UN DP — Empowered lives. Resilient nations.	**Back to Office Report** **Submitted by** Elizabeth Eggerts & Celina Yong, UN-REDD **Title** Global Gender and REDD+ Specialist & Regional Stakeholder Engagement Specialist **Date submitted** 27 November 2014

1. Practice area: BPPS	
2. Mission period (incl. of travel days) From: 9 to: 12 November	
3. Type of mission: Technical backstopping	4. Clients UNDP CO – Napoleon Navarro (DCD), Moeko Saito-Jensen (Programme Analyst) PMU – HE Chea Sam Ang (NPD), Anupam Bhatia (CTA), Sovanna Nhem (Manager)
5. Purpose of mission To conduct a 1.5 day training for the Gender Group on the intersection between gender and REDD+ in preparation to incorporate gender sensitive elements into the draft National REDD+ Strategy and subsequent implementation guidelines	6. Documents, materials, resources Training report (Annex 1)
7. Mission members Elizabeth Eggerts and Celina Yong	8. Costs UNDP/UN-REDD global budget

9. Brief summary of the mission

9.a Background

In August 2014, the REDD+ Taskforce in Cambodia established a small and time-bound Gender Group with two functions: 1) to build awareness about gender and women's empowerment concepts and issues among members of the REDD+ Taskforce, Consultation Group and Technical Teams; and 2) to advise on gender in components of the National REDD+ Strategy (NRS) and subsequent implementation guidelines as they are prepared. In total, there are 4 members of the Cambodia REDD+ Gender Group, who come from the following four related institutions: Forestry Administration (FA) (Ministry of Agriculture, Forestry and Fisheries); Fisheries Administration (Ministry of Agriculture, Forestry and Fisheries); Ministry of Environment (MoE); and Ministry of Women's Affairs (MoWA).

9.b Main Findings

- Internal Training for Gender Group, 11 – 12 November
  - The 2 Gender Group members from FA and MoWA were more confident in their abilities to integrate gender considerations into the draft NRS. They also recommended to share the training report with the NRS drafting committee. However, their preference was to raise the capacity of the NRS drafting committee and 4 Technical Teams to include gender components directly in the draft NRS. While that would have been an ideal situation, the Secretariat reminded the Gender Group of their ToR, which had been agreed, without any amendments, during its first meeting on 12 September.
  - The remaining 2 members from Fisheries Administration and MoE were absent, and attributed this to inadequate DSA rate. The Secretariat informed members that development partners are expected to review the new instruction on DSA rate issued by the Royal Government of Cambodia, and reach a decision early 2015.
  - On a broader issue, one of the proposals to strengthen gender in REDD+ was to consider including MoWA as a member of the REDD+ Task Force. This will ensure that gender is fully institutionalised in the national REDD+ management arrangements.

- The next steps and action items identified during the gender training include:

  1. Finalize Gender Group key messages
     a. Responsible Party: Gender Group members
     b. To be completed: December 2014
  2. Review and revise Gender Group Work Plan as necessary

a. Responsible Party: Gender Group members
b. To be completed: December 2014
3. Develop full presentation for gender awareness raising and capacity building events
a. Responsible Party: Gender Group members, with support as needed from country, regional and global staff
b. To be completed: December 2014
4. Develop a checklist with key questions to be used as a tool to help guide the Gender Groups' review of the draft national REDD+ strategy.
a. Responsible Party: Global UNDP/UNREDD Gender Specialist, with support as needed from country and regional staff
b. To be completed: December 2014

9.d Expected Outputs
- Training report
- Checklist with key questions to guide review of the draft NRS

10. Key counterparts
- UNDP CO – Napoleon Navarro (DCD), Moeko Saito Jensen (Programme Analyst)
- PMU – HE Chea Sam Ang (NPD), Anupam Bhatia (CTA), Sovanna Nhem (Manager)

11. Follow up action matrix

Action to be taken	By whom	Expected completion date
Finalize training report	Beth, Celina, Sovanna	Done
Develop checklist to help guide review of draft NRS	Beth	Mid December
Follow up on finalization of key messages, revision of work plan and gender awareness raising presentation	Celina	1 December
Follow up on recommendation to include MoWA as a member of the REDD+ Taskforce	Celina	December to January

12. Distribution list

UNDP UN-REDD, Napoleon Navarro, Moeko Saito Jensen and Anupam Bhatia

**Gender and REDD+ Training
Cambodia REDD+ Gender Group
11-12 November 2014
Kampot, Cambodia**

Training Report

Background

In August 2014, the REDD+ Taskforce in Cambodia established a small and time-bound Gender Group with two functions: 1) to build awareness about gender and women's empowerment concepts and issues among members of the REDD+ Taskforce, Consultation Group and Technical Teams; and 2) to advise on gender in components of the National REDD+ Strategy and subsequent implementation guidelines as they are prepared. In total, there are 4 members of the Cambodia REDD+ Gender Group, who come from the following four related institutions:

- Forestry Administration (Ministry of Agriculture, Forestry and Fisheries);
- Fisheries Administration (Ministry of Agriculture, Forestry and Fisheries);
- Ministry of Environment;
- Ministry of Women's Affairs.

This work builds on the progress and findings on gender made within the country though its participation as a pilot country in a regional assessment of Women's Inclusion in REDD+, organized by UN-REDD, LEAF and WOCAN, and by being visible in subsequent regional and global workshops reviewing those experiences. Building on these positive first steps, and to help promote the effectiveness of its work, various meetings have already taken place to help inform and orient the Gender Group on its terms of reference, the emerging National REDD+ Strategy, and the management arrangements in Cambodia, namely the REDD+ Taskforce, Consultation Group and Technical Teams.

During these initial meetings in September 2014, the Gender Group – to help maximize their efforts in incorporating gender sensitive elements into the Draft REDD+ Strategy and subsequent implementation guidelines – also requested that an internal training on the intersection of gender equality, women's empowerment and REDD+ be given to them. To help in this process, the REDD+ Taskforce Secretariat worked with both UN-REDD/UNDP regional and global teams to organize and conduct this internal training.

Training Objectives and Outputs

Objectives

The key objectives of this internal training were to conduct 1) a one day capacity building session on the intersection between gender concepts and REDD+ as well as 2) a ½ day internal working session with the REDD+ Gender Group (as guided in Action 2.2 of the Gender Group Action Plan) to finalize key messages and develop awareness raising tools for future use.

Outputs

To help support efforts by the Gender Group to effectively provide awareness raising activities on the intersection between gender, women's empowerment and REDD+ among members of the Taskforce, Consultation Group and Technical Teams, the key outputs of this internal training were to:

- Identify entry points for gender-responsive REDD+ action within the draft proposed chapters of the National REDD+ Strategy.
- Develop and draft key messages and supporting presentation outlines to communicate and raise awareness on the importance of and 'how-to' in integrating gender and women's empowerment concepts into REDD+.

Training Summary

Participants

In addition to the UNDP/UN-REDD country, regional, and global staff who helped organize and conduct the training, a total of 6 participants from the Ministry of Women's Affairs and Forestry Administration (Ministry of Agriculture, Forestry and Fisheries) were in attendance at the 1 ½ day gender training. Participants included both Gender Group members from these institutions as well as 2 alternates from their respective institutions. For a detail list of training participants, please see Annex 1 of this report.

Workshop Resources and Handouts

All presentation slides for the gender training were provided in both English and Khmer. Hard copies of all the presentations were also given to participants at the start of the training. A copy of the UN-REDD/LEAF/WOCAN Cambodia country level case study on Women's Inclusion in REDD+ was also given to both members of the Gender Group in attendance.

Further, to help guide the work of the Gender Group in helping ensure gender sensitive considerations are being taken into account, a background note was also prepared in advance of the training, which provided country level case studies from the Asia-Pacific region (Indonesia and Vietnam). Translated into Khmer and given to participants at the training, this background note aimed to serve as a reference aid to help demonstrate how gender considerations and women's empowerment activities can be effectively integrated in REDD+ activities, national strategies and thematic areas.

Day 1- Presentations

The one day capacity building training specifically focused on building capacity of the REDD+ Gender Group and their alternates on 1) REDD+ concepts and components; 2) the key gender issues in relation to REDD+; and 3) entry points for integrating gender specific issues into the emerging National REDD+ Strategy. This capacity building exercise aimed to help equip the REDD+ Gender Group members with knowledge and skills to fulfil the Gender Group activities and tasks. (For more details on session layout, please see the workshop agenda in Annex 2).

To open up the training, participants were first introduced to one another as well as were provided details on the methodology and format of the training. In this opening session, to help orient and focus their work during the following 1½ days, participants were also provided with information on the objectives and expected outputs of the training.

To provide training participants with a basis and understanding on REDD+, a session on REDD+ concepts and components was then given. The topics presented during this session included defining REDD+ and its rationale, scope, risks and opportunities,

as well as discussing what is needed for REDD+. The presentation went into detail regarding the four aspects needed to qualify for results-based payments [i.e. national strategy, national forest reference emission level (FREL) / forest reference level (FRL), a national forest monitoring system (NFMS), including MRV, and a safeguards information system (SIS)] and provided guidance on some of the key aspects of benefits sharing and allocation. Before opening up for questions, the session concluded by providing information on where Cambodia was in the REDD+ process, and provided a status update of its draft REDD+ Strategy. Participants were engaged during the question and answer portion of this session, and additional discussions clarified national versus project level REDD+ efforts, particularly in regards to payments and the role of voluntary markets.

Thereafter, an overview of gender considerations within REDD+ action was provided. The session opened up with an interactive group quiz detailing some general and country specific statistics on gender, to help illustrate some of the reasons why specific attention on gender is often necessary. To help frame discussions moving forward, a review and recap for participants on general gender concepts was given. Key national and international policy mandates on gender, as well as the importance for integrating gender equality issues, strategies and actions in REDD+ work, were also discussed. Building on this basis, some common and key entry points and activities for integrating gender equality and women's empowerment concepts into REDD+ activities were presented in detail. These concrete gender entry points included:
- Engaging women & men as key stakeholders in decision-making
- Conducting a gender analysis
- Consulting technical gender expertise (i.e. gender working groups/networks)
- Creating gender-sensitive monitoring & evaluation processes
- Allocating adequate financial resources to undertake gender sensitive activities
- Designing gender sensitive REDD+ strategy/activities so that both women & men are involved & benefit.

It was highlighted that, although these entry points are not exhaustive and documents will vary in how one can integrate gender sensitive considerations into them, these key entry points can help guide the Gender Group in identifying gender gaps and concrete entry points for gender action. It was also noted that these various key entry points can be utilized within various REDD+ strategy components and activities, as well as should be applied throughout planning, implementation and monitoring of REDD+ action.

After lunch, the next session focused on "Applying gender concepts in practice: National REDD+ Strategies and Case studies". Participants first watched a short 10 minute illustrative video, entitled "A Fair Climate: Gender Equity in Forestry and REDD+" (produced by USAID LEAF), which helped introduce the topic on how and where to integrate various gender sensitive activities and entry points within REDD+ action. It was then highlighted that while a national REDD+ strategy depends on the country-specific context, there are some components that will be included in most REDD+ strategies, such as national governance for REDD+, safeguards, provisions for benefit sharing, and a national forest monitoring system for the monitoring and reporting of activities. Drawing on the key gender entry points and activities discussed in the previous session, examples of gender specific activities within each one of these REDD+ strategy components were then provided. The session concluded with discussing in detail the two case studies of Indonesia (its National REDD+ Strategy, Participatory Governance Assessment and Safeguards Guidance) and Vietnam (its REDD+ Gender Analysis), to see how they had integrated gender considerations and women's empowerment activities and considerations into their REDD+ work and documents in practice.

Day 1- Group Work

For this group work exercise, the participants were then divided into 2 groups, wherein each group had representatives from both the Ministry of Women Affairs and the Forest Administration. Using the Indonesia and Vietnam case study background document as a reference, the two groups were then asked to identify concrete gender sensitive activities that could be undertaken within the proposed draft Cambodia National REDD+ Strategy. To help guide this exercise, the groups were also asked to organize these gender sensitive activities under the proposed 12 chapters of National REDD+ Strategy. These recommendations were then shared in plenary with the rest of the group.

Listed below are some of the key recommendations and gender sensitive activities, which the groups developed, that could be undertaken within the proposed draft National REDD+ Strategy (organized per the Strategy's chapters):

- Chapter 1 "Objective of the strategy (target)": Integrate gender sensitive language into the objectives, wherein there is an explicit objective on gender equality/equity.

- Chapter 3 "Institutional arrangements": Create a quota for women's participation and representation, to encourage women's involvement and inclusion in institutional structures. To promote their active participation, women should also be given opportunities to participate in and obtain training and education on REDD+. Further, the Gender Group should be represented in such structural arrangements as well.
- Chapter 5 "Safeguards and grievance mechanisms": Encourage women's participation in these processes.
- Chapter 6 "Benefit sharing": There should be gender equitable benefit sharing mechanisms in place, wherein there is also a third party - who has familiarity with gender equality concepts - available to help settle arguments/disputes.
- Chapter 7 "National REDD+ fund or another approach to receive and disburse international funding": Concepts of gender responsive budgeting should be applied in the National REDD+ funding approach.
- Chapter 11 "Possible role for sub-national implementation in a national REDD+ strategy": Ensure the Children & Women's Consultative Committee (CWCC) is involved and utilized in this process.
- Chapter 12 "Financing options for the implementation of the REDD+ strategy": Ensure that the financing options for the implementation of the REDD+ Strategy has a sufficient gender budget.

Day 2 (1/2 day): Group Work

This ½ day consisted of two group work activities. First, participants were asked to review the Gender Group's draft key messages, which will be used to communicate and raise awareness on the importance of and 'how-to' in integrating gender and women's empowerment concepts into National REDD+ action, and see if changes should be made based on the discussions from Day 1. Thereafter, participants were then asked to brainstorm and put together a presentation outline to use during gender awareness raising and capacity building activities/workshops with Taskforce, consultation groups, and Technical Teams. Meeting participants received an electronic copy of both of these outputs and work products at the end of the training.

During the first group work exercise, participants discussed in depth the key messages, and accordingly, with assistance from country, regional and global staff, proposed various changes and additions. Although these key messages remain in draft form, as they need to be finalized with the other members of the Gender Group, who were not in attendance at the training, below are the revised key messages developed during the training:

- Key principle: (to be adapted from Climate Change Strategy & Rectangular Strategy related to gender equity & gender equality)
- Women and men are affected by climate change differently and therefore both women and men's perspectives (priorities/contributions/roles) need to be taken equally into account.
- Women are the back-bone for socio economic *(to be discussed)*.
- Ensure gender equitable distribution of benefits.
- Both women and men need to have the right capacity and opportunities to engage in all REDD+ actions.
- Help women, help yourself *(to be discussed)*.
- Women and men are equally key actors and players in protecting forests.
- Women and men are equally the architects of society *(to be discussed)*.
- Women should continue to be promoted to leadership level.

Thereafter, with assistance from country, regional and global staff, participants then concentrated on working together to develop an presentation outline for future and upcoming gender awareness raising and capacity building activities/workshops with the REDD+ Taskforce, consultation groups, and Technical Teams. Again although it remains in draft form and needs to be finalized with the other members of the Gender Group, who were not in attendance at the training, below is the proposed presentation outline that was developed during the training.

1. Introduction to gender:
    a. Gender Concept

       b.   Gender Mainstreaming
       c.   Key terms related to gender
2. Policy(ies) that include or discuss gender equality issues
3. Why should gender be mainstreamed into REDD+?
       a.   Issues and Rationale
4. Experiences from other countries, e.g., Indonesia
5. Principles
6. Suggested recommendations
       a.   Key messages or Recommendations (depends on audience)

During this group work session, participants were also given electronic copies of all the PowerPoint presentations from the training. It was suggested that the Gender Group members could use the existing PowerPoint slides from the training, as they found relevant and useful, to then incorporate into their own presentations on gender awareness raising and capacity building. Additionally, it was discussed that the Gender Group could also use the UN-REDD/ LEAF /WOCAN Cambodia country level case study on Women's Inclusion in REDD+ as a resource for their future work.

Next Steps and Feedback

Next Steps

The next steps and action items identified during the gender training include:

1. Finalize Gender Group key messages
    a. Responsible Party: Gender Group members
    b. To be completed: December 2014
2. Review and revise Gender Group Work Plan as necessary
    a. Responsible Party: Gender Group members
    b. To be completed: December 2014
3. Develop full presentation for gender awareness raising and capacity building events
    a. Responsible Party: Gender Group members, with support as needed from country, regional and global staff
    b. To be completed: December 2014
4. Develop a checklist with key questions to be used as a tool to help guide the Gender Groups' review of the draft national REDD+ strategy.
    a. Responsible Party: Global UNDP/UNREDD Gender Specialist, with support as needed from country and regional staff
    b. To be completed: December 2014

Feedback

To help inform the discussions on Day 2, participants were given a questionnaire to fill out at the end of Day 1, in order for training organizers to obtain their feedback on the capacity building sessions (see Annex 3 for the questionnaire template). When asked to rate their knowledge of "REDD+" and "gender and REDD+" before and then after Day 1's session, all participants rated that their knowledge of both concepts was higher as the result of the training. Presented in the figure below is a graph, which depicts these results. The average rating score was used within the graph.

Figure1: Participants Rating of their Knowledge

Before and After the One Day Gender Training
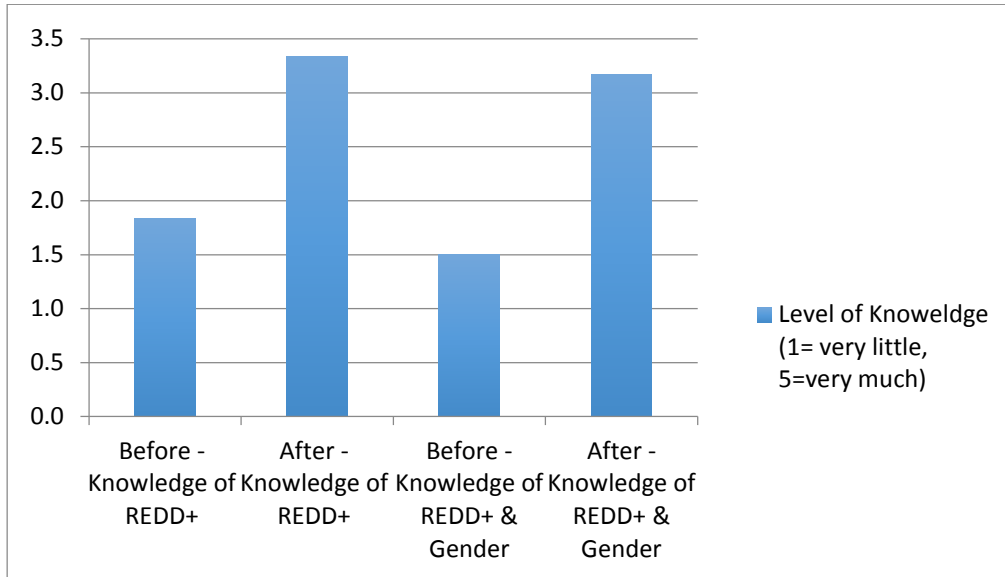
Please refer to Annex 3 for the results of the feedback obtained by the participants (depicted in averages). These results are highlighted in grey next to the corresponding question.

Annex I: Participant List

No.	Name	Sex	Institution	Position	E-mail
1	Sok Piseth	M	MoWA	Chief of Policy Unit	Psok24@gmail.com
2	Chea Nalin	F	MoWA	Officer	Chea.nalin@yahoo.com
3	Phe Chanmakar	F	MoWA	Officer	
4	Vong Sopanha	F	FA	Deputy Head of Planning and Finance Unit	vsopanha@yahoo.com
5	Thai Sielatina	F	FA	Head of Accounting and Finance Unit	seilatina@yahoo.com
6	Lim Bunna	M	FA	Deputy Head of Planning Unit	limbunna@gmail.com
7	Elizabeth Eggerts	F	UNDP	Gender + REDD Specialist	elizabeth.eggerts@undp.org
8	Celina Yong	F	UNDP/UN-REDD	Stakeholder Engagement	kin.yii.yong@undp.org
9	Nhem Sovanna	M	UNDP/FCPF	NPA	Sovanna.nhem@undp.org
10	Teng Hout	M	UNDP/FCPF	Project Assistant	Hout.teng@undp.org

Annex 2: Gender Training Agenda

Workshop DAY 1 – 11, November 2014

8:30 - 9:00	**Opening session and Introductions** -Welcome remarks: Sovanna Nhem, UN-REDD/UNDP Cambodia *(10 min)* -Round of introductions: Celina (Kin Yii) Yong, UNDP/UN-REDD AP Regional Center *(10 min)* -Objectives and methodology of the workshop: Celina (Kin Yii) Yong, UNDP/UN-REDD AP Regional Center *(10 min)*
9:00 - 10:45	**Discussion on REDD+ Concepts and Thematic Areas (review/recap)** -Warsaw Framework, benefit sharing, forest monitoring, safeguards for REDD+: Sovanna Nhem, UN-REDD/UNDP Cambodia Method: PowerPoint presentation; Q&A
10:45 - 11:00	Coffee/tea break
11:00 - 12:30	**Setting the stage: Overview of gender considerations within REDD+ action** -Policy mandates, relevance and importance for integrating gender equality issues, strategies and actions in REDD+ work -Common entry points for integrating gender equality and women's empowerment concepts into REDD+ activities Elizabeth Eggerts, UNDP/UN-REDD Global Team Method: PowerPoint presentation; interactive quiz on gender and climate change/REDD+ statistics; Q&A
12:30 - 13:30	Lunch break
13:30 – 14:45	**Applying gender concepts in practice, Part I: National REDD+ Strategies and Case studies** -Video -Concrete examples of gender sensitive REDD+ strategy components -Case Studies on Indonesia and Vietnam presented in detail Elizabeth Eggerts, UNDP/UN-REDD Global Team Method: PowerPoint presentation; Video: "A Fair Climate: Gender Equity in Forestry and REDD+" (produced by USAID LEAF); Q&A
14:45 - 15:00	Coffee/tea break
15:00 – 16:15	**Applying gender concepts in practice, Part II: Identifying entry points for gender-responsive action in Cambodia's REDD+ Strategy** -Review draft outline and proposed chapters of the National REDD+ Strategy to discuss and identify opportunities for gender-responsive work

	Facilitator: Celina (Kin Yii) Yong, UNDP/UN-REDD AP Regional Center (with Elizabeth Eggerts, UNDP/UN-REDD Global Team and Sovanna Nhem, UN-REDD/UNDP Cambodia to support) Method: Group discussion and brainstorming exercise; Q&A
16:15 - 16:30	**Day 1 wrap up**

Workshop DAY 2 – 12 November 2014

8:30 – 8:45	**Welcome** Brief summary on Day 1 given and overview of upcoming group work exercise: Elizabeth Eggerts, UNDP/UN-REDD Global Team
8:45 – 10:30	**Working Session, Part I: Development of key messages to communicate and promote gender–responsive REDD+ action** **-**Develop and draft key messages to communicate and raise awareness on the importance of and 'how-to' in integrating gender and women's empowerment concepts into National REDD+ action Facilitator: Elizabeth Eggerts, UNDP/UN-REDD Global Team (with Celina (Kin Yii) Yong, UNDP/UN-REDD AP Regional Center and Sovanna Nhem, UN-REDD/UNDP Cambodia to support) Method: Group discussion and brainstorming exercise; Q&A
10:30 – 10:45	Coffee/tea break
10:45 – 12:30	**Working Session, Part II: Develop presentation outlines for awareness raising activities** -Based on key messages, develop presentation outlines for use during gender awareness raising and capacity building activities/workshops with Taskforce, consultation groups, and Technical Teams Facilitator: Elizabeth Eggerts, UNDP/UN-REDD Global Team (with Celina (Kin Yii) Yong, UNDP/UN-REDD AP Regional Center and Sovanna Nhem, UN-REDD/UNDP Cambodia to support) Method: Group discussion and brainstorming exercise; Q&A

12:30 – 13:00	**Conclusions and next steps**

Annex 3: Gender and REDD+ Training Assessment

Kampot, Cambodia - 11 November 2014

Instructions: **Please answer the questions on a scale of 1-5 by marking an X in the box which you consider most appropriate; 1 being very little and 5 being very much.**

What was your level of understanding on REDD+ before the training? (AVERAGE = 1.8)

1	2	3	4	5

What is your level of understanding on REDD + now? (AVERAGE = 3.3)

1	2	3	4	5

What was your level of understanding on gender and REDD+ before the training? (AVERAGE = 1.5)

1	2	3	4	5

What is your level of gender and REDD+ now? (AVERAGE = 3.2)

1	2	3	4	5

Did the workshop help to improve your understanding of Gender & REDD+? (AVERAGE = 3.2)

1	2	3	4	5

What was the quality of the presentations at this workshop?

Presentation 1 "Opening Sessions and Introductions" (AVERAGE = 3.7)

1	2	3	4	5

Presentation 2 "Discussion on REDD+ concepts and thematic areas" (AVERAGE = 3.7)

1	2	3	4	5

Presentation 3 "Setting the Stage: Overview of gender considerations with REDD+ Action" AVERAGE = 3.2)

1	2	3	4	5

Presentation 4 "Applying gender concepts, Part 1: National REDD+ Strategy & case studies" AVERAGE = 3.3)

1	2	3	4	5

Group work exercise "Applying gender concepts, Part 2: National REDD+ & case studies" AVERAGE = 3.5)

1	2	3	4	5