

**Women's Inclusion in REDD+ in
Sri Lanka
Lessons from Good Practices in Forest,
Agriculture and Other Natural
Resources Management Sectors**

Joint Regional Initiative for Women's Inclusion in REDD+

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Executive Summary

The study is a part of the Joint Initiative of WOCAN, the UN-REDD Programme and USAID-funded LEAF Project to investigate practical entry points for women's inclusion in Reducing Emissions from Deforestation and Forest Degradation (REDD+) policies and practices. It explores the current status of policies and practices related to gender integration in forestry and other natural resource management sectors in Sri Lanka, and their relation to REDD+ initiatives. It briefly analyses the current policies and practices, indicating the gaps between policies and practice. An effort is being made to identify the elements that prevent the inclusion of women in REDD+ in Sri Lanka, as well as the factors that enable their inclusion in policies and practices.

The government of the Democratic Socialist Republic of Sri Lanka has shown its commitment to develop and implement REDD+ policies, under the leadership of the Ministry of Environment. However, there are currently no policies or institutions in place with a commitment to integrate gender sensitivity in forest and other natural resources management sectors in the country. The Women's Extension Services of the Ministry of Agriculture and the Women's Bureau of the Ministry of Child Development and Women's Affairs have the mandate to empower women and their organizations with a focus on agriculture and livelihood development.

Barriers identified in this study to the inclusion of gender and women in these sectors include traditional ideologies and gender norms; lack of gender awareness; limited institutional capacities to collect gender disaggregated data and baseline information; lack of gender indicators and monitoring and evaluation frameworks; perceptions within the forest sector institutions; lack of women's organizations to facilitate the process; and a limited national commitment for gender mainstreaming. Within the country Readiness Preparation Proposal (R-PP), it is mentioned that women play an important role in the forest sector, but no strategic framework has been used to include women and gender into its development processes. The Ministry of Child Development and Women's Affairs (MCDWA) and some NGOs focusing on gender issues have a high level of interest but their limited technical knowledge on REDD+ restricts them from engaging in the REDD+ readiness process. It is also important to note that the experience of rural women's engagement in the forest sector activities, even without planning and support, has led to assumptions that this will happen automatically and result in the successful implementation of REDD+ without the need for policies and practices to assure women's inclusion.

Good practices identified in this study highlight the opportunities for women's inclusion and gender integration in REDD+, forest and natural resources management sectors in Sri Lanka. These follow the

classified key factors identified in the Regional Scoping Study Report which include ensuring women's representation and participation; facilitation and capacity building for women's participation; skill building; gender disaggregated analysis and planning to meet women's livelihood needs; labour saving and time reducing technologies; existence of women-only groups, women's networks and federations; presence of gender champions and women leaders; equitable benefit sharing mechanisms; and initiatives for enterprise development and credit provision.

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List of Acronyms

ADB	Asian Development Bank
AusAID	Australian Agency for International Development
CBO	Community Based Organization
CDC	Community Development Centre
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CENWOR	Centre for Women's Research
CF	Community Forestry
DANIDA	Danish International Development Agency
DWLC	Department of Wildlife Conservation
EPSKS	Ekabadda Praja Sanwardana Kantha Samitiya
ENERGIA	International Network on Gender and Sustainable Energy
FAO	Food and Agriculture Organization
FD	Forest Department
FGD	Focus Group Discussion
FINIDA	Finish International Development Agency
FSMP	Forestry Sector Master Plan
GDI	Gender Development Index
GEF	Global Environment Facility
GEM	Gender Empowerment Index
GII	Gender Inequality Index
IDEA	Integrated Development Association
IFAD	International Fund for Agriculture Development
INGO	International Non-Governmental Organization
IUCN	International Union for Conservation of Nature
MALF	Ministry of Agriculture, Lands and Forestry
MOE	Ministry of Environment and Renewable Energy
MOED	Ministry of Economic Development
MOFP	Ministry of Finance and Planning
MCDWA	Ministry of Child Development and Women's Affairs
NANEGE	National Network on Gender, Energy and Environment
NBA	Nation Builders Association
NFP	National Forest Policy
NGO	Non-Government Organization

NTFP	Non-Timber Forest Products,
ODA	Overseas Development Assistance
PA	Practical Action
REDD+	Reducing Emissions from Deforestation and Forest Degradation
R-PP	Readiness – Preparation Proposal
SLANRMP	Sri Lanka Australia Natural Resource Management Project
UNDP	United Nations Development Programme

1. Introduction

Reducing Emissions from Deforestation and Forest Degradation (REDD+) is an expected new mechanism under the United Nations Framework Convention on Climate Change (UNFCCC) for climate change mitigation perceived to offer a “triple win” solution by simultaneously reducing carbon emissions, promoting green economic growth and improving local community well-being through the forest sector.¹ There are nearly 50 countries in the world that are members of the UN-REDD Programme² who are currently planning and preparing for REDD+³. In addition, many REDD+ demonstration projects have already been implemented in numerous locations globally, particularly targeting the voluntary carbon market. The REDD+ framework agreed to in the UNFCCC Conference of the Parties 16 in 2010, known as the ‘Cancun Agreement’, included social and environmental safeguards to prevent potential adverse impacts⁴. The agreement notes the importance of gender consideration in REDD+ policy design and program implementation.

As a signatory to UNFCCC and the Kyoto Protocol, Sri Lanka has initiated its REDD+ readiness process with the active involvement of stakeholders, including indigenous peoples and other forest dependent communities. The government of Sri Lanka envisages to maximise contributions to both climate change adaptation and mitigation by introducing national initiatives for REDD+⁵.

In September 2010, the preparation process for developing the National REDD+ Programme began, with the submission of the Sri Lanka REDD+ Readiness Preparation Proposal (R-PP) to the UN-REDD Policy Board in February 2012. The Forest Department (FD) stated that the endorsement of its National REDD+ Programme is an opportunity to both build technical as well as social capacities to strengthen their participatory forestry approaches. The preparatory work began in early 2013. The REDD+ Programme provides an opportunity to confront the drivers behind deforestation and degradation, as well as transform the policy, legal and institutional landscapes to facilitate both forest and biodiversity conservation and the delivery of co-benefits to participating communities. It is recognized that an examination of the pattern of forest tenure and use rights, as well as experience with community participation in forest management will

1 Wollenberg, E. and O. Springate-Baginski, 2009.

² The UN-REDD Programme is the United Nations collaborative initiative on Reducing Emissions from Deforestation and forest Degradation (REDD+) in developing countries. The Programme was launched in 2008 and builds on the role and expertise of FAO, UNDP and UNEP.

³ IIED, 2012.

⁴ Setyowati, et.al. 2012.

⁵ UN-REDD+ R-PP, 2012

help to elucidate how forests are being managed within nested systems of forest governance to then design a strategy and specific policies and measures for implementing the National REDD+ Programme.

The R-PP has not made explicit recognition of the importance of undertaking a gender analysis of factors related to deforestation and forest degradation, within the institutional and policy/legal contexts. However in the section on the overall description of the country context, “gender related issues” have been mentioned. It notes that during many community development projects, women have been in the forefront with regard to organization of community based organizations (CBOs). Evidence is reflected in the Forestry Sector Master Plan, which has demonstrated that a strong social sensitivity has entered into the forest sector. Gender has been taken into account in the following statement: “gender and socio-cultural issues must be considered in designing extension programmes. Women are the primary users of tree and forest products; they are usually the people who implement the advice delivered by extension services. The inclusion of women in every participatory exercise is essential for the long term success of the extension programme”⁶.

The opportunities for communities to gain benefits from REDD+ implementation are context-specific and therefore need to consider social, institutional, economic, livelihood and the environmental landscape aspects. This is primarily due to the fact that gender specific knowledge and roles in forest and natural resource management are quite significant in many communities adjacent to the forests, therefore affecting women’s participation and benefits. Recent analysis carried out in Asia, focusing on REDD+ initiatives, suggests that gender differentiated roles in forest management must be recognized for successful implementation while meeting the needs of men and women⁷. Gender mainstreaming into REDD+ is crucial from several perspectives. The first is connected with the gender specific opportunities to integrate broader societally structured needs and the knowledge; the second is the opportunity to address gender specific issues through a benefit sharing mechanism; the third is related to the opportunity to ensure equal access and control over resources; the fourth is the opportunity to empower local men and women as stakeholders by building their social capital; and the fifth is to enhance social equity through partnership.

⁶ Ministry of Agriculture, Lands and Forestry (MALF) 1995.

⁷ Gurung, J. *et. al.*, 2012

This study was carried out with the aim of providing an overview of the current status of policies and practices pertaining to gender mainstreaming and women's inclusion in forestry, and specifically within REDD+, as well as to examine their effectiveness. It identifies good practices of women's inclusion in forest and other natural resource management sectors. An attempt has also been made to analyse the gaps between policies and practices to determine the factors enabling women's inclusion in policies and projects, and also the conditions leading to their exclusion of women within these processes.

The first section of this report provides background information. The second section describes the methodology used in getting data and information and the situation in two field sites where women's inclusion in forest and natural resource management is being reported. The third section provides an analysis of the gender situation in Sri Lanka. A brief overview of policies and institutions is given in section four. The fifth section describes good practices and experiences in women's inclusion in community forestry, home gardens and non-forest sectors, and the potential entry points for women's inclusion in REDD+. The report concludes with potential steps for moving forward and a set of general recommendations for promoting women's inclusion within REDD+. A list of key persons and organizations to participate in the national workshop is also given in the annexes.

2. Methodology and Description of Field Sites

A combination of methods was used in collecting information. The process began with a desk review of both published and unpublished reports and a brief analysis of policy and project documents. Snowball sampling and consultative meetings were used to identify and map potential key informants from government and other agencies including NGOs, CBOs, donor and multilateral agencies. Several key stakeholders were then interviewed. Semi-structured interviews were conducted with various stakeholders, NGOs, donors, multilateral agencies and forestry and agriculture officers, field level practitioners, agriculture and forestry extension officers, project managers and community organizations. Key informants' interviews provided access to unpublished materials and individual experiences. Annex 2 provides a list of key informants interviewed during this study.

Based on discussions with the UN-REDD Programme staff and preliminary information gathered from the REDD+ National Programme Director and Global Environment Facility (GEF) Small Grants

Project Coordinator, two field sites were identified: Ihalathimbiriyawa, the site of a community based natural resource management project; and Aranayaka, the site of a community development centre led by a women's network. Fourteen to 28 participants attended the field level discussions held at each site. Data was collected through open discussions, key informant discussions, semi structured interviews, focus group discussions and field observations. Members of the sub-committees of the organizations and office bearers were actively engaged in discussions. Mixed groups were used to carry out focus groups discussions in Ihalathimbiriyawa because only four men attended. A women's only group was held in Aranayaka.

2.1. Field Site 1: Sri Lanka Australia Natural Resource Management Project in Ihalathimbiriyawa, Kurunegala District

This community forestry intervention is part of the AusAID's Sri Lanka Australian Natural Resource Management Project (SLANRMP) implemented from 2003 to 2009. The forest has been subjected to fire year after year during land clearings carried out by the surrounding villages for "*chena*" cultivation or slash and burn farming. The clearing of land for agriculture has also been a crucial threat to the forest. The community's concern over the gravity of deforestation has emerged due to their first-hand experience on the growing scarcity of water. Farmers are engaged in forest management under two types of agreements: 1) farmer woodlots with 30-year leases, in which 80 per cent of the timber goes to cultivators and 20 per cent to the government; and 2) rural forestry which is implemented through three year lease agreements. Under the Farmer Woodlot scheme, farmer families usually obtain 0.5 to 1.0 hectare of land each. The Forest Department provides technical advice on silvicultural practices; once the trees are ready for harvest, farmers can submit a request for such assistance. From the viewpoint of the Forest Department, the gender of the person signing the agreement is considered irrelevant because even if the agreement is signed by men, it is the women who are active as stakeholders. The women are trained and extension officers include women and men. In Kurunegala nearly 50 per cent of the extension officers are women. Under the Rural Forestry scheme, tree crops (such as teak, neem and other valuable timber species) are provided as main canopy species and farmers grow seasonal agricultural crops underneath.

Two local community based organizations (CBOs) were formed under a project called "Praja Mula Samvidhana". One of them had 20 women and 6 men members, and the other had 20 women and 3 men. Membership fees were LKR 10 (USD 0.80) per person. The secretary for one was male, and the other a female. Four sub-committees were formed within the CBOs: a) forest

conservation, b) water conservation, c) income generation and d) home gardens. They prepared work plans interactively and divided the work among themselves. Trees were planted to help with fire control. The farmers worked in small groups to facilitate natural regeneration initially by taking out invasive species and then developing the correct microhabitats to grow other varieties. Men and women were paid equally on the actual work done and it was compulsory that 20 per cent of the cost of any activity, such as tree planting, had to be provided in labour. Twenty-five per cent of the payment was to be put in group savings (which was then used to provide loans with 2 per cent interest); the rest was divided among individuals. About a quarter of the households will earn about LKR 12,500 (USD 96) per month, which is considered a good income.

The collection of Non Timber Forest Products (NTFPs) was permitted but the focus was on payments to farmers to provide ecosystem services and protect the water. According to Mr. Sumith Kumara, the Forest Extension Officer who has worked in 12 sites within the area, many women were active in this programme. No special effort was given to bring in women; in fact, initially they were reluctant to take on responsibilities. But after attending awareness raising and participatory planning workshops and receiving training on resource mapping, they came forward with good ideas and led group activities. Within the home, it was women who managed finances; now, they had savings accounts within the groups too.

The project was focused on social development together with controlling forest degradation and protecting the forests. In conjunction with forest restoration, rainwater harvesting systems were constructed with 50 per cent of the funds from the project and 50 per cent of the money and labour provided by the local community. The primary goal was to solve the drinking water problem during the dry season when women have to walk far to get water from open tanks. Home gardens too received support, helping women to grow species with income potential such as cashew, mango, citrus and pomegranate. In addition, income generation projects such as beekeeping were developed. Over time, the FD, AusAID and the community established a community hall and a kindergarten. Presently, they are focused on livestock and dairy operations.

2.2. Field Site 2: Community Development Centre (CDC): Women's Group Reviving Traditional Roots and Tubers in Aranayaka

The Community Development Centre has been working to improve rural livelihoods and reduce poverty through the conservation of indigenous tuber and yam varieties. Managed by women-led self-help groups, this innovative initiative uses local technologies for seed production, establishes

seed banks and promotes *in situ* conservation of traditional varieties on farmer's individual plots. In order to strengthen their ability to mobilize funds, five to six self-help cooperatives (each with 5 to 15 members) form a federation that established a revolving credit fund for diversifying their livelihood support strategies.

The CDC is engaged in collecting and sharing knowledge leading to the cultivation of yams and tubers using organic methods; about 75 of their 100 home gardens are ready for organic certification. The income of women has been substantially boosted: the individual income from yams and tubers in the range of LKR 3,500 to 8,000 (USD 27 to 61) compared to LKR 500 (USD 4) per month pre-project. A total of 2,000 women have become involved with this project to produce value-added products (such as fried chips, biscuits, roti, noodles and sweetmeats) to sell to markets, food stalls and restaurants. Some five to six women per village are involved with value-added processing and marketing.

The CD Coffers training that includes yam and tuber cultivation methods, organic farming approaches, seed conservation, small group formation and motivation of low income farmers. Many women who participated in earlier training are now working independently and returning to join group meetings to share experiences and knowledge. Some of them have become trainers themselves and are able to earn further income by responding to requests from further training. Women have gained considerable confidence from this whole process, to the extent that some even contest for executive positions of village societies.

3. Situation Analysis of Gender in Sri Lanka

Sri Lanka has made a remarkable achievement reducing gender gaps by providing enabling equal opportunities for women to secure benefits of education and health services. It has almost reached gender parity on welfare related indicators. The high level of female literacy recorded with over 90 per cent and life expectancy is over 72 years. The achievements in primary education are marked with the ratio of girls to boys at 99 per cent⁸. However, in terms of Gender Inequality Index (GII), which ranges from 0 (indicating that women and men fare equally) to 1 (indicating that women fare poorly compared to men) a wider inequality is recorded with a value of 0.565. This shows the loss of human development resulting from women's poor representation in decision making and low rate of labour force participation. Parliamentary representation of

⁸ UNDP, 2013

women is extremely low at 5.8 per cent. Their engagement in governance systems and political decision making is also low.

Women do experience considerable gender discrimination in terms of unemployment; as such, there is widespread inequality. According to the Asian Development Bank, the unemployment levels for women have been double those of men since the 1970s. Women have been able to gain access to employment in lower paid positions within agriculture, plantations and export-oriented processing factories. They also provide a source of free family labour in sustaining land based work primarily in subsistence agriculture. Women are actively involved in community activities and make up the majority of members of community based organizations be they micro-finance or funeral assistance societies.

In the forest sector, the community forestry programme initiated in early 1980s opened up opportunities to follow a more socially inclusive process. A well-marked difference is found between men and women's engagement in both the formal and informal forestry practices at the household and community levels. Women are the silent contributor, sustaining forest management by handling intensive tasks as part of their day-to-day work. Women undertake 68 to 100 per cent of the responsibility to gather forest products used for household consumption, depending on the products. Men take primary responsibility for collecting commercially used forest products and raw materials. Similar patterns have been noted in regard to their engagement in home garden related work. In the 1970s, nearly 60 to 70 per cent of the work done on afforestation for watershed management was carried out by women. At that time, the FD was producing about 3 million plants per year; 90 per cent of that work was done by women, who had little security and received wages for their labour. The FD has still not secured the participatory involvement of men and women beyond simply drawing on paid labour arrangements for afforestation programmes. The patterns of engagement in forestry related work should be taken into account in introducing strategic measures at the grassroots, enabling women to engage in forestry and sharing benefits of the interventions.

4. Overview of Policies, Institutions and Stakeholders

4.1. Policies, Laws and Institutions Framework to Support Gender Equality in Forestry, REDD+ and Natural Resource Management in Sri Lanka

Policies and Laws

At the international level in 1981, Sri Lanka ratified the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Following that, a Women's Charter was developed in collaboration with women from a number of NGOs. This is more detailed and comprehensive than CEDAW and has emphasized that issues like gender discrimination, gender equality and women's rights are priority areas of concern. Other pivotal policies and laws supporting gender equality in forest, REDD+ and natural resource management in Sri Lanka are noted below.

Mahinda Chintana- Vision for the Future

The "Mahinda Chintana", which is the national development policy framework of the government, plays an overarching role in including gender into development processes. It recognizes women as pioneers of development and gives priority to empowering women and reducing gender specific inequalities. It prioritizes quality and productive employment and expanded range of skills of women, equal gender division in the labour market and in working conditions and services, and sufficient representation of women in community consultations. It suggests that future policy directions will emphasize the creation of a conducive environment for women where they can utilize their knowledge in emerging opportunities⁹.

National Plan of Action for Women, 2010-2013

The National Plan of Action, prepared soon after the Beijing Platform in 1995 and updated by the National Committee on Women of MCDWA, has proposed activities assuring the national commitment for gender equality. Directives refer to violence against women; political participation and decision making; health; education and training; economic activities and poverty; media and communication; and environment and institutional strengthening.

Sri Lanka Women's Charter

This is a main policy document introduced to ensure political and civil rights of women; rights within families; rights to education and training; economic activity and benefits; rights to health care and nutrition; and protection from social discrimination, gender discrimination and gender based violence.

Women's Bureau of Sri Lanka

⁹ Ministry of Finance and Planning, 2010

This provides the national policy mechanism on women. It was established to improve living standards and women's empowerment by providing equal opportunities before law and in social, economic, educational, political and cultural fields through the promotion of equality between men and women's health, education, participation in economic activities and counselling support. The Women's Bureau is the state arm responsible for mainstreaming gender in development policies and programmes.

Land Laws, Marriage and Family Law

As land is the most important property used in agriculture and forestry development, many forms of avenues are used to claim land rights besides legally recognized ownership. In practice, legal ownership, customary rights, usufruct rights and also marital rights are used by people claiming land rights. Various differences do exist in relations to ethnic groups, geographical locations and livelihood and crop or tree cover. In general women have equal rights to own, inherit and control land property. In practice, by inheritance land is often given to men as a wealth generating property. This stems from the traditions of the dominant patriarchal system of the society. There is a significant disjunction between contemporary laws governing women's inheritance and customary rules of marriage¹⁰.

National Forest Policy (1995)

The National Forest Policy (NFP) provides guidelines for forest management and forest sector development including forest resource utilization, conservation and protection to which local communities could contribute. It indicates that the conservation of forests is the primary aim, and multiple-use is its secondary aim¹¹. It focuses on conserving forest for posterity, with regard to biodiversity, soils, water and aesthetic values, to increase the tree cover and productivity of forests to meet the needs of present and future generations for forest products and services. It also indicates its desire to enhance the contribution of forestry to the welfare of the rural population and strengthen the national economy.

Some of the areas reiterated in the NFP are sustainable management of forest resources; traditional values and rights; conservation and multiple use of forests; partnership opportunities for forest management; entrustment of state lands to local people and private sector; rehabilitation of degraded forest for conservation and multiple use for the benefit of the local

¹⁰ Agarwal, Bina. 1994

¹¹ Ministry of Agriculture, Lands and Forestry, 1995

people; forestry extension, tree growing in home gardens; and agro-forestry activities. Some of these provide promising entry points for gender sensitive REDD+ activities.

Forestry Sector Master Plan (1995)

The Forestry Sector Master Plan (FSMP) of Sri Lanka is a comprehensive document describing key elements, short, medium and long term plans and strategies, and support services for implementing the NFP. The key elements are conservation; multiple use natural forests; home garden and other non-forest tree resources; forest plantations; and forest product utilization. It includes a framework for project formulation, implementation and resource allocation as well as institutional strengthening for implementation and information dissemination. Recognition has also been given to effective forms of partnership with communities and to the roles of women in forestry extension. The FSMP affirms the new directions that are to be handled by the forestry sector to enhance the forestry practices of the people. New openings are also being explored in regard to partnership with communities, the private sector and NGOs for joint forest management and leasehold forestry.

The emphasis placed on joint partnership, enhancing non-forest tree resources and production systems like home gardens and extension services, to support forestry development, research, monitoring and evaluation are directly relevant to the REDD+ initiatives.

National Environmental Policies and Strategies (2003)

This is a guiding document that envisages sound environmental management within a sustainable development framework to balance the needs for social and economic development and environment integrity. The policy is crucial in regard to its focus placed on environmental dimensions under conservation and management of land, water, atmosphere and biological diversity that are crucial for REDD+. The emphasis is also given to protecting traditional knowledge on biodiversity and implications for women's rights for equitable benefits.

National Agricultural Policy (2007)

This policy provides guidelines for several areas coming under agriculture with direct links with forests and natural resources. They encompass home garden development; urban agriculture; conservation of water resources and efficient management of water and soil moisture retention techniques; prevention of water pollution from agriculture; land conservation within watershed areas, enforcing of soil conservation and facilitating the exchange of knowledge among farming

communities. All areas are of direct relevance to farm women and to enhance their capacities to manage resources.

Operational Guideline for Community Forest Management (2007)

The operational guideline has been designed for community forestry facilitators under SLANRMP, primarily for forestry extension officers and to assist rural communities to systematically develop and implement community forest management plans. It provides procedures to be followed to reach formal agreement for implementing the plans. It mentions that data collection should take into account the status of poorer groups and women to provide important input for planning.

The most recent AusAID project starting in 2012 has given a somewhat higher profile to women, but it remains to be seen how this will be addressed in practice. The Feasibility and Design Team for the Sri Lanka Australia Natural Resource Management Project Phase II identified significant gender differences in forestry related labour, access, responsibility, control of assets as well as livelihood activities, home gardens and household maintenance, etc.¹²

REDD+ Related Policies

The REDD+ Readiness Preparation Proposal (R-PP) of Sri Lanka

The R-PP provides information on drivers of deforestation and forest degradation, capacity building and financial resource needs, a plan and a UN-REDD National Programme monitoring framework. The FD will develop the REDD+ Roadmap in close collaboration with the Climate Change Secretariat and the Department of Wildlife Conservation. In designing a strategy of policies and measures for implementing a national REDD+ programme, there will be a comprehensive assessment of laws and policies.

The R-PP was developed by the FD through a series of stakeholder consultations and community level discussions including indigenous people's groups. In February 2012, a R-PP review workshop involving 40 participants from CSOs, national institutions, academics, development institutions, private sector and media took place. INGOs and NGOs including IUCN, the Sri Lanka Green Movement, Practical Action and Environmental Foundation Limited participated. During this process, women stakeholders were not informed about the REDD+ process and were not

¹² SLANRMP, 2003

represented. The Ministry of Women Affairs was also not involved to ensure that women's concerns were incorporated into the document.

R-PP Gender Concerns

The R-PP recognized that an examination of the pattern of forest tenure and use rights, and experience with community participation in forest management would help to elucidate how forests are being managed within nested systems of forest governance. Within the R-PP there is no explicit recognition of the importance of gender in relation to controlling deforestation and forest degradation, or the institutional and policy/legal context. However to note, some key points were raised about women's role within Sri Lanka and its forests under the general overview of the country R-PP in a sub-section on "gender related issues". It mentions that the Constitution considers men and women equally, and that the status of women has progressively moved upwards since independence through free education, employment in the industrial sector and overseas domestic employment. It also states, "It has been noted that during many community development projects carried out near forests, women have been in the forefront with regard to organization of CBOs".

R-PP Focus on Non-forest Areas

Activities of REDD+ will include non-forest areas. The R-PP clearly states that REDD+ activities will be encouraged in both forest and non-forest areas (such as home gardens) through innovative enterprises and participatory forestry methods. In this regard special attention is to be given to involve women for the success of both community forestry and people's forestry referring to the important relationship between women and community forests as well as home gardens in Sri Lanka.

Institutions for Gender Mainstreaming in REDD+

Ministry of Child Development and Women's Affairs (MCDWA)

MCDWA is the main government agency responsible for assuring gender equality, gender mainstreaming and women's empowerment. It includes the ministry, National Committee on Women, Women's Bureau and the Children's Secretariat. The Women's Bureau is the operational arm of the ministry with a decentralized institutional arrangements strengthened with women's development officers appointed to implementing, strengthening women's social capital through forming women's federations in the country, coordinating and reporting local activities.

MCDWA’s National Committee on Women was established in 1993 as the implementing arm of the Women’s Charter. It is responsible for safeguarding women’s rights, policy formulation and mainstreaming gender into the sectoral and national development process. Stakeholder discussions revealed the potentiality for involving MCDWA in REDD+.

Women Extension Department of the Ministry of Agriculture

The Ministry of Agriculture is one of strongest departments equipped with institutional structures for field extension, working with local communities and farmers. The Women’s Extension Department is engaged in training, awareness raising and livelihood development. It has taken the lead to establish a Federation of Farm Women in the dry zone areas where women’s engagement in farming is relatively high. It is being used as a machinery to deliver technical knowledge, train farm women in processing local farm/tree products, develop market outlets, enhance agri-based enterprises and strengthen capacities of farm women in resource management and home garden development.

Ministry of Economic Development (MOED)

Education is crucial in engaging local communities and farmers in implementing several elements like; “Gama Neguma” (empowering villages) and “Divi Neguma” (improving livelihood) which are being introduced in the development framework of Mahinda Chintana. The interventions are focused on increasing the green cover and rehabilitating natural resources.

4.2. Stakeholder Mapping

Stakeholders were identified through discussions on their work, level of interest expressed and levels of influence on policies and practices for the inclusion of gender and women in REDD+ readiness efforts. The level of interest is determined on the extent to which they consider gender and women’s issues important to REDD+. The level of influence refers to their abilities to influence policies and practices.

Table 1. Stakeholder Analysis by Interest and Influence of Stakeholders¹³

	Interest		
Influence		Low	High

¹³ Detailed abbreviations for organizations described in the table are provided in the list of abbreviations.

High	MCDWA, Provincial Administration	FD, MOE, DWLC, IUCN, MOED, ADB, UNDP, JICA, NANAGE, RECOFTC, PA, NBA, AusAUD, IFAD, MOA, MOFP, IWMI
Low		CENWOR, CARE, IDEA, NBA, CDC

The map of stakeholders given in Table 1 suggests the stakeholders with an interest and ability to engage in promoting women’s inclusion in REDD+ in Sri Lanka include both state agencies, INGOs, NGOs and CBOs. It is also important to note that a detailed profile of stakeholders is necessary to decide the levels at which they could be involved and the specific activities that they are able to undertake to implement REDD+. Some of the stakeholder meetings revealed that state agencies like MCDWA and MOFP have a high interest to take part with their capacities to influence the policy process, but they have a very little understanding on the REDD+. Discussions revealed that gaps in the communication process have obstructed some groups’ involvement in REDD+.

4.3. Barriers for Women’s Inclusion in Policy Implementation and Practice

Women’s inclusion or exclusion in policy and practice is driven by the ground realities and local practices that illustrate the contributions made by women to development, resource management land based production systems and sustainable management of forests and forest resources of state controlled and manipulated non-forest systems. Although women’s agency in implementing projects and programmes and the importance of women’s roles in relation to local resources has been recognized as important, it is not reflected in policies. Women’s inclusion in policies has been constrained for several reasons noted below.

Ideological Barriers and Gender Norms

The predominant ideology that women’s work is supplementary to men’s work remains a culturally induced barrier that marginalizes women and their contributions to sustainable management of forests, trees and local resources. The cultural and gender norms related to women’s role in households and communities do not recognize their productive and environmental conservation roles. Women undertake over 60 to 80 per cent of the work including enrichment planting and application of conservation measures in home gardens. Their use of materials derived over a life span of trees for subsistence is treated a supplementary source while stocks of timber which is the end harvest managed by men and the revenues gained by them considered primary. Due to the convenience of following the societal norms, the

integration of gender as a cross cutting issue has not taken place in the forest sector. It is also important to note that the experience of rural women's engagement in forestry activities even without planning and support has led to assumptions that this will happen automatically and result in the successful implementation of projects without the need for policies and practices to assure women's inclusion.

Lack of Ownership over Assets

Women do not fully benefit as the legal owners of assets as they are treated as members of respective families or households getting benefits from interventions. In practice only around 9 per cent of the women own land, and the others have *de facto* access to land decided through their family membership or on usufruct based customary practices. Since such practices enable women to use resources, the endorsement of equal rights to land by women through policy provisioning has not been treated a priority. Motives to manage legally owned land or other resources are important in enforcing sustainable management governance, making decisions, and for contributing one's own knowledge and other assets¹⁴. Women's inability to claim rights to the timber of those trees grown by them is a disincentive to their tree planting activities.

Gender Imbalances in the Institutions

Within formal institutions, women are not often treated equally and are not engaged sufficiently to represent their concerns or to raise their voices, due to the social hierarchy of the patriarchal system. Instead, it is expected that such systems automatically provide equal opportunities for women or that men's representation is sufficient to represent women's needs and concerns.

Professionalism in Forestry

The history of the forestry sector has been driven by techno-centric development and protection of forests. The social concerns over women's mobility to undertake protection focused responsibilities in forest areas, and the concerns pertaining to their personal security have not encouraged women to join forestry. Very little has taken place to change this image of forestry irrespective of the several decades of efforts towards moving forestry as a profession suitable for women, dealing with community concerns and people's involvement. The same has not promoted gender sensitivity in forestry nor women inclusive policy elements. This situation is also attributed to the fact that funds are not being allocated for gender, and education and training materials on gender and women into forestry training. Policy formulation process in practice

¹⁴ Wickramasinghe, Anoja. 2003a

provides little space to accommodate local concerns and it is often driven by the national level priorities for infrastructure development.

Lack of Women's Organizations Working on Forestry Related Areas

Although women's roles have been identified through research and recognized through experience, there are no strong organizations or federations to deliver women's concerns to the policy tables. Most of the women's organizations being formed are specific to community forestry, agriculture and irrigation projects, or women led off-grid "electricity consumer societies". They are location specific as in the case of Kalugala-Kosdanda buffer zone development. The lack of funds for such initiatives is a constraint faced by NGOs, CBOs and MCDWA.

Limitations in Information, Monitoring and Evaluation

The inclusion of women in forest and natural resource management benefit sharing requires a strong base that could recognize and value women's economic and environmental contributions through the measurement of indicators. Forestry planning has not collected gender disaggregated socio-economic data covering forestry related engagement and revenues. The recognition given to women's roles in FSMP and by many projects still remains outside economic evaluations.

Inadequate Institutional Capacity, Knowledge and Information

The capacity of the leading institutions is essential to undertake the task of including gender and women in REDD+. Research findings that document the rationale for this are not being used fully to advocate for policy changes for this purpose. Staff in decision making positions does not have budgetary allocations, trained support staff, gender consultants/ experts, or a full understanding of the needs for women's inclusion for effective implementation of REDD+.

5. Good Practices and Potential Entry Points of Women's Inclusion in REDD+, Forestry and Natural Resource Management Sector

The barriers discussed in the previous section can be addressed through strategic measures in the process of implementing REDD+. In this respect, the good practices identified both in formal interventions and informal settings are to be taken into account for strengthening women's inclusion. The matrix in Annex 1 synthesizes the knowledge captured during discussions and field visits.

1. Ensuring women's representation and participation in natural resource management sectors

Women's participation in natural resource management is high when compared with their political representation. Donor agencies such as FAO, UNDP, IFAD, ADB, AusAID; INGOs, such as IUCN, ENERGIA, PA; and CBOs like IDEA, CDC, NBA, NANEGE and many others encourage women's representation and participation in their grass root level development activities. In addition, women's participation in village or community level activities, particularly in those with a strong focus on welfare, is substantially high. Some illustrations of good practices followed by the communities and the organizations are given below.

- INGOs, NGOs and CBOs have vast amount of experience in including women into forest related activities implemented through projects. Community forestry interventions in Sri Lanka have progressively engaged communities in participatory approaches. Women's inclusion has taken place in relation to social mobilization process including within SLANRMP during recent interventions. In the early stages women were actively involved because of the wage labour opportunities in raising nurseries and planting trees. In doing so, women gained technical understanding and greater interest in the overall goals of the participatory/community forestry projects.
- Women are very heavily engaged in maintaining the home garden systems, from the stages of identifying planting materials of preferred taste and uses, to the stages of planting, nurturing, harvesting, processing and consumption. They provide the labour for cleaning, weeding, selected thinning, compost preparation and manuring. When farmer families migrated from other areas into the Mahaweli Irrigation Settlements women took the lead to convert devastated dry zone landscapes into home gardens, relying on their traditional knowledge to replicate the same types of home gardens they have cultivated in their original homes. Home gardens have become the new sites of government interest – be it for strengthening household nutrition, reducing poverty through income generation, bolstering resilience of households in the face of climate change, or for enhancing carbon sequestration¹⁵.
- Women make independent decisions on management as use of traditional conservation technologies, organic farming, pest control and integrated farming. The local practices reveal that women's authority over decision-making is very substantial. It is not simply a

¹⁵ Galhena *et. al.*, 2013

matter pertaining to labour input alone but the wider paradigm of women's knowledge, flexibility, experience and self-confidence that has accumulated over generations.

- The Wanaraniya Water Project of the Vishaka Women's Society in Matale is an autonomous initiative by village women. The project was based on the principle of community participation and reliance on local knowledge. In 2000, local women registered a Vishaka Women's Society (with 136 members) operating under the Provincial Council's Women Development officer's domain in order to uplift women's status and build leadership skills. The society initiated a water supply project by building a dam on a river 6.5 kilometres away and then piped the water to provide drinking water.
- Women were included in the Ekabadda Praja Sanwardana Kantha Samitiya (EPSKS) project from the start with initial surveys, identification of issues and needs, farm planning, rainwater harvesting system design and monitoring of changes. EPSKS worked primarily with 200 families (primarily the women) in the community creating 7 wells and 20 rainwater harvesting tanks and earthen water retention tanks. In addition, *gliricidia* live fences were created to help reduce soil erosion together with bunds (traditional *pathaha*) to control surface runoff. This water management work was combined with promoting organic food cultivation in home gardens and agricultural land, indigenous seed conservation, starting a plant nursery and producing liquid fertilizer. Perennial crops such as pepper-vine, *gliricidia*, cashew and mango increased the agro-biodiversity of the farms and helped protect the soil from erosion. The increased infiltration of rainfall and the enhanced soil water retention has enabled women to reduce the impacts of seasonal drought and crop failures.
- Women's experience in biodiversity conservation has been given tremendous importance in buffer zone development in Kalugala-Kosdanda and Udailuka, where mixed groups of men and women mapped environmentally sensitive areas for reforestation and biodiversity conservation. Women's groups led decisions in selecting species and planting in degraded lands, home gardens and riparian strips and managing them. Their knowledge on the species distribution, seasonal production cycles and micro-habitat conditions was instrumental in sustaining agro-forestry systems, restorative farming, reforestation and afforestation.

2. Supportive facilities for women's participation

Listed below are supportive frameworks, structures and examples that can help foster women's participation in REDD+ activities in Sri Lanka.

- The Mahinda Chintana development framework suggests that women at grassroots will be encouraged to organize and act as catalysts and their participation in decision making will be mandatory.
- The Women's Bureau extends support under the national initiatives of 'Diriya Kantha Programme' (encouraging women) and 'Kantha Saviya Programme' (women empowerment) through a network of Women's Bureau Organizations established at village and divisional secretariat levels.
- Women's representation and participation are promoted in relation to the recruitment procedures followed by the line agencies. Forestry and agriculture provide opportunities for women to join extension services. Women Development Officers are being posted for divisional/district level administration.
- Women's participation has been secured through incentives, awareness raising and extension. In community forestry these are used as main instruments by SLANRMP. The same has established better links between state agency and rural forestry practicing women. Support given to the development of non-forest lands with multiple components including agro-forestry and social forestry interventions, and improving the buffer zone as multiple use forests enabled women to apply their experiences along with the technical knowledge. The community forestry interventions in early 1980s used incentives like "food ration for work" and "access to state lands" by the villagers to encourage women to participate in community forestry. Access to NTFPs is being used in SLANRMP, stimulating women to participate in small groups.
- The hiring of a sociologist within the National Water Supply and Drainage Board in the 1980s significantly helped to strengthen the gender dimensions of projects, moving beyond small, peripheral initiatives. As a result, women were not just recognized as beneficiaries of projects but also as active participants, carriers and managers of water for domestic use.
- In government and donor-initiated water resource development projects, community mobilizers have been used to enhance women's inclusion. As investments in rural water supply and irrigation sectors were reduced through the 1980s and 1990s, greater attention was given to participatory forms of management with stronger stakeholder input¹⁶. The projects supported by DANIDA, FINNIDA and GTZ involving participatory strategies used in rural water supply and sanitation projects, found that the role of community mobilizers in activating women's engagement was critical. Through the use of

¹⁶ Athukorala, 1996

both women-only meetings as well as inclusion of women in community meetings community mobilizers encouraged women to participate and take up posts in Consumer Societies, where they achieved 50 per cent women membership. Following the example of a pioneering Sri Lankan NGO, women were also trained as hand pump caretakers and technicians. Gradually, roughly 50 per cent of hand pump caretakers were women in the Central Region; because of the greater incentives to do the job well (given their household responsibilities for water provisioning), women were performing their tasks confidently.

3. Skills building

Stakeholders often identify and use multiple windows for building capacities to enable women to engage in decision making and sharing responsibilities. Effective means for building capacities include:

- The national policy pertaining to extension and capacity building can help improve range of skills for women through technical education, training and awareness raising. Additionally, the “Nenasala” programme initiated by the government helps improve access to information sources (IT) by the villages.
- Gender awareness raising has been used by state agencies including agriculture, MCDWA, irrigation and also by NGOs. Diagnosis of gender specific and differential roles and responsibilities has been used to generate learning interest among community groups and field workers. Gender awareness raising has been used by NANEGE in Rambukoluwa and Dawatagala. It has increased women’s participation in Electricity Consumer Society. Over 60 per cent of the women in the community took part in activities. Women are being selected to office bearer positions with the consensus of men enabling them to make leading decisions on electricity distribution, quota for individual families, self-help for management and also to develop savings and community funds helping out financing agencies to implement credit schemes.
- Many state agencies, NGOs and conservation specific projects provide opportunities for women to obtain technical training. The Upper Watershed Management Project with ADB funding and the Ministry of Agriculture through IFAD project initiatives in Matale trained women on soil and water conservation among other activities. They integrate various measures such as establishing of stone bunds, biological hedges and also residue bunds into farm management. The Darwin Initiative Project under its livelihood development component implemented in Kalugala provided training on use of fuelwood conserving

industrial stoves for reducing the fuelwood consumption and improving the quality of treacle and jiggery (crystal sugar) produced. Such training enabled women to reduce their fuelwood gathering while reducing fuelwood consumption.

- Capacity building and community mobilization were the major components of the integrated rural development projects. These enabled better partnerships with communities and helped women to be actively involved and obtain decision making positions in small groups. Access to NTFP, credit and information under SLANRMP enabled women to increase their income and feeling of ownership.
- Greater emphasis is being given by the Women's Bureau of Sri Lanka to provide leadership training to women at provincial levels. It is a key component of the women extension department of the Ministry of Agriculture. Training is provided to promote women's leadership in farm women organizations.

4. Gender disaggregated analysis and planning to meet women's livelihood needs

Gender disaggregated data is being used in many interventions to establish base lines, carry out gender analysis and planning and for follow up monitoring and evaluations to gauge the effectiveness of interventions. Women's inclusion into projects has been facilitated by the process. Some illustrations of good practices on this work are given below.

- Case studies on women in community forestry in Sri Lanka were developed under the initiatives of FAO in early 1990s. A series of profiles have been developed by collecting gender disaggregated data; looking at gender specific patterns in the engagement of men and women, benefits they receive, constraints to their participation; and proposing solutions to addressing the barriers. Gender disaggregated data has been gathered in several studies carried out on forest resource utilisation. In a study focused on understanding people and forest linkages in the Adams Peak Wilderness area, supported by British ODA gender specific data has been gathered. In Labunoruwa, in a study supported by the British Council gender has been used as a key variable in examining women's engagement in forest resource management. In Ritigala, an IUCN-funded study focused on understanding forest resource utilization practices has used gender as a variable for differentiating how men and women use their traditional knowledge in gathering forest resources.
- Several INGOS, including ENERGIA and PA, gathered gender disaggregated data and analyzed information for planning and for follow-up monitoring and evaluations of renewable energy, primarily in biofuel and micro hydro interventions. In Rambukoluwa,

gender disaggregated data has been used to identify specific energy needs of women and for introducing practical measures to using electricity for reducing the drudgery of work related to irrigating crops, milling paddy and grinding rice and other cereals primarily handled by women. The same analysis has been used for planning and introducing some income generation activities like food and crop processing for enabling women to generate livelihood sources using electricity.

- The SLANRM Project on Community Forestry in Ihalathimbiriyawa, in the Kurunegala District maintained a gender disaggregated database and used it for resource management planning. This has enabled women to make their capabilities visible. The success is also attributed to the gender awareness raising given to field extension officers of the FD and recruitment of women to the forestry extension. These have reduced the perception of women that forestry is meant for forest protection without including them.

5. Labour saving and time saving technologies

The focus on labour saving technologies for women has increased in recent years, reducing the drudgery of work that they shouldered to meet household welfare requirements. Time and energy saved through improved technologies helps women to address barriers to engaging in REDD+ related activities including community decision making. Technological interventions on reducing exhaustion of women labour both in the domestic sphere and in family farms help encourage women's participation in REDD+ process. Initiatives taken in this endeavour are diverse. The technologies introduced for the domestic sphere of work enabled women to save their time and metabolic energy and work related exhaustion while in the production domain technologies help to enhance production.

- IFAD project interventions in Matale improved farm production by introducing both sprinkler and drip irrigation. The small scale farmers, men and women, increased seasonal and market crops during the dry seasons. The increased water use efficiency has reduced water scarcity and also the labour exhaustive tasks of watering primarily handled by women. Solar panels have been introduced for lifting water from dug wells to help women to save their time spent on water lifting and also to satisfy the water requirements for domestic use and kitchen garden development.
- Improved cook stoves initially introduced by SARVODAYA (and then subsequently promoted by PA, IDEA and the Ceylon Electricity Board) help women to increase cooking efficiency, reduce the time and energy used in getting fuelwood for cooking, and address health and household air pollution problems. Management technologies such as tree

pruning and stand thinning in fuelwood plantations also help women secure fuelwood for domestic cooking.

- The village tanks managed by the communities are the sources of water that are being widely used by communities, especially women in the dry areas of the country. Rainwater harvesting has been introduced components of the projects in dry areas.
- Pico-hydro technology has been introduced by PA in Kalawana and many other isolated locations providing electricity for individual houses or for clusters of houses where people do not have access to grid electricity. Women and men of the beneficiary households manage the technology.
- The solar home systems introduced by private sector, NGOs and under the national kerosene elimination programme of the state provide access to electricity by rural poor households who do not have access to electricity. Such technology has created an enabling environment for women to increase their labour efficiency and increase the time spent on home based work by couple of hours.
- The village based paddy mills and grinding mills allow women to reduce the drudgery of work while saving the time that they spent on such tasks.

6. Diverse types of women-only groups

The women-only groups are mostly task specific and are part of the women's networks and federations. Such systems are being introduced to empower women to engage in their activities with confidence freely, without following the patriarchal social hierarchy. It is also being used as a mechanism for providing equal chances for women and men to secure decision-making positions and to share benefits. Some examples of this work are noted below.

- The Farm Women's Agricultural Extension Programme of the government has registered over 1,000 farm women organizations from 2006 onwards. Once they have been stable for six months, they develop a constitution and elect executive committee members. Five per cent of members can be men although they cannot hold any positions. These organizations work on entrepreneurial activity with support from the Department of Agriculture.
- The Federation of Farm Women: This is a channel to reach women in farming. This is stronger in the dry areas of the country than in other areas where women are powerfully engaged in farming and thereby in managing the resources like land and water.
- Women's federations formed by the Women's Bureau under MCDWA are the operational arms with the commitment to work with laterally operating agencies. The women-only

groups are formed to obtain training manage capital and gain access to credit and other services.

- Women's organizations formed under the initiatives of IFAD operate the grant funds and credit programmes in Matale. The credit and grants obtained by women are spent on economic activities. They are the sole decision makers in managing the capital.
- Jalavahini supported by IWMI provides guidance for water management for drinking. Women's resource user groups are active in decision making regarding water and fuelwood.

7. Women in networks and federations

Women's networks and federations could be used as illustrations showing the potentialities for organizing women and enabling women inclusion into REDD+ process. Many networks show the strength of collective engagement of women and also their capacity to organise social capital taking the local context into account. The networks also provide entry points and opportunities to work with women or to enhance women's agency in REDD+. The lessons learned from the existing networks bring out how women are being mobilised as contributors and managers. There are excellent examples of both professional women networks working to improve water management issues as well as independent initiatives of rural women who then leverage the support of NGOs and women networks. Some examples are noted below.

- The Network of Women Water Professionals (NetWWater) is a women's volunteer organization which organizes Water Dialogues. These dialogues are requested by local community groups which bring national visibility, encourage research and mobilize advocacy network support for particular water issues, such as river sand mining which directly affect women.
- The National Network on Gender, Energy and Environment works on gender mainstreaming by providing training for institutions working on energy and energy access projects and programmes. It is also engaged in gender awareness, collecting gender disaggregated data, gender analysis and also in action oriented field research and empowering grassroots women's organizations.
- Oxfam UK has been involved in increasing encouraging women's participation and involvement within paddy federations (which have a 50 per cent men/women membership policy), especially higher up the value chain to help them increase their profits. They promote women's membership, as well as small scale enterprises.

- In 2012, the private sector became involved in empowering women within water management. The Brandix group, an apparel company, has joined hands with NetWWater to launch “Jalavahini”, an interactive training programme to support a “hands-on” role in water management for building catchment conservation at the grassroots level through community based organizations. Sri Lanka has about 3,500 community based organizations in the water sector which are now being re-organized into the National Community Water Trust.

8. Presence of women leaders and champions

Some identified gender champions working in local communities or facilitating the process are described below:

- Ms. Damayanthi Godamulla is the executive director of the Community Development Centre. She has secured funds from various donors including the GEF Small Grants Programme to expand her network and to continue her work on the conservation of traditional varieties of roots and tubers. Her centre works with a group of women leaders and a network of women that promotes soil and water conservation methods and home garden development.
- Mr. T.B.M.G.S. Basnayaka is the Deputy Director of the Nation Builders Association who works in community mobilization and gender awareness raising. He is a trainer who assists various project staff to use participatory methods for collecting gender disaggregated information. Capacity building for women is carried out as part of community development.
- Ms. Rose Samuel Rupasinghe is the Deputy Director General of Agriculture who has been engaged in agriculture extension and training women. She has special skills in producing materials for demonstrations that entice women to develop home gardens and food processing for the market. She is also a co-trainer on gender mainstreaming in the energy sector.
- Mr. Sumith Kumara is a forest extension officer implementing SLANRMP in Kurunegala. He has developed skills to motivate women and form them into groups for undertaking conservation and development related work.
- Ms. Asilin is a women leader in Ibbankatuwa, Pohoranwewa in a remote village in the Matale District. She has organized women in her village to develop their skills, improve their home gardens and protect the Ibbankatuwa tank fish resources from illegal fishing.

The collective engagement of the community members has enabled them to promote sustainable fishing and marketing enabling women to get an income.

9. Equitable benefit sharing mechanisms

The mechanisms for providing equitable benefits to women are not common but practices by some rural organizations offer promising entry points.

- Women's organizations in Matale formed under the IFAD project shared the benefits of grants and credit rotationally, enabling all women to get the benefits. The informal credit schemes run by women in Poyangala allow each member to get same amount in credit, through a revolving mechanism.
- The SLANRM has enabled the community members who take part in implementing the project activities to share benefits equally. Mechanisms are not in place but decisions are made on consensus. The same procedure has been followed in getting access to NTFPs where the members of the groups agreed to share the products. Women in small groups used the training opportunities in rotation so ensuring that every member have an equal opportunity

10. Enterprise development and credit provision

Enterprise development for women has often been promoted by providing credit for establishing small businesses. This has been followed by almost all the donor agencies that provided funds for Integrated Rural Development Projects in Sri Lanka. Vocational training for women, credit and institutional support has taken the lead for empowering rural women.

- The interventions have been made by under the Livelihood Development Project in Anuradhapura. Women's groups have been formed to get access to credit facilities. Vocational training has been given through the training institutions working on animal husbandry, food processing, sewing and dress making and carpentry and also on skill development. Women in farm enterprises have combined many of these elements. Funding made available to women through banks and mobilization of groups to secure and rotate funds have made a progressive change.
- In conjunction with credit, a strong saving culture has been introduced by participatory credit organizations. Rural banks including SNASA have made special efforts to provide extension services to remote women to facilitate the process. Women in enterprises in Matale secured market outlets and annually organized exhibitions promoting their products. The Rural Development Bank in Matale provided support for women to become

leading entrepreneurs in the bakery and sweet making industry. Women have influenced the credit organizations through their efficiency in repaying loans with less than 5 per cent occasional failures, which has assured their repetitive access to credit.

- The recent project on enhancing women's access to electricity funded by ADB in Ampara District is designed to provide livelihood development training for women, enabling them to start up/establish, expand and develop energy based livelihoods.

6. Moving Forward

The lessons learned from this study of barriers, policies and good practices to promote women's inclusion in community forestry, water management and agriculture have led to the set of recommendations that follows, to ensure the effective inclusion of women in REDD+ initiatives in Sri Lanka. Recommendations were also generated in a national dialogue session with stakeholders, held in Colombo on the 5 November 2013, as presented separately below.

Recommendations:

1. Develop gender goals and strategies in forest sector/institutions

The project and community based experiences and practices should be used to develop gender goals and targets within forest institutions. This should be part of a gender mainstreaming strategy that is aligned with the measures suggested for empowering women in the Mahinda Chintana Development Framework.

2. Financial allocations:

Financial resources should be made available to ensure support for implementing gender sensitive components of the REDD+ strategy. Adequate financial resources are a prerequisite for securing effective participation of women during designing, implementation and monitoring and evaluation phases.

3. Increase the numbers of women in the forestry profession:

A conducive environment is essential for women to enter into forestry profession at all levels. The conventional ideology to view forestry as a profession suitable for men has to be changed with a focus on gender equality and the wider perspectives related to sustainable development. This can be achieved by developing and implementing gender mainstreaming strategy that is aligned with

the measures suggested for empowering women in the Mahinda Chintana Development Framework. Forestry sector can create enabling opportunities to reach grass roots women and facilitate the linkages more closely and interactively through women foresters. The visibility of women in forestry profession also helps show-casing potentialities for women to contribute to forestry and to encourage women at the grassroots to extend their partnership.

4. Increase women's representation and participation in community forestry and in the REDD+ roadmap development process

Women's level of understanding of REDD+ is currently low and their participation and representation in the process is insignificant. Women's participation could be assured by allocating a quota for women's representation within community based groups, by establishing a quota of at least one-third (ideally one-half) within the general membership and the executive committees. Enhance awareness of women on the REDD+ process, so that they can participate effectively in the decision making process. Establish a gender working group to support REDD+ process.

5. Collect gender disaggregated data

This can be achieved through baseline surveys and gender analysis to engender the REDD+ process, address specific issues and institutionalize mechanisms for providing equitable opportunities. It may be possible to add to the data bank being developed by the Women's Bureau to provide information to the general public about the status and REDD+ related activities of women in the country. In this way, knowledge about women's involvement in the forest sector can more explicitly enter into the larger planning vision.

6. Establish gender sensitive indicators and monitoring and evaluation system

There are no gender sensitive indicators in the monitoring and evaluation systems. A better understanding of how men and women have contributed to improving the economy, environment/forests and also their own status is essential.

7. Integrate a gender sensitive approach into policies, projects and programmes of forest institutions

Gender mainstreaming in irrigation development carried out by IWMI and in energy policies, projects and programmes carried out by NANEGE with the support given by ENERGIA and ADB are models for the successful implementation of gender sensitive REDD+.

8. Build capacities

Institutional capacity is needed to undertake this task. Where needed, extension officers as well as facilitators or mobilizers can be given training on how to mobilize and support women to gain their active participation. Attention to the timing and location of meetings is crucial. Support for developing curricula and training packages that incorporate gender considerations in community forestry at the Sri Lankan Institute of Forestry could help ensure that the new group of professionals who enter into the sector are adequately trained.

9. Provide technical and skill training for women

Now that community forestry work is moving beyond paid labour for afforestation work towards a more integrated social development approach, new skills are needed by women. These include skills in forest and land use planning, NTFP extraction and processing, micro-finance, enterprise development/value chain engagement and leadership.

10. Provide access to labour saving technologies and information

The creation and upkeep of home gardens as well as rainwater harvesting systems and renewable energy technologies improve the efficiency of women's time use. In this way, women's time is freed up to carry out initiatives on NTFP collection and processing as well as enterprise formation and marketing. A wide range of livelihood options need to be identified through research to make use of the labour saved by women.

11. Develop and support women's organizations, networks and federations

Women-only CBOs for community forestry are limited at this time, as such groups primarily exist only within donor-funded forest or watershed management projects. However, it is clear that women-only groups provide very valuable spaces for building support and confidence, exchanging knowledge and developing new ideas for implementation. There is a role for women professionals working in forest and home garden, energy and water sectors to promote local level groups or even form national networks. MCDWA can play a strong role in such activities. Also, the Women's Bureau has developed divisional federations and there are plans to establish a national federation. The Bureau has environment and development, and land use officers. They require strong lateral linkages to facilitate local representation and to pool resources and knowledge.

12. Review existing benefit sharing mechanisms:

There is a need to review the formula for benefit sharing that has been used in donor-funded community forestry projects to examine whether it is equitable in terms of valuing women's and men's contributions and benefits. Given that some of the earnings are put into a savings and loans scheme, attention should also be directed at how loans are given, especially to lower income women. Since the community forestry approaches utilized so far have tended to rely on some form of paid labour (to both men and women) to help plant and protect trees, attention needs to be given to equal wage conditions. An Employment Provident Fund and/or Employment Trust Fund should be created for those labourers helping to green forest lands including for REDD+.

National Forest Dialogue Recommendations

In a one-day National Forest Dialogue on Exclusion/Inclusion of Women in REDD+, Forest and Other Natural Resource Management Sectors in Sri Lanka held on 5 November 2013 in Colombo, participants used the matrix (Appendix 3) to guide group discussions about which good practices should be recommended to address key barriers to women's exclusion. They were asked to choose and prioritize four or five key barriers and practices that they would like to recommend to policy makers and project implementers that could be realistically achieved. Scoring was done to aggregate the results from the two groups that provided inputs for the Institutional/Policy level and from the two that did the same for the Community level.

From the **Community Level** perspective, groups thought that the best way to address the barriers were as follows:

- A. Ideological barriers and gender norms:
 - 1. Supportive facilitation for women's participation
 - 2. Skills building (for awareness)
- B. Lack of women's organizations working on forestry related topics:
 - 1. Supportive facilitation for women's participation
 - 2. Female leadership and champions
- C. Lack of ownership over assets:
 - 1. Equitable benefit sharing
 - 2. Enterprise development and access to finance
- D. Lack of women's participation and representation:
 - 1. Ensuring women's representation and participation
 - 2. Supportive facilitation for women's participation

- E. Inadequate knowledge and information:
 - 1. Gender analysis and planning
 - 2. Skills building
- F. Inadequate institutional capacity:
 - 1. Skills building
 - 2. Supportive facilitation for women's participation
- G. Professionalism in forestry:
 - 1. Skills building
 - 2. Supportive facilitation for women's participation
- H. Limitations in information, monitoring and evaluation:
 - 1. Gender analysis and planning

From the **Institutions and Policy Level** perspective, groups thought that the best way to address the barriers is as follows:

- A. Ideological barriers and gender norms:
 - 1. Supportive facilitation for women's participation
 - 2. Female leadership and champions and equitable benefit sharing
- B. Lack of women's organizations working on forestry related topics:
 - 1. Gender analysis and planning; female leadership and champions and diverse types of women-only groups
 - 2. Ensuring women's representation and participation
- C. Lack of ownership over assets:
 - 1. Equitable benefit sharing
 - 2. Skills building; women in networks and federations and gender analysis and planning
- D. Lack of women's participation and representation:
 - 1. Ensuring women's representation and participation
 - 2. Diverse types of women-only groups and skills building
- E. Inadequate knowledge and information:
 - 1. Ensuring women's representation and participation and gender analysis and planning
 - 2. Skills building
- F. Inadequate institutional capacity:
 - 1. Skills building
 - 2. Supportive facilitation for women's participation
- G. Professionalism in forestry:
 - 1. Skills Building and Female leadership and champions

2. Ensuring women's representation and participation

At the **Community Level**, the priority recommendations were for **Skill Building** interventions, to address the primary barriers of ideological and cultural barriers, and women's inadequate participation in decision making.

At the **Institutional and Policy Level**, the priority recommendations are for **Female Leadership and Champions, Gender Analysis and Planning and Skills Building** interventions, to address the primary barriers of Ideological barriers and gender norms and the lack of women's organizations. In both cases, **ideological and cultural norms were perceived to be the primary barrier to women's inclusion in the forest sector**. The Community Groups identified inadequate participation as the secondary barrier, while the Institution and Policy Groups identified the lack of women's organizations to be the secondary barrier.

While this exercise provided useful insights, its limitations should be noted here. Given the short time provided for this exercise (3 hours), it is not expected that these recommendations will necessarily form the complete list to be put forth to the policy makers in the national workshop for action plan development. Other ongoing processes within the development of REDD+ in Sri Lanka will also provide inputs to the final recommendations to policy makers.

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6.1.

Annex 1: Key Factors and Evidences for Women’s Inclusion in Policies, Institutions and Community Level Practices in Sri Lanka

Key Intervention	Policies/Institutions frameworks	NGO/Development Agency Institutional Interventions	Community Initiatives
1. Ensuring women’s representation and participation	<ul style="list-style-type: none"> Operational guideline for community forest Management, 2007 Gender Mainstreaming Policy of MCDWA; Women extension department of the Ministry of Agriculture Land law and the Marriage and Family Law that recognize women and men’s rights to own land. Women’s Bureau of Sri Lanka Promotion of equality between men and women Affirmative action for women to get higher position in the ministries or departments. 	<ul style="list-style-type: none"> Recruitment process in some ministries and departments; CF project in Kurunegala secure woman representative in CF sub-committees and office bearing positions. Electricity Consumer Societies in Rambukoluwa and Dawatagala implemented gender mainstreaming throughout projects, enabling women to attend meetings/ workshops/training and consultation Women are in finance committees collecting monthly charges and paying bank loans, CDC in Aranayake deliver information and training to village women on conservation and resource management. NANAGE develop and carry out training on gender mainstreaming into policy, projects and programmes. 	<ul style="list-style-type: none"> Men and women can make own decisions to get memberships of the local organizations. Women’s usufruct rights are accepted on their territorial occupations,
2. Facilitation and capacity building for women’s participation	<ul style="list-style-type: none"> Agriculture Extension services engage female extension workers to enable women to be more comfortable to consult and discuss about agriculture 	<ul style="list-style-type: none"> CDC employ female extension workers to enable women to talk freely and comfortably to discuss about environment related issues and engage in 	<ul style="list-style-type: none"> Organizations encourage women to participate in the projects and

	<p>related issues and engage in decision making process.</p> <ul style="list-style-type: none"> • Forestry Department recruited female extension officers and field assistance encouraging close contacts with women. 	<p>decision making process;</p> <ul style="list-style-type: none"> • Women and men in farmer organizations facilitate information dissemination and act as extension workers. 	<p>meetings;</p> <ul style="list-style-type: none"> • Community leaders and trainers are willing to train their female colleagues; • No social restrictions are there to prevent women attending meetings/ contesting for positions or for representing households, • Men extend their support to women to enhance skills and leadership.
3. Skill building	<ul style="list-style-type: none"> • Ministry of Agriculture and CENWOR, CDC, NANAGE, PA, provide /facilitate leadership training for women. 	<ul style="list-style-type: none"> • NGO forum: capacity building, awareness raising and networking of women to engage in natural resource management policy planning and implementation process; • IDEA train women in stoves development techniques, bookkeeping and other income generation. • PA provide training on energy efficiency and conservation, disaster management, enterprise development and resource conservation for women. 	<ul style="list-style-type: none"> • Women share information, materials, disseminate and exchange knowledge related to services, technology and livelihood options; • Women use forest and natural resources and engage in tree planting and resource conservation.
4. Gender	<ul style="list-style-type: none"> • PA, NANAGE with support from 	<ul style="list-style-type: none"> • NANAGE and PA, carryout base line 	<ul style="list-style-type: none"> • Communities in their

<p>disaggregated analysis and planning to meet women's livelihood needs</p>	<p>ENERGIA/ ADB carry out gender disaggregated data collection and analysis and planning</p> <ul style="list-style-type: none"> • CENWOR and UNDP developed a national gender profile in Sri Lanka based on the Censuses and Statistical Surveys conducted in the country. It provides wide ranges of sex disaggregated data with a focus on MDGs. 	<p>studies for getting gender disaggregated and analysis for gender planning.</p> <ul style="list-style-type: none"> • NANAGE develop gender action plans for projects and implementing and monitoring and evaluation frameworks. • Women Water Network of IWMI undertakes base line data gathering, training and forming women's organizations. • WOCAN has conducted training on gender analysis to integrate gender perspective in the projects. 	<p>organizations maintain gender disaggregated data and keep records of meeting attendants by their gender.</p> <ul style="list-style-type: none"> • In participatory assessments men and women prepare maps reflecting their perceptions, experiences, needs and development prospects.
<p>5. Labour-saving and time-reducing technologies</p>	<ul style="list-style-type: none"> • Analysis of Household energy technologies has been carried out by NANAGE with the support from ENERGIA. • PA has carried out project specific surveys on response of women to energy policy environment. • Project based analysis of gender impacts of micro-hydro. • ENERGIA through its national focal point NANAGE has carried out gender analysis of micro hydro with a focus on drudgery reduction, labour and time saving by women. • IDEA and PA promote Improved Cook 	<ul style="list-style-type: none"> • Private sector invests on rice mills and grinding mills enabling women to reduce the gravity of labour intensive work. • Community based water supply enabled women's access to drinking water. • Pico-hydro and micro-hydro projects for electricity supply has enabled women to increase mobility, save time and increase efficiency. • Improved cook stoves promoted by NGOs, help women to reduce the drudgery of getting fuelwood for cooking and to save cooking time, • Drip irrigation and sprinkler irrigation allow women to save time spent on 	<ul style="list-style-type: none"> • Social networks of rural communities share information on labour saving technologies like ICS. • In forest peripheries households establish pipe water supply systems using the springs to serve households located in clusters help women to have drinking water at their door steps. • Fuelwood gathering

	Stoves- ICS for improving the quality of life of women by addressing the issues related with rudimentary cooking devices.	<ul style="list-style-type: none"> fetching water to irrigating crops. Rain water harvesting allow women to have a stock of water for the dry season. Improved industrial stoves introduced for treacle production has allowed women to enhance the quality of treacle and reduced the difficulty of getting fuelwood for boiling palm sap for treacle. 	from hedges and public lands located closer to the households for household cooking is often allowed by the communities.
6. Women-only groups	CDC in Aranayaka has formed women-only groups and networking. IFAD through its income generation component has formed women-only organizations for the economic advancement of women in Matale District.	<ul style="list-style-type: none"> Women-only groups and network are being formed enabling women to discuss their needs and issues Women are engaged in exchanging and sharing information/ideas/opinions, capacity building and networking particularly strengthening their facilitation and leadership skill (PA, CDC etc). Women's organizations in rural areas work in women self-help groups attending farm work and community work. Small group based credit in such organizations have allowed them to develop saving schemes for women. 	<ul style="list-style-type: none"> Women-only group credit and savings groups are involved with the financing institution for getting access to financing. Women producer groups are also active in food processing in Matale.
7. Women's networks and federations	IWMI women water network, MCDWA- Women's Bureau formed Federation, National Network on Gender Energy and Environment NANAGE- the ENERGIA focal point working on gender and sustainable	<ul style="list-style-type: none"> Women in water network at the provincial exchange experiences and build a strong voice in national water sector development; Farm women organizations engage in local level decision making and 	Communities/ men extend their support for women's networks enabling them to engage in decision making.

	energy	development forums.	
8. Presence of women leaders and male and female gender champions	<ul style="list-style-type: none"> • Ms Damayanthi of CDC; • Ms. Rose Samuel Rupasinghe (Deputy Director General of Ministry of Agriculture); • Mr. Sumith Kumara (Forestry Extension Officer, SLANRMP). 	<ul style="list-style-type: none"> • Ms Damayanthi is lead trainer in her network and works with the Department of Agriculture 	<ul style="list-style-type: none"> • Ms. Asling is the leader of Ibbankatuwa tank protection society, • Ms. Damayanthi represents the rural women's networks at policy forums. •
9. Equitable benefit sharing mechanisms	Rural credit organizations give equal opportunities to the members to secure credit on the basis of groups	<ul style="list-style-type: none"> • The farmer organization working in buffer zone development in Kalugala provide equal opportunities for men and women to get training and share get plants for their home gardens. • Electricity consumer societies allow every household to get equal amount of electricity for household use per day. • Under SLANRMP members of the communities are given with equal number of plants and training on home garden development 	Members of the groups working with revolving fund and self help treat members equality and provide equal access to resources and benefits.
10. Enterprise development and credit provision	IFAD Matale Regional Economic Development Project supported women's organizations with a grant fund and revolving credit supporting livelihood development activities.	<ul style="list-style-type: none"> • Training on off-farm activities is being provided to women through their organizations. • Self-help groups (savings and credits groups) formed under IFAD in Matale are 	<ul style="list-style-type: none"> • Groups working with participatory rural banks/ Kandurata Bank in Matale provide special fund

		in food processing industry and they have their own market outlets as well.	for credit for enterprise development. <ul style="list-style-type: none">• Low interest credit given by CDC is used by women to develop food processing industry.
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Annex 2: List of Stakeholders Consulted/Interviewed

UN AGENCIES IN SRI LANKA

01	Dr. Ananda Mallawatantri Assistant Country Director, Team Leader: Environment, Energy & Disaster Risk Management, UNDP, 202-204 Bauddhaloka Mawatha, Colombo 07.
02	Mr. Ramitha Wijethunga National Programme Officer, UNDP, 202-204 Bauddhaloka Mawatha, Colombo 07.
03	Ms. Shireen Samarsurya Programme Officer, GEF-SGP, UNDP, 202-204 Bauddhaloka Mawatha, Colombo 07.
04	Ms. Dinali Jayasinghe GEF-SGP, UNDP, 202-204 Bauddhaloka Mawatha, Colombo 07.
05	Dr. D.S.P. Kuruppuarachchi Assistant FAO Representative (Programme), 202, Bauddhaloka Mawatha, P.O. Box 1505, Colombo 07.
06	Mr. Nalin Munasinghe Programme Officer, FAO, 202, Bauddhaloka Mawatha, P.O. Box 1505, Colombo 07.

#	Officers of Key Policy Making Bodies (Government)	Key International/Non-Government Agencies	Key Implementing Agencies
01	Mr. K.P. Ariyadasa Conservator General of Forest, Department of Forestry, 82, Rajamalwatta Road, Battaramulla.	Mr. Palitha Bandara Focal Point, Environment & Climate Change, ADB Sri Lanka Resident Mission, 23, Independence Avenue, Colombo 07.	Dr. Vishaka Hidellage Director, Practical Action, 5, Lionel Edirisinghe Mawatha, Colombo 05.
02	Mr. Anura Sathurusingle Senior Deputy Conservator General, Department of Forestry, REDD+ Focal Point, 82, Rajamalwatta Road, Battaramulla.	Mr. Kamal Dahanayake Project Officer, ADB Sri Lanka Resident Mission, 23, Independence Avenue, Colombo 07.	Mr. Bhatiya Kakulandala Programme Officer, Practical Action, 5, Lionel Edirisinghe Mawatha, Colombo 05.
03	Mr. S. Kalansooriya Programme & Monitoring Expert, Community Forestry Programme, Department of Forestry, 82, Rajamalwatta Road, Battaramulla.	Ms. Nelun Gunasekara Social Development & Gender Specialist, ADB Sri Lanka Resident Mission, 23, Independence Avenue, Colombo 07.	Mr. T.B.M.G.S. Basnayake Deputy Director, Nation Builders Association, New Town, Kundasale.
04	Mr. K.D.S.R. Perera Director (Environment Division), Department of National Planning, Ministry of Finance and Planning, The secretariat, Colombo 01.	Ms. Kusum Athukorala Chair, Sri Lanka Water Partnership, IWMI, 127, Sunil Mawatha, Pelawatte, Battaramulla.	Mr. Sarath Ekanayake Home Garden Expert, Kandy.

05	Ms. Anoja Herath Assistant Director of Climate Change, Ministry of Environment and Renewable Energy, Sampathpaya, 82, Rajamalwatta Road, Battaramulla.	Mr. Shamen P. Vidanage Acting Country Representative, IUCN Sri Lanka Country Office, 53, Horton Place, Colombo 07.	Ms. Kamy Melwani Executive Director, Eco-Synthesis Research Institute Mihirawatta, Bandarawela.
06	Dr. Sunimal Jayathunga Director of Climate Change, Ministry of Environment and Renewable Energy, Sampathpaya, 82, Rajamalwatta Road, Battaramulla.	Dr. Anura Herath Country Programme Manager (Maldives & Sri Lanka), IFAD Sri Lanka Office, Kandy.	Ms. Damayanthi Godamulla Directress, Community Development Centre, Kaalwana, Aranayaka.
07	Ms. R. A. Chulananda Director, Women's Bureau of Sri Lanka, Ministry of Child Protection and Women's Affairs, Nawala Road, Nugegoda.	Mr. Dunstan Fernando Senior Programme Officer, Australian Agency for International Development (AusAUD), Australian High Commission, 21 Gregory's Road, Colombo 07.	Mr. Sumith Kumara Forest Extension Officer (Ihala-Thibiriyawa) DFO Office, Kurunegala.
08	Mr. K. Ajith I.D. Silva Director (Policy and Planning), Ministry of Environment and Renewable Energy, Sampathpaya, 82, Rajamalwatta Road, Battaramulla.	Mr. Arvind Kumar Country Programme Manager, Oxfam Great Britain, 08, Kinross Avenue, Colombo 04.	Mr. Keerthi Rajapaksa (Freelance forester) Former Assistant Forest Conservator 147, Dharmasoka Mawatha, Lewella, Kandy.
09	Ms. Rose Rupasinghe Samuel, Additional Director, Department of Agriculture, Old Galaha Road, Peradeniya.	Ms. Roxanne Abdulali Programme Manager-EU ACAP, Oxfam Great Britain, 08, Kinross Avenue, Colombo 04.	Ms. Renuka Gunawardana Women's Agriculture Group, Weligepola.
10	Mr. R.G. Gunathilaka Divisional Forest Officer DFO Office Kurunegala.	Ms. Kamanee Hapugalle Senior Programme Manager, Programme Manager, Oxfam Great Britain, 08, Kinross Avenue, Colombo 04.	Mr. Hemantha Withanage Executive Director/ Environmental Scientist, Centre for Environmental Justice, 20A, Kuruppu Road, Colombo 08.
11	Ms. Kanchana Wickramasinghe Centre for Policy Research, Colombo		

Annex 3: Organizations/Persons invited to National Dialogue

ORGANIZATION	NAME and Position
Forest Department/ Sector	Mr. Anura Sathurusinghe, Senior Deputy Conservator General Mr. Lal Abeygunasekera, Deputy Conservator General Ms. Aluvihare, Assistant Conservator of Forest Mr. R.G. Gunathilaka, Divisional Forest Officer, Kurunegala Mr. Sumith Kumara, Forest Extension Officer, Kurunegala Mr. Kalansooriya, FD, Project Coordinator Community Forestry Mr. Sarath Ekanayake, independent consultant, Home Gardens Specialist, Kandy Mr. Kirathie Rajapakse, ex-Assistant Conservator of Forests, Department of Forests
Ministry of Environment and Renewable Energy	Mr. Ajith Silva, Director, Policy and Planning Division Dr. Sunimal Jayatunga, Director, Climate Change Ms. Anoja Herath, Assistant Director, Climate Change Ms. Padma Abeyokone, Head of Biodiversity Mr. Darmakeerthi, Director, Natural Resource Division
Ministry of Women's Affairs	Ms. Ashoka Alawatta, Additional Secretary Ms. R. A. Chulananda, Director, Women's Bureau of Sri Lanka
Ministry of Finance and Planning	Mr. Sunil Perera, Director, Environment Division, Dept. of National Planning
Ministry of Economic Development	Ms. Sakala Gunesekhara, Ministry of Economic Development Ms. Chandanie Ramasinghe, Rural Economic Division MR. Jiyatilaka Herath, Director, Divineguma Programme
Ministry of Land use	Ms. Chandra Senevirathna, Land Use Planning, Kandy Mr. Nayananda Nimalasena, Land Use Planning, Badulla
Ministry of Agriculture	Ms. Rose Rupasinghe Samuel, Additional Director (Extension), Department of Agriculture, Peradeniya Dr. Punyawardana, Natural Resources Division Ms. Dammika Dasanayaka, Development Officer, Colombo
Dept. of Wildlife Conservation	Mr. H.D. Ratnayaka, Director General
UNDP/ UN AGENCIES	Mr. Ananda Mallawatantri, Assistant Country Director, UNDP Mr Ramitha Wijetunga, National Programme Officer, UNDP Ms. Shireen Samarasuriya UNDP/GEF (Small Grants Programme) Mr. Nalin Munasinghe, FAO
DONOR AGENCIES/ PROJECTS	Dr. Anura Herath, IFAD, Country Programme Manager Mr. Dunstan Fernando, AusAID Ms. Nelun Gunasekara, ADB Gender Focal Point Mr. K. Dahanayake, ADB (infrastructure, power, water) Dr. Palitha Bandara, ADB, Focal Point Environment and Climate Change
ACADEMIC INSTITUTIONS	Dr. N.A.A.S.P. Nissanka, Prof of Crop Science, Peradeniya Dr. Gamini Hitinayaka, Head Crop Science, Peradeniya Dr. Tilak Bandara, Department of Geography, Peradeniya Dr. (Ms.) Nirmala Pallewatta, Department of Geography, Colombo

INGOs/ NGOs/	<p>Ms. Kusum Athukorala/International Water Management Institute</p> <p>Ms. Swarna Sumanasekera, Consultant, IWMI</p> <p>Mr. Shamen Vidanage, IUCN</p> <p>Ms. Vishaka Hiddelage, Director, Practical Action</p> <p>Mr. Bhatiya Kekulandala, Practical Action</p> <p>Mr. Arvind Kumar, Oxfam</p> <p>Ms. Kamanee Hapugalle, Senior Programme Manager Oxfam.</p>
NGOs & CBOs	<p>Mr. Hemanta Wihtanage, Centre for Environmental Justice (NGO)</p> <p>Ms. Damayanthi Godamulla, Community Development Centre</p> <p>Mr. Raja Amarasekera, Director, Integrated Development Association, Kandy</p> <p>Mr. Basnayake, Deputy Director, Nation Builders Association, Kandy</p>