lanka. Unpublished.
- Beta-a, A. W. 2013. Assessing integration of gender perspectives into the Philippine national policy. Manila, Philippines. Unpublished.
- Buchy, M. & Rai, B. 2008. Do women-only approaches to natural resource management help women? The case of community forestry in Nepal. In B.P. Resurreccion & R. Elmhirst, eds. *Gender and natural resource management: livelihoods, mobility and interventions*, pp. 320. London, Earthscan.
- Buchy, M. & Subba, S. 2003. Why is community forestry a social and gender-blind technology. *Gender, Technology and Development*, 7: 313-332.
- Chapagain, A. 2013. Interview with A. Chapagain—chairperson, FECOFUN. In M. Buchy, ed. *Securing women's tenure and leadership for forest management: a summary of the Asian experience*. Washington, DC, Rights and Resources Initiative.
- Colfer, C.J.P. 2005. The equitable forest: diversity, community and resource management. USA, Resources for the Future.
- Contreras, A. 1998. Towards a gender-sensitive community-based forest management programme. Manila, National Commission on the Role of Filipino Women, United Nations Population Fund.
- Coleman, E. & Mwangi, E. 2013. Women's participation in forest management: a cross country analysis. *Global Environmental Change*, 23(1): 193-205.
- Daley, E. & Park, C.M. 2011. Governing land for women and men. gender and voluntary guidelines on responsible governance of tenure of land and other natural resources. Rome, FAO.
- Elmhirst, R. & Resurreccion, B.P. 2008. Gender, environment and natural resource management: new dimensions, new debates. In B.P. Resurreccion & R. Elmhirst, eds. *Gender and natural resource management: livelihoods, mobility and interventions*, pp. 320. London, Earthscan.
- Food and Agriculture Organization of the United Nations (FAO). 2008. Country paper on forestry outlook 2020. Phnom Penh, Forestry Administration.
- FAO. 2010. Developing effective forest policy: a guide. FAO Forestry Paper 161. Rome, FAO.
- FAO. 2011. The state of food and agriculture 2010-11: women in agriculture – closing the gap for development. Rome, FAO.
- FAO. 2013. FAO policy on gender equality attaining food security goals in agriculture and rural development. Rome, FAO.
- Howard, P.L., ed. 2003. Women and plants: gender relations in biodiversity management and conservation. UK, Zed Books.
- Jhaveri, N.J. 2013. Nepal: gender mainstreaming in the forest sector. Nepal. Unpublished.
- Kabeer, N. & Subrahmanian, R. 1996. Institutions, relations and outcomes: framework and tools for gender –awareness planning. London, Institute of Development Studies.
- Kanel, K. 2008. So far so good: next steps in community forestry. In R. Ghate, N. Jodha & P. Mukhopadhyay, eds. *Promise, trust, and evolution: managing the commons of South Asia*, pp. 370-390. Delhi, Oxford University Press.
- Kusumanto, T. 2013. Towards forests in Indonesia for the benefit of men and women: capacity development needs assessment for gender mainstreaming into forest policies. Indonesia. Unpublished.
- Mer, S.R. 2013. Assessing integration of gender perspectives into the Cambodian National Forest Policy. Cambodia. Unpublished.
- Ministry of Agriculture and Rural Development (MARD). 2011. MARD action plan on gender equality in agriculture and rural development for the period 2011-2015. Viet Nam, MARD.
- Ministry of Agriculture and Forestry (MoAF). 1995. National Forestry Policy and executive summary. Sri Lanka, National Forestry Master Plan, Forestry Planning Unit, MoAF.

- Ministry of Forestry (MoF). 2009. Pusat Pendidikan dan Pelatihan Kehutanan, Programme Diklat Kehutanan Ministry of Agriculture Forestry and Fisheries. Indonesia, MoF.
- Ministry of Fisheries and Forests (MoFF). 2013. Annual corporate plan. Suva, Fiji, MoFF.
- Ministry of Forests and Soil Conservation (MoFSC). 2007. Forest Sector Gender and Social Inclusion Strategy. Kathmandu, Nepal, MoFSC.
- Nansereko, S.C. 2011. Is gender relevant in enhancing economic competitiveness of forest industries? Exploring the wood-furniture value networks in Jepara, Central Java – Indonesia. Department of Forest and Landscape Planning, Copenhagen University and Center for International Forestry Research.
- PACT. 2009. Women's political leadership in climate change. Phnom Penh, PACT.
- RECOFTC. 2013. Community forestry in Thailand. Bangkok, RECOFTC – the Center for People and Forests. Available at [www.recoftc.org/site/Community-Forestry-in-Thailand](http://www.recoftc.org/site/Community-Forestry-in-Thailand)
- Royal Forest Department (RFD). 2010. Statistics data forestry. Bangkok, Planning and Information Technology Bureau, RFD.
- Royal Government of Cambodia (RGC). 2013. Rectangular Strategy for Growth, Employment, Equity and Efficiency Phase III. RGC. Available at <http://www.akp.gov.kh/?p=37179>.
- Rocheleau, D., Thomas-Slayter, B. & Wangari, E., eds. 1996. Feminist political ecology: global issues and local experience. New York, Routledge.
- Rocheleau, D. & Edmunds, D. 1997. Women, men and trees: gender, power and property in forest and agrarian landscapes. *World Development*, 25(8).
- Shanley, S. & Gaia, G.R. 2001. Equitable ecology: collaborative learning for local benefit in Amazonia. *Agriculture Systems*, 73.
- Siscwati, M. & Mahaningtyas, A. 2012. Gender justice: forest tenure and forest governance in Indonesia. Rights and Resources Institute Brief No. 3 of 4. Washington, DC.
- Secretariat of the House of Representatives (SOHR). 2007. The Constitution of the Kingdom of Thailand. Bangkok, SOHR. Available at [www.senate.go.th/th\\_senate/English/constitution2007.pdf](http://www.senate.go.th/th_senate/English/constitution2007.pdf).
- Sun, Y., Mwangi, E. & Meinzen-Dick, R. 2011. Is gender an important factor influencing user group's property rights and forestry governance? Empirical analysis from East Africa and Latin America. *International Forestry Review*, 13(2): 205-219.
- Thoa, P.M. 2013. Gender mainstreaming into national forest policies – current situation and recommendations. Hanoi, Viet Nam. Unpublished.
- United Nations (UN). 1979. Convention on the Elimination of All Forms of Discrimination Against Women. Available at <http://www.un.org/womenwatch/daw/cedaw/text/econvention.htm>
- UN. 2010. Beijing Declaration and Platform of Action: fifteen years later. Available at [http://www.un.org/womenwatch/daw/beijing15/media/Beijing15\\_Backgrounder\\_FINAL.pdf](http://www.un.org/womenwatch/daw/beijing15/media/Beijing15_Backgrounder_FINAL.pdf)
- UN. 2000. Millennium Development Goals. Available at <http://www.un.org/millenniumgoals/bkgd.shtml>
- UN. 2008. United Nations Declaration on the Rights of Indigenous Peoples. Available at [http://www.un.org/esa/socdev/unpfii/documents/DRIPS\\_en.pdf](http://www.un.org/esa/socdev/unpfii/documents/DRIPS_en.pdf)
- United Nations Framework Convention on Climate Change (UNFCCC). 2011. Report of the Conference of the Parties on the Sixteenth Session. Available at <http://unfccc.int/resource/docs/2010/cop16/eng/07a01.pdf#page=2>
- UN-REDD. 2011. The business case for mainstreaming gender in REDD+. Available at [http://www.undp.org/content/dam/undp/library/gender/Gender%20and%20Environment/Low\\_Res\\_Bus\\_Case\\_Mainstreaming%20Gender\\_REDD+.pdf](http://www.undp.org/content/dam/undp/library/gender/Gender%20and%20Environment/Low_Res_Bus_Case_Mainstreaming%20Gender_REDD+.pdf)
- UN-REDD. 2013. UN-REDD Vietnam programme gender analysis. Viet Nam, UN-REDD.
- UN-REDD. 2011. The business case for mainstreaming gender in REDD+. Geneva, UN-REDD.
- Vuki, V.K. 2013. Gender in national forest policies and forest management – A Fiji case study of current status and recommendations. Suva. Unpublished.

# Annex 1: Interview questionnaires

## 1. Legal and policy framework

- 1.1 What international and national legal frameworks are in place to support the gender mainstreaming process towards achieving gender equality and women's empowerment in the forest sector?
- 1.2 How consultative is the forestry planning and policy development process? Who are consulted and how?
- 1.3 How gender sensitive is forest policies and laws and to what extent have they been implemented?
- 1.4 What are the key challenges and opportunities faced while implementing policies and enforcing laws?
- 1.5 What factors have caused these challenges and what has the response of key stakeholders towards eliminating the challenges been like?
- 1.6 What legal and policy support systems have to be further strengthened to facilitate the mainstreaming of gender into forest policies?

## 2. Institutional set up and mechanisms

- 2.1 What structures and mechanisms are in place that enables the gender sensitive participatory forestry planning and monitoring process?
- 2.2 Is there a separate coordination unit within the forest department and the line ministry responsible for liaising among existing planning and policy development committees, task teams and other relevant divisions to promote and support gender mainstreaming in forest policies and programmes? If yes, what are the key mandates of such a unit?
- 2.3 Are there gender focal points and/or gender working units within the ministry and the forest department? If yes, do they have any specific terms of reference and work plans?
- 2.4 Does the current structure have a mechanism to solicit feedback and comments from gender and social experts, civil society organizations and development partners on strengthening gender mainstreaming process in the forest sector?
- 2.5 Do officials in the forest department and the line ministry have adequate capacity to explore and analyse the impact of policy on both genders?
- 2.6 Are women allocated specific slots at the boards of key national forestry institutions? If yes, what are the current board compositions like?

## 3. Human and financial resources

- 3.1 What capacity development needs of officials and decision makers should be met to improve their knowledge and skills on gender-responsive financial and human resource management in the forest department and the line ministry?
- 3.2 Are there provisions for gender responsive budgeting system? Is allocated budget adequate enough to undertake gender related activities?
- 3.3 What kinds of capacity development materials (training manual, curricula, workshop reports, concept papers, etc) are in place? Are these materials gender sensitive? How have they been used?
- 3.4 What specific capacity areas are to be enhanced to improve the knowledge and skills of officials, including decision makers at the forest department and the line ministry?

## 4. Research, information and statistics

- 4.1 Is there adequate availability of information and gender-disaggregated data for forestry related planning and policy formulation?
- 4.2 If not, what institutional and individual capacity needs are felt to develop a gender-disaggregated database and a sensitive monitoring and evaluation system?
- 4.3 Do forestry research institutions adequately incorporate gender issues in their research agendas?
- 4.4 Are the gender-related publications, books, reference materials and other secondary data sources easily available and accessible? If not, what are the key reasons behind?
- 4.5 Have there been efforts towards obtaining information from forest users' federations and groups and women's alliances and experts to assess the differential impact of forest policies on men and women?

# Annex 2: List of stakeholders interviewed

| Cambodia              |        |   |
|-----------------------|--------|---|
| Name                  | Gender | Position/organization   |
| Ly Sophorn            | F      | Deputy Department Director, Department of Administration, Planning and Accountant Administration, MoE |
| Klouk Vichet Ratha    | F      | Vice Chief Office of Education and Outreach Climate Change, MoE                                       |
| Ourn Heng             | F      | Deputy Director, Administration Department and Gender Unit, MAFF                                      |
| Long Ratanakoma       | M      | Deputy Director, Department of Forest and Community Forestry, FA                                      |
| Vong Sopanha          | F      | Gender Focal Person, FA   |
| U Sirita              | F      | Deputy Director, FA   |
| Nang Phirun           | M      | Research Associate, CDRI  |
| Prum Tula             | M      | Freelance Consultant  |
| Tous Sophorn          | F      | Freelance Consultant, Gender and Social Economic Development  |
| Sok Piseth            | M      | Gender and Climate Change Secretariat, MOWA   |
| Kao Vutha             | M      | Provincial Community Forest Partnership Coordinator, RECOFTC  |
| Oum Sony              | M      | National Project Manager, FFI   |
| Julien Brewster       | M      | Forest Carbon Programme Advisor, PACT   |
| Net Channa            | F      | Junior GIS Officer, PACT  |
| Mench Navy            | F      | Capacity Development Advisor, CORD  |
| Chea Pisey            | F      | Research Officer, Oxfam   |
| Mathieu Van Rijin     | M      | Forestry Officer, FAO   |
| Roberta Gentile       | F      | Programme Officer, FAO  |
| Etienne Careme        | M      | Programme Coordinator, FAO  |
| Soy Seung             | F      | FAO   |
| Keo Vanna             | F      | Committee Leader, Community Forest Phnom Srouch   |
| Ny Nem                | M      | Committee Leader, Community Forest Trapeang Rong  |
| Fiji                  |        |   |
| Name                  | Gender | Position/organization   |
| Samuel Lagataki       | M      | Conservator of Forest, Department of Forest, Ministry of Forest                                       |
| Sanjana Lal           | F      | Deputy Conservator of Forest, Ministry of Fisheries and Forest  |
| Binesh Dayal          | M      | Department of Forest, Coloisuva, Ministry of Fisheries and Forest                                     |
| Akosita Lewai         | F      | Department of Forest, Coloisuva, Ministry of Fisheries and Forest                                     |
| Atelaite Rokosuka     | F      | Planning Officer, Department of Forest, Ministry of Fisheries and Forest                              |
| Wakanisi Waga         | F      | Administrator, Department of Forest, Ministry of Fisheries and Forest                                 |
| Lusiana Tuvou         | F      | Laboratory Technician, Department of Forest, Ministry of Fisheries and Forest                         |
| Maika Tabukovu        | M      | Head of Forestry, Fiji National University, Koronivia   |
| Nacanieli Waka        | M      | Director of Land Use Section, Department of Agriculture   |
| Salomoni Nagaunavou   |        | Senior Agriculture Officer, Land Use Section, Department of Agriculture                               |
| Ovini Ralulu          | M      | National Planning Office, Ministry of Planning, Suva  |
| Anare Lewenigila      | M      | National Planning Office, Ministry of Planning, Suva  |
| Arieta Moceica        | F      | Director of Women, Ministry of Women, Social Welfare and Poverty Alleviation                          |
| Marika Tuiwawa        | M      | Institute of Applied Sciences, University of the South Pacific, Suva                                  |
| Nunia Thomas          | F      | Nature Fiji, 14 Hamilton Beattie, Suva  |
| Milika Nagasima Sobey | F      | Project Manager (Natural Resources) IUCN, Suva  |
| Timoci Naivalulevu    | M      | Project Officer, Live and Learn, Suva   |
| Loraini Sivo          | F      | Conservation International, Suva  |
| Aliti Vunisea         | F      | Secretariat of the Pacific Community, North Pacific Office, Pohnpei, FSM                              |
| Sairusi Bulai         | M      | Acting Director, Land Resources Division, Secretariat of the Pacific Community, Nabua, Suva           |
| Maria Elder           | F      | Secretariat of the Pacific Community, Nabua, Suva   |

|                      |   |   |
|----------------------|---|---|
| Esiteri Kamikamica   | F | Consultant and Veteran Women Advocate, Lami                                     |
| Losavati Naivalulevu | F | Research Assistant, Consultant and Mahogany Forest Owner, Natobunioqio, Tailevu |
| Susana Evening       | F | President, Catholic Women's League, Lami  |
| Sakiusa Vakacautadra | M | Community Leader, Saivou, Ra, Viti Levu   |
| Eremasi Rasavuka     | M | Community Leader, Malake Village, Cakaudrove, Vanualevu                         |

## Indonesia

| Name                 | Gender | Position/organization   |
|----------------------|--------|---|
| Melani Sunito        | F      | Lecturer, Department of Sociology, Bogor Agriculture University   |
| Titik Sumarti        |        | Director, Center for Gender and Child Studies, Bogor Agriculture University   |
| Carol Colfer         | F      | Associate Scientist, Center for International Forestry Research   |
| Linda Yuliani        | F      | Researcher, Center for International Forestry Research  |
| Moiria Moeliono      | F      | Policy Scientist, Center for International Forestry Research  |
| Irma                 | F      | Community Organizer, Women's Learning Group, Ciwaluh Village, Cibombong Sub-District  |
| Machmud              | F      | Community Organizer, Women's Learning Group, Ciwaluh Village, Cibombong Sub-District  |
| Samsyah              | F      | Community Organizer, Women's Learning Group, Ciwaluh Village, Cibombong Sub-District  |
| Sati                 | F      | Community Organizer, Women's Learning Group, Ciwaluh Village, Cibombong Sub-District  |
| Yang                 | F      | Community Organizer, Women's Learning Group, Ciwaluh Village, Cibombong Sub-District  |
| Yani Septiani        |        | Project Coordinator, Collaborative Project, Ministry of Forestry and ITTO   |
| Gatot Moeryanto      |        | Senior Advisor, Forest Administration Reform, GIZ   |
| Mohammad Rayan       | M      | Senior Advisor, Communication, Knowledge and Management, M&E, GIZ   |
| Nadja Jacobowski     | F      | International Gender Mainstreaming Advisor, Strengthening Women's Rights (SWR), GIZ   |
| Irfan Bachtiar       | M      | Deputy Director, DFID Multi Stakeholder Forestry Programme II   |
| Francisca Indarsani  | F      | Senior Development Officer, Sustainable Economic Growth Development Cooperation, Embassy of Canada  |
| Rogier Klaver        | M      | Natural Resources Officer, FAO Indonesia  |
| Andi Loekito         |        | Secretary, Forestry Agency, Central Kalimantan Provincial Government  |
| Ella Lovianti        | F      | Head, TPT/HTI and Land Rehabilitation Division, Forestry Agency, Jambi Provincial Government  |
| Yuliarti Rahardjo    |        | Gender Specialist   |
| Lusiani Julia        |        | Programme Officer/Gender Specialist, ILO  |
| Yesua YDK Pellokila  |        | National Project Officer for Reporting and Knowledge Management, Green Livelihood Access for Central Kalimantan's Inclusive Environmental Response to Climate Change (GLACIER) project, ILO |
| Oris                 |        | Community Organizer, Kelompok Perempuan Mandiri NGO   |
| Ali Djajono          |        | Head, Sub-Directorate Planology, Ministry of Forestry   |
| Asep Sugiharta       |        | Head, Sub-Directorate of Environmental Services for Conservation Areas and Protected Forests, DG of Forest Protection and Nature Conservation, Ministry of Forestry                         |
| Basoeki Karyaatmadja |        | Secretary, Directorate General of Forestry Planning, Ministry of Forestry   |
| Billy Hindra         |        | Head, Bureau of Staffing, Secretariat General, Ministry of Forestry   |
| Endang               |        | Head, Planning Department, Forest Policy Climate Change Center, Forestry Research Development Agency, Ministry of Forestry  |
| Ernawati Ekomartono  |        | Head, Sub-Division Data and Information, Ministry of Forestry   |
| Gede Dharma          |        | PHKA staff and PhD student, ISS, Netherlands, Ministry of Forestry  |
| Hadi Daryanto        |        | Secretary General, Ministry of Forestry   |
| Helmi Basalamah      |        | Head, Bureau of Planning, Secretariat General, Ministry of Forestry   |
| Hendro               |        | PHKS staff and PhD student, ISS, Netherlands, Ministry of Forestry  |
| Iman Santoso         |        | Head, Forestry Research and Development Agency, Ministry of Forestry  |
| Is Mugiono           |        | Director, Directorate of Forest Management and Forest Area Utilization Arrangement, Ministry of Forestry  |
| Iwan Setiawan        |        | Head, Sub-Division Training Evaluation and Reporting, Center for Forestry Education Training, Ministry of Forestry  |
| Murdiyono            |        | Secretary, Directorate General Bina Pengelolaan DAS and Perhutanan Sosial, Ministry of Forestry   |



|                         |   |  |
|-------------------------|---|--|
| Niken Sakuntaladewi     |   | Researcher, Forest Policy and Climate Change Center, Forestry Research and Development Agency, Ministry of Forestry        |
| Sri Rejeki Hartati      |   | Head, Planning Department of Non-Governmental Human Resources Development, Ministry of Forestry                            |
| Sakti Hadengganan       |   | Secretary, Directorate General of Forest Utilization, Ministry of Forestry   |
| Siti Djunaidah          |   | Head Education and Training Development Division, Ministry of Forestry   |
| Tachrir Fathoni         |   | Director General, Forestry Extension and Human Resource Development Agency, Ministry of Forestry                           |
| Taufic                  |   | Staff, Sub-Directorate General of Forest Management Unit and Forest Area Utilization Arrangement, Ministry of Forestry     |
| Teguh Priyo Hadi        |   | Head, Data and Information Division, Ministry of Forestry  |
| Wikan Hartati           |   | Head, Perencanaan and Pengembangan SDM, Ministry of Forestry   |
| Niken Kiswandari        |   | Assistant Deputy, Gender Mainstreaming Department, Economic Division, Ministry of Women's Empowerment and Child Protection |
| Sulikanti Agusni        |   | First Deputy, Gender Mainstreaming Economic Division, Ministry of Women's Empowerment and Child Protection                 |
| Fithriyah Abubakar      |   | Head, Sub-Directorate of Women Empowerment, National Development Planning Agency (BAPPENAS)                                |
| Esti                    |   | Training Assessor, Perum Perhutani State Company   |
| Asep                    |   | Company Assistant, Perum Perhutani State Company, Bogor Forest Management Unit   |
| Dahlan                  |   | Perum Perhutani State Company, Bogor Forest Management Unit  |
| Endang                  |   | Perum Perhutani State Company, Bogor Forest Management Unit  |
| Juju                    |   | Facilitator Collaborative Programme, Perum Perhutani State Company, Bogor Forest Management Unit                           |
| Y Arihadi               |   | Country Programme Coordinator, RECOFTC Indonesia   |
| Nana                    |   | Manager, Knowledge Management, RMI   |
| Nani Septiani           |   | Senior Associate, RMI  |
| Mia Siscawati           | F | Researcher, Sayogyo Insititute   |
| Dini Anitasari Sabaniah |   | Associate, Semarak Cerlang Nusa Consultancy, Research and Education Transformation NGO                                     |
| Tri Nugroho             |   | Terrestrial Programme Director, The Nature Conservancy   |

## Nepal

| Name               | Gender | Position/organization   |
|--------------------|--------|---|
| Madhu Devi Ghimire | F      | Under-secretary (Tech)/Gender Focal Point Person, MoFSC   |
| Bharat Pokharel    | M      | Deputy Country Director, Helvetas-Swiss Inter-cooperation   |
| Apsara Chapagain   | F      | Chairperson, FECOFUN  |
| Keshav Raj Kanel   | M      | Team Leader, Forestry Sector Strategy Formulation Team/Chairman, Resource Identification and Management Society-Nepal |
| Bimala Rai Paudyal | F      | Senior Programme Officer, SDC   |
| Manohara Khadka    | F      | Women Leading Change Natural Resources, ICIMOD  |
| Radhika Regmis     | F      | Gender Expert, Nepal  |
| Adbhadesh Singh    | M      | Associate Professor, Institute of Forestry, Pokhara   |
| Sushila Nepali     | M      | Chief Executive Officer, Bird Conservation Nepal  |
| Bala Ram Adhikari  | F      | Programme Coordinator, Leasehold Forestry and Livestock Programme, MoFSC  |
| Judy Oglethorpe    | F      | Chief of Party, Hariyo Ban Programme, WWF Nepal   |
| Shikha Shrestha    | F      | Gender and Social Inclusion Coordinator, Hariyo Ban Programme, WWF Nepal  |
| Rama Ale Magar     | F      | Chairperson, Himalayan Grassroots Women's Natural Resource Management Association                                     |
| Kanti Risal        | F      | Outcome Manager, Gender, Poverty and Social Equity, Multi Stakeholder Forestry Programme                              |
| Chhaya Jha         | F      | Independent consultant with a focus on gender, HURDEC   |
| Kanchan Lama       | F      | Independent consultant on gender and forestry/agriculture in Nepal  |
| Naya Sharma Paudel | M      |   |

## Philippines

| Name                     | Gender | Position/organization  |
|--------------------------|--------|--|
| Meliason Bayawa          | M      | Member, Bakun Indigenous Tribes Organization (BITO)  |
| Joseph Pomel             | M      | President, STANLEY Community-based Forest Management Association (CBFMA)                             |
| Erik Santos              | M      | Programme staff, Legal Assistance for Indigenous Filipinos (PANLIPI)                                 |
| Miks Padilla             | F      | Executive Director, AnthroWatch  |
| Marlea Munez             | F      | President, Women's Initiative for Society, Culture and the Environment                               |
| Leny Reyes               | F      | Staff, Knowledge Exchange Center, National Economic Development Association                          |
| Edita Dumo               | F      | Staff, Communication Development and Research Division, Department of Social Welfare and Development |
| Dave Semilla             | M      | Local Government Officer, Department of Interior and Local Government-Local Government Academy       |
| Mayumi Natividad-Quintos | F      | Assistant Director, DENR-FMB   |
| Mark DV de Claro         | M      | Staff, Legal Office, DENR-FMB  |
| Emma Castillo            | F      | Senior Forest Management Specialist, DENR-FMB  |
| Genesis Francisco        | M      | Chief, Forest Policy Section, DENR-FMB   |
| Nicanor Iscala Jr        | M      | Chief, Project Support Section, DENR-FMB, Community-based Forest Management Division                 |
| Emma Agot                | F      | Staff, CBFM Division, DENR-FMB   |

## Sri Lanka

| Name                   | Gender | Position/organization   |
|------------------------|--------|---|
| Hemanthi Ranasinghe    |        | Senior Lecturer, University of Sri Jayawardenepura  |
| Mangala De Zoysa       |        | Dean, Faculty of Agriculture Science, University of Ruhuna  |
| Anoja Wickramasinghe   |        | Emeritus Professor/Consultant, University of Peradeniya   |
| Champa Navaratne       |        | Professor, Department of Agriculture Science, University of Ruhuna  |
| Swarna Sumanaskera     | F      | Former Secretary, Ministry of Women's Affairs and Chair, National Council of Women  |
| Anura Sathurusinghe    | M      | Conservator General, Department of Forestry   |
| Ravi Peris             | M      | Freelance consultant  |
| M Aheeyar              |        | Senior Researcher, Hector Kobbekaduwa Agricultural Research and Training Institute  |
| Chandana Seneviratna   | M      | Project Coordinator, Participatory Coastal Zone Restoration and Sustainable Management project, Coast Conservation Department |
| Sunil Shantasiri       | M      | Senior Sociologist, National Water Supply and Drainage Board  |
| Sathima Aluvihare      | F      | Additional Forest Conservator, Division of Social Forestry, Department of Forestry  |
| Herath Bandarathilleke | M      | Former Conservator General, Department of Forestry  |
| Nishanta Edirisinghe   | M      | Additional Forest Conservator, Department of Forestry   |
| Laxmi Wickramasinghe   | F      | Assistant Forest Conservator, Department of Forestry  |
| Amara Liyanarachchi    | F      | Head Planning and Monitoring, Department of Forestry  |
| DSP Kuruppuarachchi    |        | Deputy Resident Representative, FAO Office  |
| Nalin Munasinghe       | M      | Programme Associate and Project Officer, UN REDD, FAO Office  |
| Ananda Mallawarachchi  |        | Deputy Resident, UNDP Office  |
| Dunstan Fernando       | M      | Senior Project Officer, AUSAID  |
| B Singhakumara         |        | Professor, University of Sri Jayawardenepura  |
| Kamini Vitarana        | F      | Chair, Rukrekaganno (Save the Trees Movement)   |

## Thailand

| Name               | Gender | Position/organization   |
|--------------------|--------|---|
| Panumart Lardpara  | F      | Forest Environment Division, Department of National Parks, Wildlife and Plant Conservation, MoNRE |
| Nuntana Booyananta | F      | Director of Organization and Particular Project Division, Thai Royal Forest Department, MoNRE     |

|                      |   |   |
|----------------------|---|---|
| Preecha Ongprasert   | M | Director of Training Division, Thai Royal Forest Department, MoNRE                        |
| Pralong Dumrongthai  | M | Director of Community Forest Management Bureau, Thai Royal Forest Department, MoNRE       |
| Somporn Kamchompu    | F | Public Participation and Promotion Division, Thai Royal Forest Department, MoNRE          |
| Prarichat Ritidech   | F | Community Forestry Promotion and Management Division, Thai Royal Forest Department, MoNRE |
| Pornsom Paopramot    | F | Senior Expert on Family Gender, Office of Women's Affairs and Family Development          |
| Aucharachavi         | F | Senior Expert on Family Gender, Office of Women's Affairs and Family Development          |
| Hasunnaha            |   |   |
| Parichat Rittidech   | F | Planning and Budgeting Division, Thai Royal Forest Department                             |
| Suntaree Hatthee     | F | NGO Coordination Committee on Development   |
| Saengging            |   |   |
| Tippawan Mokepa      | F | Project Staff, AidsNet  |
| Boonthida Ketsomboon | F | Senior Project Staff, Raks Thai Foundation  |
| Prakaieo Ratananaka  | F | Director, National Council of Women Thailand  |
| Monton Jamroenpruksa | M | Assistant Professor, Department of Forestry, Kasetsart University                         |

## Viet Nam

| Name                 | Gender | Position/organization  |
|----------------------|--------|--|
| Vo Dai Hai           | M      | Deputy Director General VNFOREST   |
| Ha Thi Tuyet Nga     | F      |  |
| Nguyen Thi Lai       |        | Department of Planning and Finance, VNFOREST                                       |
| Tran Thi Hai Yen     | F      | Deputy Director, VNFOREST  |
| Tran Thi Hang        | F      | Member, Trade Union, Inspectorate Board of VNFOREST                                |
| Le Van Bach          | M      | Director, Policy Board on Forest Management Units, VNFOREST                        |
| Quach Dai Ninh       | M      | Deputy Director, Forest Development Department, VNFOREST                           |
| Tran Hieu Minh       | M      | Officer, Department of Science, Technology and International Cooperation, VNFOREST |
| Bui Nguyen Phu       | M      | Officer, Viet Nam Forest Protection and Development Fund                           |
| Pham Quoc Vuong      | M      | Programme Officer, UNCCD National Office   |
| Pham Van Ruc         | M      | Officer, Policy Board on Forest Management Units, VNFOREST                         |
| Bui Thi An           | F      | Member, National Assembly  |
| Tran Hong Van        | F      | Student, Viet Nam Forestry University  |
| Nguyen Van Chat      | M      | PhD student, Viet Nam Forestry University  |
| Phung Van Khoa       | M      | Director, Environment Management Faculty, Viet Nam Forestry University             |
| Pham Van Chuong      | M      | Deputy Rector, Viet Nam Forestry University  |
| Vuong Van Quynh      | M      | Director, Institute of Forest Ecology and Environment                              |
| Hoang Van Hien       | M      | Director, Research and Technology Transfer, Institute for Rural Mountainous Areas  |
| Vu Tan Phuong        | M      | Researcher, Vietnamese Academy of Forest Sciences                                  |
| Nong Thi Mong        | F      | Lecturer, Ho Chi Minh Academy on Politics and Public Administration                |
| Hoang Thu Hien       | F      | Staff, Research and Technology Transfer, Institute for Rural Mountainous Areas     |
| Nguyen Thi Xuan      | F      | Researcher, Vietnamese Academy of Forest Sciences                                  |
| Nguyen Viet Khoa     | M      | Staff, Quang Binh Farmer Association   |
| Nguyen Thi Hieng     | F      | Staff, Phong Nha Forest Protection Board   |
| Do Van Nhuan         | M      | Vice-chairman, Vietnam Forestry Association  |
| Nguyen Troung Thanh  | M      | Member, Vietnam Forestry Association   |
| Tran Viet My         | M      | Chairman, Ho Chi Minh City – SubVIFA   |
| Vu Thi Hien          | F      | Director, Center for Rural Development and Agriculture (CERDA)                     |
| Dam Thi My           | F      | General Director, Newsletter on Forests and Environment                            |
| Mua A Ho             | F      | Programme Officer, Vo Nhai REDD+ Project   |
| Nguyen Thi Tuyet     | F      | Chairperson, Vo Nhai Women Union, Thai Nguyen                                      |
| Ho Thi Thanh Huyen   | F      | Planning staff, Vietnam Forestry Corporation                                       |
| Akiko Inoguchi       |        | Programme Officer, FAO Hanoi   |
| Tore Langhelle       |        | Programme Officer, UNDP Hanoi  |
| Monthatip Sommeechai | F      | Department of Forestry, Kasetsart University                                       |

|   |   |   |
|---|---|---|
| Cappia Taqueban<br>Sih Yuniati<br>Ro'im<br>Dwi Suciana<br>Agung Saputra<br>Gamma Galudra<br>Martua Sirait | F | Director, International Center for Development Communication, Kasetsart University<br>Training Specialist, Indonesia Forestry Support Project, USAID<br>Head, Forest Village Community Council, Jonggol<br>Gender Focal Point, Forest Tenure Working Group<br>Researcher, World Agroforestry Centre<br>Researcher, World Agroforestry Centre<br>Researcher, World Agroforestry Centre |
|---|---|---|





## Food and Agriculture Organization of the United Nations

The Food and Agriculture Organization of the United Nations (FAO) leads international efforts to defeat hunger by helping countries improve agriculture, forestry and fisheries practices and ensuring good nutrition for all. FAO is also a leading source of knowledge and information on agriculture, forestry and fisheries, and acts as a neutral forum where all nations meet as equals to negotiate agreements and debate policy. FAO's mission in forestry is to enhance human well-being through support to member countries in the sustainable management of the world's trees and forests.

FAO Regional Office for Asia and the Pacific  
39 Phra Atit Road  
Bangkok 10200, Thailand  
Tel +66 (0)2 697 4000  
Fax +66 (0)2 697 4445  
FAO-RAP@fao.org  
www.fao.org



RECOFTC's mission is to enhance capacities for stronger rights, improved governance and fairer benefits for local people in sustainable forested landscapes in the Asia and the Pacific region.

RECOFTC holds a unique and important place in the world of forestry. It is the only international not-for-profit organization that specializes in capacity development for community forestry. RECOFTC engages in strategic networks and effective partnerships with governments, nongovernmental organizations, civil society, the private sector, local people and research and educational institutes throughout the Asia-Pacific region and beyond. With over 25 years of international experience and a dynamic approach to capacity development – involving research and analysis, demonstration sites and training products – RECOFTC delivers innovative solutions *for people and forests*.

RECOFTC – The Center for People and Forests  
P.O. Box 1111  
Kasetsart Post Office  
Bangkok 10903, Thailand  
Tel +66 (0)2 940 5700  
Fax +66 (0)2 561 4880  
info@recoftc.org  
www.recoftc.org



Printed on recycled paper