

UN-REDD
PROGRAMME



**Women's Inclusion in REDD+ in
Cambodia**
**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 aims to explore the current status and effectiveness of policies and practices related to gender integration in forestry, REDD+ and other natural resources management sectors in Cambodia. It analyses the current policies and practices, identifies the gaps between policies and practices, determines the factors that enable the inclusion of women in the policies and practices and identifies elements that prevent inclusion and effective implementation.

In Cambodia, the Royal Government of Cambodia (RGC) has shown its commitment to develop and implement REDD+ policies and support pilot projects. There are policies and institutions in place to integrate gender in forestry and other natural resources management sectors, such as the community forestry sub decree and gender working groups in the Ministry of Agriculture, Forestry, and Fisheries (MAFF); and Forestry Administration (FA). However, some barriers have prevented effective function of institutions and implementation of these policies, including cultural barriers, perception that forestry is a men's profession, limited budget and capacity for gender responsive budgeting, absence of a quota set up for women's participation, lack of awareness on gender issues, limited capacity of human resources at the sub-national level and inadequate gender disaggregated data and baseline. In terms of REDD+, gender has not been systematically incorporated in the policy development processes and women are still minimally involved in the decision-making processes. Despite high levels of interest from staff members of the Ministry of Women's Affairs (MoWA) and some NGOs focusing on gender issues to be engaged in REDD+, limited technical knowledge on REDD+ restricts them from fully participating in policy development and project implementation.

Despite the barriers, the authors find good practices of women's inclusion and gender integration in REDD+, forestry and other natural resources management sectors. They are classified based on key factors identified in the scoping study report, including 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; women-only groups; women's networks and federations; presence of gender champions and women's leader; equitable benefit sharing mechanism; enterprise development and credit

provision. The report concludes with a list of potential steps for moving forward to ensure women's inclusion and gender integration in REDD+ policies and practices in Cambodia.

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List of Acronyms

ADB	Asian Development Bank
CDA	Children’s Development Association
CCCN	Cambodian Climate Change Network
CCI	Clinton Climate Initiative
CI	Conservation International
CRDT	Cambodian Rural Development Team
CEDAC	Cambodian Center for Study and Development in Agriculture
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CF	Community Forestry
CFMC	Community Forestry Management Committee
CIF	Carbon Investment Fund
CFN	Community Forestry Network
CMDG	Cambodia Millennium Development Goal
COP	Conference of Party
DPWA	Provincial/District Department of Women’s Affairs
FA	Forestry Administration
FFI	Fauna and Flora International
FGD	Focus Group Discussion
FIP	Forest Investment Program
GADC	Gender and Development for Cambodia
GCCC	Gender and Climate Change Committee
GERES	Group for the Environment, Renewable Energy and Solidarity
GMPSFS	Gender Mainstreaming Policy and Strategy for the Forest Sector
GII	Gender Inequality Index
ICSO	Indigenous Community Support Organization
JICA	Japan International Cooperation Agency
LEAF	Lowering Emissions from Asia’s Forests
MJP	Maddox-Jolie-Pitt Foundation
MoE	Ministry of Environment
MoEYS	Ministry of Education, Youth and Sports
MoWA	Ministry for Women’s Affairs
MRV	Monitoring Reporting and Verification
NCCC	National Committee on Climate Change

NGO	Non-Government Organization
NGOF	NGO Forum on Cambodia
NTFP	Non-Timber Forest Products
NTFP-EP	Non-Timber Forest Products Exchange Programme
OM	Oddar Meanchey
REDD	Reducing Emissions from Deforestation and Forest Degradation
RECOFTC	The Center for People and Forests
PADEK	Partnership for Development in Kampuchea
PyD	Paz y Desarrollo
RGC	Royal Government of Cambodia
RUA	Royal University of Agriculture
RUPP	Royal University of Phnom Penh
SHG	Self Help Group
SPF	Seima Protection Forest
UNDRIP	United Nations Declaration on the Rights of Indigenous People
UN-REDD	United Nations Reducing Emissions from Deforestation and Forest Degradation
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change
USAID	United States Agency for International Development
WCS	Wildlife Conservation Society
WWF	World Wildlife Fund
WOCAN	Women Organizing for Change in Agriculture and Natural Resources

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 forestry sector.¹ There are nearly 50 countries in the world that are members of the UN-REDD Programme and currently planning and preparing for REDD+.² In addition, many REDD+ demonstration projects have already been implemented in numerous locations globally, particularly targeting the voluntary carbon market. However, the promise of REDD+ to deliver climate mitigation benefits should also be balanced with safeguards that prevent serious potential risks that the initiative might generate, such as the loss of access to forest resources by indigenous communities, women and other marginalized groups. In response, 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 impacts.³ The agreement notes the importance of gender considerations in REDD+ policy design and programme implementation.

The ability to participate in and benefit from REDD+ is often determined by, among other factors, gender, as many REDD+ initiatives are implemented in particular cultural and socio-economic contexts marked by gender inequality. Numerous reports have acknowledged that REDD+ initiatives should recognize gender-differentiated roles in forest management to ensure effective and equitable implementation and meet the differentiated needs of women and men.⁴ Engaging women in REDD+ policies is also key to successful implementation of REDD+ policies as well as to achieve sustainable results as women have specific knowledge, roles and responsibilities in forest

¹ Wollenberg, E. and Springate-Baginski, O. 2009. Incentives +: How can REDD improve wellbeing in forest communities. *Brief Info*. Bogor: CIFOR; Sunderlin et al., 2009; Sunderlin, W., A. Larson and P. Cronkleton. 2009. Forest tenure rights and REDD+: From inertia to policy solutions. Arild Angelsen (ed.). *Realizing REDD+: National Strategy and Policy Options*. Bogor: CIFOR.

² IIED, 2012. *His REDD+, Her REDD+: How Integrating Gender Can Improve Readiness*. Retrieved on 3 August 2013 from <http://pubs.iied.org/17136IIED.html>

³ Setyowati, et.al. 2012. *Integrating Gender into REDD+ Safeguard Implementation in Indonesia*. Jakarta: UN-REDD.

⁴ UN-REDD. 2012. *Business Case for Mainstreaming Gender in REDD+*. Retrieved from <http://www.unredd.net>; Gurung, J. and Setyowati, A. 2012. Re-Envisioning REDD+: Gender, Forest Governance and REDD+ in Asia. In Buchy (ed.). *The Challenges of Securing Women's Tenure and Leadership for Forest Management*. Washington DC: RRI

governance.⁵ There are at least four key areas in which integrating gender considerations in REDD+ readiness efforts is critical:

- understanding of gender differentiated roles and needs in REDD+;
- equal representation and meaningful participation of women;
- secured and equal access to and control over resources;
- an equitable benefit sharing mechanism.

In Cambodia, the Royal Government of Cambodia (RGC) has shown its commitment to develop and implement REDD+ policies and support the implementation of REDD+ initiatives. Cambodia's National Forestry Program (NFP) acknowledges that REDD+ would be a critical source of sustainable financing for implementation and prioritized development of national capacity to manage the proposed international REDD+ mechanism, including setting baselines and improving capacity for forest carbon monitoring.⁶ Hence, the RGC has developed a National REDD+ Readiness Roadmap, a national REDD+ Taskforce and a multi-stakeholder Consultation Group to advise the Taskforce. A number of REDD+ pilot projects are also being implemented, through which lessons learnt can be drawn, that would eventually contribute to the development of REDD+ policies at the national level.⁷

This study aims to explore the current status and effectiveness of policies and practices related to gender mainstreaming in forestry, REDD+ and other natural resources management sectors. It analyses the current policies and practices, identifies the gaps between policies and practice, determines what factors enable the inclusion of women in the policies and projects and identifies elements that prevent inclusion and effective implementation.

The first section of this report describes the background and study objectives, whilst the second section elaborates the methodology used to collect data. The third section provides a situational analysis on gender issues in the country, particularly related to natural resources management. This is followed by the fourth section that provides an overview of policy and institutional frameworks to support gender integration in REDD+, forestry and other natural resources management sectors; it also identifies barriers in policy implementation and women's inclusion in

⁵ Gurung, J and Setyowati, A. 2012. Ibid.

⁶ RGC. 2009. *National Forest Program*. Phnom Penh: RGC.

⁷ There are 3 REDD+ demonstration projects supported by the task force in Monduliri, Oddar Meanchey and Prahvihea Province (source: <http://www.cambodia-redd.org/category/redd-implementation/demonstration-projects>) and some other projects are currently under the preparation in Cambodia (Cambodia Stakeholder Analysis, unpublished document).

these sectors. The fifth section specifically describes good practices of women's inclusion and factors that enable such inclusion. The report concludes with potential steps for moving forward based on identified gaps, and provides lists of key persons and organizations recommended to participate in the upcoming national workshop in September and November 2013.

2. Methodology and Description of Field Sites

Methods to gather data for this study include semi-structured interviews, focus group discussions and content analysis on relevant policy and project documents. Due to constraints presented by the recent election in Cambodia, the stakeholders mapping was conducted through combining snowball sampling and holding an expert meeting to identify key informants/stakeholders for further interviews. Subsequently, the researchers conducted semi-structured interviews with various key informants from government agencies, NGOs (local and international) and donor and multilateral agencies. A list of key stakeholders interviewed for this research can be seen in Annex 2.

Based on the inputs from a meeting held with Cambodia's REDD+ Task Force, two field sites were selected for the study (see Section 2.1 and 2.2 below). In each site, data collection was carried through semi-structured interviews with local government officers (local FA staff, District Women Office officer, commune councillor) and community leaders. Focused group discussions (FGD) were held with a women-only group and a mixed group. There were 8 to 19 participants in each FGD and they were represented by a community management committee, village chief and community members.

2.1 REDD+ project in Seima Protection Forest, Keo Seima District, Mondulkiri Province

Seima Protection Forest (SPF), covering 2,927 kilometres², was declared protected forest in 2002. The Forestry Administration (FA) under the Ministry of Agriculture, Forestry and Fisheries (MAFF) currently manages the SPF, and 20 villages/communities (around 100 families per community) are engaged in management and have signed agreements with FA regarding forest resource management and benefit access mechanisms. The Wildlife Conservation Society (WCS), in close collaboration with the FA, started developing a REDD+ project in this area three years ago. A local NGO, Cambodian Rural Development Team (CRDT) is active in implementing livelihood projects in the area. Numerous activities have been implemented in cooperation with the REDD+ project such as community awareness raising and consultation, and involving the community to actively

participate in decision-making processes. In addition, WCS also assists indigenous communities to secure forest ownership rights, in which 4 out of 16 communities have received official customary land titles, while the rest are in the registration process. Field visits were carried out in two villages, including O Rona Village (mixed group) and Andaung Kralueng Village (women-only group) where the majority of the populations are indigenous people known as *Phnoung*. The livelihood in the *Phnoung* community depends mainly on forest resources and cash crops.

2.2 Phnom Sen Han Community Forestry in Angkor Chey District, Kampot Province

Phnom Sen Han Community Forestry covers 914 hectares of land and 1,118 families out of 1,749 families in total have registered as community forestry (CF) members. Communities depend on subsistence agriculture dominated by rice crops. Before CF establishment, this forest was heavily degraded due to illegal cutting and land clearance for agriculture. RECOFTC has provided financial support to enable local FA staff (FA Cantonment) to work directly with the community. The establishment process for the CF started in 2009 and was eventually approved by MAFF. The forest is now regenerated after effective management and protection by the community. The field site research was conducted in Takor Village, where the majority of population encompasses *Khmer* people.

3. Situational Analysis of Gender in Cambodia

While political, economic and social development have opened up new opportunities for men and women and challenged traditional gender roles, Cambodian society remains largely patriarchal and hierarchical, and women continue to be politically and economically marginalized. Cambodia ranks 96 out of 148 countries by the Gender Inequality Index (GII) with a value of 0.473.⁸ Women hold few parliamentary seats (18.1 per cent) and have limited access to education. Half of the female farmers are illiterate or have less than a primary school education (compared to 27 per cent for men).⁹ In addition, few Cambodian women understand their constitutional and land rights thereby making them more likely to encounter greater challenges in securing land tenure rights.¹⁰

⁸ UNDP. 2013. Human Development Report: Cambodia. Retrieved on 7 August 2013 from <http://hdrstats.undp.org/images/explanations/KHM.pdf>

⁹ SIDA and FAO. 2010. *A National Gender Profile of Agriculture Households: Cambodia*. Rome: FAO.

¹⁰ USAID Cambodia. 2006. *Gender Analysis and Assessment: Volume I: Gender Analysis*.

Cambodian women play key roles in the agriculture sector, in which they comprise 56 per cent of the subsistence farmers and 54 per cent of the workers in the market oriented agriculture sector.¹¹ Nevertheless, their labour contribution is often undervalued and they are mostly positioned as unpaid family workers. Access to extension services, credits and markets remain limited for most Cambodians, but women farmers tend to be more marginalized than men due to their limited mobility and time, as well as their exclusion from male dominated community networks.¹² Food insecurity has been a serious problem for the poor population in Cambodia, 90 per cent of whom are living in rural areas.¹³ This issue is especially pivotal for rural women who are responsible for 80 per cent of food production.

Forestry resources are important sources for rural livelihoods. It is suggested that 41 per cent of rural households in Cambodia obtain 20 to 50 per cent of their total livelihood value from forest use, while 15 per cent of households obtain more than half of their total livelihoods from forest use and harvesting.¹⁴ Women are central in contributing to family livelihood through the utilization of forest resources. Around 80 per cent of rural women collect non-timber forest products for household consumption and sale.¹⁵ In terms of forest management, women play an especially important role by engaging in a variety of activities such as patrolling, conducting forest inventory and collecting non-timber forest products. Access to and use of forest resources and knowledge is often differentiated by gender.¹⁶ A recent study in Oddar Meanchey, Cambodia suggests that women and men have specialized knowledge and skills and differentiated access to forest resources.¹⁷ For instance, men tend to access and have deeper knowledge about commercial products such as rattan, resin and honey, while women collect and are more knowledgeable about other resources such as wild mushrooms, tubers, bamboo shoots, etc. Despite this fact, women have been minimally engaged in decision-making processes related to forest management, and their representation in forest management institutions remains low.

¹¹ Ibid.

¹² USAID. 2010. *Gender Assessment*. Washington, DC: USAID, Prepared by DevTech Systems, Inc.

¹³ SIDA and FAO. 2010. Ibid 9.

¹⁴ RGC. 2009c. *Project Design Document*.

¹⁵ Forestry Administration (FA). 2009. *Gender Mainstreaming Policy and Strategy for the Forest Sector*. Phnom Penh: RGC.

¹⁶ Rocheleau, et.al. 1996. *Feminist Political Ecology: Global Perspectives and Local Experiences*. London: Routledge.

¹⁷ Bradley,et.al. 2013. *Gender and REDD+: An Assessment in the Oddar Meanchey Community Forestry REDD+ Site, Cambodia*. Phnom Penh: PACT, WOCAN, FFPRI and RGC.

Cambodia has carried out reforms in the forestry sector, particularly after the suspension of all logging concessions by RGC in 2006. Laws and policies to decentralize forest governance have also been issued including Community Forestry agreements and Community Protected Areas (inside protected areas under MoE), which recognize the rights of local communities.¹⁸ The National Forestry Program considers local forest management, especially through community forestry, to be a vital component to reduce deforestation and forest degradation, especially through REDD+ initiatives. These policies present an opportunity for greater inclusion of women in forest governance and provision of their secure access to forests. Nevertheless, without proper safeguards, gender disparity could broaden.

4. Overview of Policies, Institutions and Stakeholders

4.1 Policies, Institutions and Frameworks to Support Gender Equality in Forestry, REDD+ and Natural Resources Management in Cambodia

Policies and Laws

The RGC has stipulated laws that provide a national framework and provision to guarantee gender equality and protect women's rights. The RGC ratified *CEDAW (The Convention on the Elimination of All Forms of Discrimination Against Women)* in 1992, which strengthens its commitment to gender equality. Additionally, the *Cambodian Constitution of 1993* acknowledges the social, economic and political equality of men and women before the law.

The *Rectangular Strategy II for Growth, Employment, Equity and Efficiency Phase II* (2008-present) positions women as “the backbone of the economy and society”.¹⁹ To support its implementation, the Ministry of Women's Affairs (MoWA) has developed a five-year strategic plan, *Neary Ratanak III (2009-2013)*, meaning ‘women are precious gems’. It aims to mainstream gender in key government reform programmes, covering five broad objectives:

- poverty reduction for women and veterans;
- integration of demobilized soldiers and their families;
- promotion of good governance, decentralization and de-concentration;
- judicial reform;

¹⁸ Gurung et.al. 2011. *Getting REDD+ Right for Women*. Washington DC: USAID.

¹⁹ Royal Government of Cambodia (RGC). 2009a. *Five Year Strategic Plan 2009-2013: Neary Ratanak III*. Royal Government of Cambodia (RGC).

- implementation of administrative reform and promotion of women in decision-making processes.

The National Strategy Development Plan and The Cambodia Millennium Development Goals underline the RGC's commitment to enhance gender equality in all development sectors. They also acknowledge the importance of setting up measures to remove barriers experienced by women and enhance women's participation in development, thereby enabling them to fully benefit. Particular attention is also given to enhance women's participation in the government, reduce gender disparities in education and ensure equal wages between men and women.

Land and Forestry Laws and Policies

Land Law and the Marriage and Family Law

The RGC stipulated the Land Law in 2001, guaranteeing equal rights for men and women to own and inherit land. It also protects the rights of female-headed households and people with disabilities, and specifies that men and women have the rights to co-sign land titles. Furthermore, the Marriage and Family Law also recognizes joint property rights.

Forestry Law of 2002

The law provides a legal framework for forest management in Cambodia including the utilization, development, conservation and protection of forests. It includes a provision that acknowledges legal rights for communities to manage land through community forestry schemes.

National Forest Programme 2010-2029

This is the primary guiding policy document for the forestry sector. One of its objectives includes enhancing women's engagement in the FA at the national and local levels, as well as promoting equitable benefit sharing.

Community Forestry Sub-decree (2003) and The Guideline for Community Forestry Establishment (2003)

Both policies regulate community forestry establishment and management through which communities are allowed to obtain a permit for up to 15 years. In term of women's inclusion, the sub-decree includes a provision that encourages women's participation in the Community Forestry Management Committee (CFMC) (Article 18).

Affirmative policy to improve the number of women in the FA

Women are underrepresented in the forestry agencies and local forestry institutions in Cambodia, which limits their opportunities to influence forest related decisions and take leadership roles. Women technical staff at the FA comprises only around 10 per cent.²⁰ Furthermore, only 0.5 per cent of top FA management positions are held by women. As forestry is widely perceived as a male profession, the enrolment of female students at forestry schools is significantly lower than that of males. In order to improve the number of women recruited in FA, an affirmative action, which is also supported by the Secretariat of State and Civil Service, has been implemented that reserves a quota of 20 to 30 per cent for women in civil servant recruitment.²¹

REDD+ Related Policies

Cambodia's National REDD+ Roadmap

Cambodia's national roadmap of REDD+ was developed in 2011. It guides the RGC and other stakeholders to move forward with REDD+ readiness and implementation, and will put in place relevant capacities to implement REDD+ at the national level through enhancing capacity and developing new policies and legislation.

An Interagency National REDD+ Task Force has also been established to support the development of the national REDD+ system. The task force is currently chaired by the FA and includes members from different technical ministries,²² with the particular objectives to develop REDD+ strategies, encourage effective engagement of stakeholders, foster capacity building in REDD+ related areas and establish a national forest monitoring system. Four technical working groups will be established in support of the REDD+ policies, and will focus on 1) developing a benefit sharing mechanism; 2) Measurement, Reporting and Verification (MRV); 3) safeguards and 4) pilot project. Gender is a crosscutting issue that needs to be integrated in these working groups. A REDD+ consultation group has also been established as a forum that represents the views of different stakeholders, including civil society, NGOs, academics and the private sector, who are

²⁰ GWGFA. 2009. *Gender Mainstreaming Policy and Strategy for the Forest Sector*. Phnom Penh: RGC.

²¹ Bradley, et.al. 2013. Ibid n17.

²² Members of REDD+ task force include: Department of Wildlife and Biodiversity, Forestry and Community Forestry, and Forest Plantation and Private Forest of FA, the Departments of Climate Change and national parks of the General Department for Administration and Nature Conservation and Protection (GDANCP) of MoE and the Ministry of Land Management, Urban Planning and Construction. The Clinton Initiative and RECOFTC serve as civil society representatives at the task force (RGC, 2011).

expected to contribute to the national REDD+ readiness processes. It is comprised of 18 members, one of whom is a woman.

Benefit Distribution System

Activities leading to the development of a benefit distribution system have been initiated by the UN-REDD Programme. It will eventually be directed by the benefit distribution technical team of the National REDD+ Task Force. It is important to ensure that mechanisms for benefit distribution recognize and equitably and proportionately reward women and men's contributions in REDD+ activities.

REDD+ Safeguards

REDD+ safeguards are also under development by the National REDD+ Task Force. Integrating gender perspectives in the safeguards is very vital to ensure equality and effective participation of women and men at all levels of the REDD+ decision-making processes.

Gender and Climate Change Strategic Plan/GCCSP (2013-2023)²³

The GCCSP has been developed by MoWA, which consists of strategies to incorporate women into decision-making on climate change adaptation and mitigation, and natural resources management; to increase awareness and relevant capacities on gender and climate change within MoWA and its decentralized offices and other stakeholders; conduct research on gender and climate change; and deliver targeted interventions for women related to climate change adaptation and mitigation.

Institutions supporting Gender Equality

MoWA (Ministry of Women Affairs)

Established in 1996, MoWA includes nine departments, each covering specific sectors such as education and training, and economic development, among others. The Ministry is responsible for mainstreaming gender in national development strategies and providing a platform for women's rights. It collaborates with sectorial ministries to mainstream gender into their programmes. MoWA has appointed gender focal points, supports the establishment of Gender Mainstreaming Action Groups in other ministries and promotes gender budgeting.²⁴

²³ Ministry of Women Affairs (MoWA). 2013. *Gender and Climate Change Strategic Plan (2013-2023)*. Phnom Penh: Royal Government of Cambodia (RGC).

²⁴ USAID. 2011. Ibid n13.

Gender and Climate Change Committee (GCCC)

A committee developed to promote gender and climate change agendas within the MoWA itself has just been established this year.²⁵ The committee is responsible for leading and coordinating gender and climate change mainstreaming with line ministries and other stakeholders in coordination with Gender Mainstreaming Action Groups in the relevant ministries. It also works in close coordination with the National Climate Change Committee (NCCC) in Cambodia and actively contributed to the development of the Cambodia Climate Change Strategic Plan (CCCSP), which is being coordinated by the Ministry of Environment (MoE).²⁶

Gender Mainstreaming Action Groups (GMAGs) in Ministry of Agriculture, Forestry and Fisheries (MAFF) and Forestry Administration (FA)

GMAGs have been established in MAFF and FA. MAFF has developed a 'Policy and Strategy' for mainstreaming gender in 2006 to improve gender equality and equity in the agriculture sector and in all department and agencies under its administration.²⁷ The policy provides a comprehensive strategic plan for 2009 to 2013, comprised of three major objectives with outputs and activities, as well as defines the role of the gender working group. Established in 2009, the gender working group is made up of six females and one male staff of different divisions of FA. It is responsible for developing a gender action plan, organizing and facilitating gender training to FA staff and community forestry and providing advice for FA-related gender based issues. The gender working group has developed a gender mainstreaming policy and strategy for the forestry sector in 2009, and a strategic plan for 2009 to 2013 with three objectives, including increasing the gender awareness of Forestry sector staff at every level; integrating gender analysis, sex disaggregated targets and data in reports and plans as well as in all projects and programmes in the forest sector; and increasing the number of women who have sufficient qualifications for management positions and advance their careers in Forestry Administration; and facilitating rural women's access to technical services and management of forest resources.

4.2 Stakeholders Mapping

In addition to government and institutions that could support gender mainstreaming in REDD+, the research team conducted stakeholder mapping to identify potential stakeholders to be engaged in future endeavours to ensure women's inclusion in REDD+. They are identified and analysed based on their level of interest and influence. Level of interest in REDD is gauged based

²⁵ Ibid.

²⁶ Interview with members of NCCC, June 2013; MoWA. 2013. *Ibid* n23.

²⁷ Gurung et. al (2011), *ibid* n18; Bradley et.al. 2013. *Ibid* n17.

on the extent to which they include gender issues and women in their initiatives and their experience in REDD+ and forest related activities. Influence is evaluated based on the results and coverage of policy or project implementation.

Table 1. Stakeholder Analysis by Interest and Influence of Gender Related Stakeholders²⁸

	Interest	
	Low	High
Influence		
High	PyD	MAFF, FA, MoE, MOWA, Provincial Administrations, ADB, UNDP, JICA, Winrock International, WCS, FFI, RECOFTC, WOCAN, PACT, CEDAC, NGO Forum, NTFP-EP, NTFP, WWF, NEXUS, CCCN, CCI, CI
Low	GERES, Heifer International,	Commune Councils, STAR Kampuchea, CRDT, CIVES Mundi, GADC, ICSO, MJP, CDA

A map of stakeholders suggests that institutions that have high interest and influence described above are the most suitable stakeholders to be engaged in the potential activities for promoting women’s inclusion in REDD+. Those include government institutions (MAFF, FA, MoE, MoWA, Provincial Administrations) and non-government institutions. While MAFF, FA and MoE have been highly involved in the REDD+ policy development, MoWA has been minimally involved in the processes. This is partly due to limited technical knowledge about REDD+ and lack of invitation to participate in these processes.²⁹ Despite the importance of provincial administrations’ engagement for implementing sub-national REDD+ initiatives, their awareness on REDD+ issues and level of involvement in the process remain low. Those gaps can be addressed in future activities.

Non-government institutions with a high level of interest and influence have played various roles in supporting gender integration in REDD+, forestry and other natural resources management

²⁸ Detailed abbreviations for organization described in the table are provided in the list of abbreviation (p.v).

²⁹ Interview with staff members of MoWA, June 2013.

sectors, such as providing financial and technical support, conducting policy advocacy and implementing initiatives. Some organizations, such as PACT and WCS, implemented REDD+ projects while integrating gender into their project activities. Other organizations, such as the Cambodian Center for Study and Development in Agriculture (CEDAC), Center for People and Forests (RECOFTC), Non Timber Forestry Product Exchange Platform (NTFP-EP) and NGO forum that work on forest and natural resources management sectors, have also initiated activities that promote women's inclusion and capacity building. Some of their initiatives are described in detail in Section 5.

Others non-government institutions classified with high interest and low influence, such as Star Campuchea, CRDT, CIVES Mundi, Gender and Development for Cambodia (GADC), Children's Development Association (CDA) and Indigenous Community Support Organization (ICSO), have implemented a wide range of innovative activities for women's inclusion that could be adopted in REDD+ projects. Commune councils' engagement in implementing initiative at the local level can also be key for successful implementation in a smaller scope. It is important to envisage strategies to enhance capacities of government and non-government institutions to ensure the successful implementation of country-wide REDD+ activities.

4.3 Barriers for Women's Inclusion in Policy Implementation and Practice

Legal and institutional frameworks are far from being gender neutral, particularly when they are implemented in a society with dominant patriarchal values, such as Cambodia. Even though policies and institutions are in place to support gender equality and women's inclusion in forestry and natural resources management, several obstacles remain that limit the efficacy of policies and institutions. Examples include the points below.

Cultural Barrier

This involves many gender disparities attributed to cultural norms and expectations on gender differentiated roles and responsibilities in the society, thereby constraining women to fully benefit from the laws and policies that support gender equality.³⁰ In term of land ownership, for instance, although the Land Law recognizes women and men's equal rights to own the land, the registration of joint title does not guarantee *de facto* access to land because customary practices may not fully recognize women's ownership rights.³¹ Although women's land ownership and joint

³⁰ USAID. 2010, *ibid* n13. The report suggests that 47 per cent of men and 51 per cent of women believe men and women have different rights.

³¹ Gurung et. al. 2011, *ibid* n18.

ownership with their husband is increasing, many women need permission from their husbands to transfer or sell the land. Less than one-third of women (20 per cent) own an asset that they could sell without their husband's permission. Some studies also suggest that female headed household or separated, divorced and abandoned women are often more vulnerable for land grabbing, partly due to their lack of knowledge of land rights and land titling procedures.³² Other women who inherit lands from their parents find their lands were jointly registered with their husband without their consent, although they had been separated from their husbands for some time.³³

A number of women civil servants and those who hold high management positions in MAFF and FA remain relatively low notwithstanding the stipulation of affirmative policy in the recruitment process and job promotion. Cultural perceptions about women's proper roles and place in the society have been noted as the cause. Deeply entrenched male dominated patronage systems and the ways political parties operate in the country have hampered merit based recruitment processes as well as effective implementation of the affirmative action policy.³⁴ As a consequence, without close connection to the leadership in the political parties, women are less likely to be selected or nominated for higher positions in the government agencies.

Forestry Considered Male Profession

As in many other parts of the world, there are also widespread perceptions in Cambodia that forestry is a male profession. In addition, masculine values pervade the forestry and other natural resources management sectors. As a consequence, gender gaps are often observed, manifested in the low number of female technical staff in these sectors, lack of activities of interest to women and unavailable budget to support such activities.

Absence of Quotas for Women's Participation

Setting up a quota for women is one pivotal measure to improve women's participation in decision-making processes. Despite a provision in the Community Forestry decree to encourage women's participation in CFMC, without a specific quota set up mandating women's participation, the policy is unable to institutionalize women's engagement in the forest management.³⁵ A study suggests that less than 10 per cent of Community Forestry groups have women's meaningful

³² Thiel, F. 2010. *Law for State Land Management in Cambodia*. Retrieved on 1 August 2013, from http://www.fig.net/pub/vietnam/papers/ts02d/ts02d_thiel_3557.pdf ; USAID.2010, ibid n13.

³³ Thiel. 2010. Ibid.

³⁴ Gurung et.al.2011, ibid n18.

³⁵ Ibid.

participation³⁶ and less than 5 per cent of women hold a management position in CFMC.³⁷ While this number might slightly increase today, as more concerted efforts have been made by the government and NGOs to enhance women's participation, in general, lack of women's representation is commonly found in the local forestry institutions.

Limited Finance and Capacity for Gender Responsive Budgeting

As described above, MAFF and FA have developed gender policies and strategic plans to support gender mainstreaming in their programmes. Nevertheless, limited funding has hampered the effective implementation of such policies and strategies. A similar situation is also encountered by the gender working groups thereby preventing them to effectively function and perform their duties. In addition, limited capacity to implement gender budgeting is also noted as a challenge. MoWA has introduced gender budgeting to other ministries in order to enable them to track budget allocation that addresses the needs of men and women.³⁸ Although some ministries have an allocated budget for gender mainstreaming, the gender focal points do not really know how to make use of it. It was also observed that budget allocation has not reached the sub-national level such as Provincial/District Department of Women's Affairs (DPWA), which is closer to the communities. The projects are usually implemented by the Ministry itself.

Lack of Awareness on Gender Issues

Gender awareness among technical staff members in various ministries remains limited. It is reported that most ministries "confuse a focus on women with gender."³⁹ Therefore, rather than considered as cross cutting concerns, gender is often regarded as an 'issue' that becomes a mandate of the MoWA. In addition, a key informant suggests that a gender focal point is sometimes assigned to those who have limited commitment and capacity to do the task, thus making the gender working group in certain departments inactive.⁴⁰ Information dissemination on gender policies and strategic plans to sub-national staff members is also minimal thereby subnational staffs (DPWA) are often unaware of them.

³⁶ While there is no standard definition of women's meaningful' participation, the term used in the report in refers to highest level of women's participation in community forestry as described by Agarwal (2001), which allows women to be able to speak, influence and implement decisions. Agarwal, B (2001). Participatory Exclusions, Community Forestry, and Gender: An Analysis for South Asia and a Conceptual Framework. *World Development*, 1623 - 1648.

³⁷ PACT. 2009. *Women's Political Leadership in Climate Change*.

³⁸ USAID.2010, *ibid* n13.

³⁹ USAID. 2010, *ibid* n13.

⁴⁰ Interview, June 2013.

Limited Human Resource Capacity at Sub-national Level

It is observed that the human resources at the commune level have limited awareness on gender issues or limited capacity to use the commune budget although the fund is available that could potentially be used for activities related to women's empowerment. For example, the commune fund is usually allocated for priority activities that mainly focus on infrastructure construction, such as constructing local roads and water supply systems, among others, rather than allocating part of it for activities targeting women.

Inadequate Gender Disaggregated Data and Baseline on Forestry, REDD+ and Other Natural Resources Management Sectors

Many programmes do not pay sufficient attention to women's specific needs in these sectors due to inadequate gender disaggregated data, baseline and gender analysis.

REDD+ Policies

Limited Knowledge on REDD+

Despite a high level of interest from staff members of MoWA and some NGOs focusing on gender issues to be engaged in REDD+, their limited technical knowledge on REDD+ restricts them from fully participating in policy development and project implementation. It partly due to the fact that REDD+ is a new topic in Cambodia and awareness raising activities are still minimal both at national and local levels.

Lack of Acknowledgement of Women as Distinct Stakeholders

Women have not been considered as significant stakeholders to be consulted in the REDD+ policy development. As a result, there has been a lack of participation of women representatives/groups or members of Ministry of Women's Affairs in the REDD+ policy development. MoWA only participated during an event for the initial commencement of the REDD+ initiative at the national level. Furthermore, there is no quota set for women representatives/groups in the REDD+ task force and technical working groups.

Lack of Systematically Integration of Gender in REDD+ Policies

In Cambodia's REDD+ Readiness Roadmap,⁴¹ gender issues have not been adequately addressed and women groups were not engaged in the consultation processes. There are only two references about women, including in the general statement, which states, "special efforts are needed to include women and youth in the process."⁴²

A government informant suggested that it would be better to integrate gender in the lower level of policies (such as guidelines for REDD+ implementation) rather than incorporating it in the REDD+ Roadmap.⁴³ Such a perception might stem from the lack awareness on the importance of gender integration in REDD+ related policy.

Barriers to Women's Inclusion in Community Level Activities and Projects

High Workloads

Cultural practices and social norms are manifested in various facets of life, including household labour division. Cambodian women often take on significantly higher household responsibilities and are considered as the main caretakers of family members thereby limiting their opportunities to participate in public activities. It is not surprising that activities in forestry and other natural resources management sectors have been marked by low participation of women. In Oddar Meanchey (OM) REDD+, for instance, only 11 per cent of local participants in the REDD+ forest inventory activity were women.⁴⁴ One of the main reasons for their lack of participation was that they were too busy with the household chores.⁴⁵

Limited Mobility

Due to household and child rearing responsibilities, women are less likely to attend the meetings that require travel.

Lower Level of Literacy and Education

⁴¹ RGC. 2011. *Cambodia's Readiness Plan Proposal on REDD+ (Cambodia's REDD+ Road Map) version 4.0*. 13 March 2011.

⁴² cf. Bradley et.al. 2013. Ibid n7.

⁴³ Interview, June 2013.

⁴⁴ Bradley et.al. 2013. Ibid n17.

⁴⁵ Boudewijn, I. 2012. *Inclusion and Benefit Sharing in REDD+: The Case of Oddar Meanchey, Cambodia*. Unpublished research.

Women in Cambodia have a lower level of literacy compare to that of men, in which 40 per cent of women age 25 to 44 are illiterate (vs. 22 per cent of men).⁴⁶ This has restricted their abilities to make informed decisions and thoroughly understand laws and regulations as well as limited their abilities to access information, technologies, extension services, and credit, among others. It also limits their ability to meaningfully participate in activities in REDD+ and other natural resources management sectors. In Keo Seima, for instance, language barrier, particularly among indigenous women, has limited their participation in the project, as they could not communicate well in the national language.

Limited Capacity of Women

Women with lower educational backgrounds usually have less confidence to speak in public and take part in the management and decision-making processes. During focus group discussions in both case studies, women stated that they were more comfortable to speak during women-only meetings.⁴⁷

Perception that Forestry is Men's Work

The study finds that many community members perceive forestry-related activities as men's work. It is assumed that women might not have the physical stamina to venture into the forest and that going to the forest is not good for women due to security reasons (i.e. possibility of rape). There is also a perception that married women who go out to forest for patrolling or other related activities might be unfaithful to their husbands.⁴⁸ Some men were also jealous if women participate more and get more information. Such perceptions often discourage women to take leadership positions in CF. For example, in Kampot province, a woman was elected as a CF head, but she decided to change to be a deputy head. She thought that it would be difficult for her to lead the CF members in patrolling in the forest, whereas it would be fine for her to work in the village instead of in the forest.

Perception on Women's Roles

Women involved in forestry and other natural resources management institutions are often assigned a specific role that may narrow their opportunities to engage in broader decision-making processes. In some CF sites, including in Kampot province, women hold cashier and treasurer positions at CFMC as they are believed to be good in financial management. While it can be an

⁴⁶ MoWA. 2008. *A Fair Share for Women: Cambodia Gender Assessment*.

⁴⁷ FGD in two field sites, June 2013.

⁴⁸ Ibid. Similar findings are also found in Oddar Meanchey (Bradley et.al., 2013, ibid n17).

entry point for women to participate in the decision-making processes, such a perception can also restrict opportunities for women to hold leadership positions.

Lack of Invitation for Women's Participation

Many women also stated that their lack of participation was simply because they were not invited to meetings or engaged in activities. Furthermore, invitations for participation in meetings, particularly at the subnational and national level, are often determined by a position at the local institution. As men hold most management positions, meetings are usually male dominated, as is the case in CFMC and CFM meetings.

Lack of Income Generation Alternatives

Due to poverty, some communities could not actively join the project, as they need to fulfil their livelihood needs. Furthermore, the CFMC committee is currently working voluntarily without any salary or payment, although they have received financial incentives via attending workshops and training. Without income from the CF service, some committee members could not actively participate in community activities, as they need to work to support their family. Lesson learnt from the saving groups (described in Box 1, Section 5) suggests that providing financial incentives to the committee, which is borne out of a small proportion of interest income, is the key to ensure the sustainability of the groups. Drawing from this lesson learnt, REDD+ benefit sharing mechanism should be designed in a certain way to improve local livelihoods and at the same time address gender differentiated needs.

Limited Knowledge and Information about REDD+

In general, local communities' (men and women) understanding of REDD+ remains inadequate due to limited access to information and also difficulties to grasp the complex and highly technical language of REDD+.

5. Good Practices and Potential Entry Points of Women's Inclusion in REDD+, Forest and Natural Resources Management Sectors

Although there are barriers that hamper effective implementation of policies and practices and prevent women from having meaningful participation in REDD+, forest and natural resource management sectors, the authors have identified good practices on women's inclusion. The good practices are organized and classified based on the intervention matrix (see Annex 1).

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

As described above, the RGC has stipulated several policies to encourage women's representation and participation in the forest and land use sector. However, there is no quota mandated for women thereby making it difficult to institutionalize women's representation and participation decision-making processes in the sector. Needless to say, some good practices are implemented by various stakeholders in the country. The Forestry Administration, local governments, NGOs and other stakeholders that implement REDD+ or community forestry projects have set up a quota for women in meetings or capacity building activities. Such instances include:

- PACT and WCS reserved a quota of 30 to 50 per cent for women to participate in meetings and capacity building activities. In the case of community forestry in Kampot province, for example, several women in the communities were invited to attend workshops and field exchange visits outside their community, which allowed them to learn from other people coming from different communities. This further built their confidence in going out of home as they could see examples of other women participating in similar activities.
- Agriculture projects supported by CEDAC involve a quota for at least 20 to 30 per cent of elected women representatives in farmer associations/saving group management committees.
- When inviting CF leaders to a workshop in OM REDD+ project, FA and PACT required a gender balance; if the leader was a man, he was requested to bring a woman and vice versa.
- Community forestry project in Kampot province require at least one woman representative in the CF sub-committee as well as encourage women to stand for election in the CFMC where they were given priority. For instance, if a woman and a man candidate won the same ballot, the women would be selected to hold the position.
- NTFP-EP implement gender mainstreaming throughout CF projects, considering gender balance when inviting the villagers to meetings/workshops/training and consultations; selecting men and women focal persons to allow gender sensitive information dissemination and capacity building; and training staff and CFMC members on forest inventory and gender knowledge.

2. Supportive facilities for women's participation

Additional supports are needed to provide enabling conditions for women to be able to fully participate in the activities and decision-making processes. Some good practices of such supportive action in Cambodia include:

- Agriculture Administration/community development projects hire female extension workers to enable women to be more comfortable to consult and discuss agriculture related issues and engage in decision-making processes.
- RECOFTC and CIVES Mundi's Prakash Project appoint a woman and a man focal point in each CFMC to increase community awareness. The focal points are responsible for creating a space for dialogue to discuss gender issues in the communities and collaborate with the relevant government agencies and non-government actors.
- Even with a quota set for women to participate in meetings, women often passively participate because of their limited confidence to speak in public. A gender sensitive facilitator is crucial to ensure that women can comfortably voice their concerns during meetings. RECOFTC has implemented a good practice in which during meetings or workshops, the facilitator intentionally gives turn to women to speak and encourages them to do so in public. Some stakeholders (FA, PACT, WCS and other NGOs) organize separate discussions between men and women that not only enrich information gathered for the projects but also enable the inclusion of women's perspectives. Considering that child rearing responsibilities often prevent women from participating in meetings, they allow women to bring their children when attending the meetings.
- Garnering support from local authorities and men for women's leadership and participation in the local forest management institutions is critical. In both case studies of this research, men in these communities have changed their attitudes as a result of gender awareness raising activities. They have become more supportive and encourage their wives to participate in the meetings. For example, due to a gender sensitive election process, Ms. Uy Nan was elected as the chairperson of a CF network in Kampot; she was amongst two women candidates out of 32 candidates. This resulted from the strong support from men candidates and project facilitators who encouraged women to engage in the election. During the FGDs, participants also admitted that women were able to participate more actively and effectively, and they have more influence in lobbying husbands and other family members to adopt new ideas/techniques that they learn. In addition, educated male (community) leaders are willing to train/mentor their female colleagues. Another instance is CEDAC's saving groups initiative that encourages collaboration between men and women. Due to lower levels of literacy and education,

women are sometimes not confident enough to set up a women-only saving group. CEDAC encourages women to engage their male counterparts to assist them with the book/record keeping and also gradually learn about it so that women can later take on the role independently.

- Access to information is often differentiated by gender. In the agriculture sector, some NGOs such as CEDAC, PADEK, Heifer International PACT, and Sre Khmer, among others, have developed strategies that enable women to get easier access to information. They select women and men farmer/community promoters to facilitate information dissemination that is comfortable for women and develop communication strategies that specifically target women. In both case studies, despite their low literacy and education levels, women also tend to more actively disseminate information and knowledge to other villagers than is done by their male counterparts.
- Mentorship from women leaders to train other women has been practiced in the Mondulkiri Protected Forest, implemented by WWF and CEDAC. Women group members have learned and practiced sustainable agricultural techniques that help them to improve their food security and income.

3. Skills building

Women's meaningful participation cannot happen overnight. It is an incremental process that requires various stakeholders' continuous commitment to enhance their capacities to engage in decision-making processes. Some good practices for capacity building activities include:

- A wide range of gender awareness raising activities have been implemented by the government agencies (i.e. Agriculture Administration, FA, MoWA), NGOs (i.e. CEDAC, Cives Mundi, NTFPs, RECOFTC, etc), and other stakeholders in Cambodia. The examples include organizing a movie screening followed by discussion to increase gender awareness in the communities and holding gender awareness training for men and women in the communities, which have resulted in nurturing positive attitudes of women and men toward women's leadership and participation. The FA in Kampot provided training to women CFMC members on leadership and global gender issues; RECOFTC-AECID Prakas II project provided training on gender and natural resource management to CF members and local authorities in 16 CFs in Ratanakiri, Mondulkiri, Kratie and Steung Treng province.
- Some institutions, such as (MAFF, CRDT, CEDAC, RECOFTC, HEIFER, NTFP-EPs among others) have organized trainings on literacy to enable women to read and write and understand basic math. For instance, HEIFER Cambodia and its local NGO partners have

implemented the Community's Empowerment and Environmental Protection Surrounding Tonle Sap Lake project, which served 553 families of 24 women groups. The project included a Value Based Literacy Program (VBLP) aiming to teach illiterate women how to read and write, make basic math calculations, and incorporate the 12 Cornerstones for Just and Sustainable Development in their daily lives. VBLP reached 1,214 self-help group (SHG) women members in just two and a half years; NTFP-EP provided literacy classes to illiterate indigenous women and girls in the forest project area to enable them to read, write and understand basic math.

- Some organizations (CEDAC, CRDT, RECOFTC) hold trainings to improve women's managerial and other skills such as book keeping, accounting, income generation, small project proposal writings, and so forth.
- Some NGOs involve women to participate in various technical training activities such as forest monitoring and inventory, agriculture techniques, forest patrolling/fire prevention (PACT, WCS, RECOFTC, NTFPs, CEDAC). Some key informants suggested gaining such technical knowledge about forests has increased women's confidence to speak in the public and helped to improve compliance with forest and conservation regulations.

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

Gender disaggregated record-keeping enables the monitoring of policies and projects to ensure women's inclusion in forest and other natural resources management sectors. In addition, conducting gender baseline studies and gender analyses helps enable policies and practices to better address gender differentiated needs by considering gendered resource use, responsibilities and perspectives. Some good practices include:

- With support from FAO and SIDA, MAFF and MoWA jointly developed a national gender profile in agriculture in Cambodia in 2010 based on the comprehensive socio-economic survey conducted in the country, providing wide ranges of sex-disaggregated data in the agriculture sector that are very useful for policy makers.
- Women are engaged in consultation and planning processes, as is evidenced in both case studies of this research and their inputs or objections are considered.
- Several NGOs keep records on gender disaggregated attendance at meetings, trainings or workshops.
- In collaboration with WOCAN, PACT conducted a gender assessment of the Oddar Meanchey REDD+ project, which resulted in an action plan to integrate gender perspective in the project.

- RECOFTC-AECID in Prakas II project developed and implemented a gender analysis tool to assess access and control, and decision-making by women and men on forest resources during the project implementation process.
- At the community level, some community forestry groups maintain gender-disaggregated records on attendance of meetings.

5. Labour saving and time saving technologies

As described above, one of the main reasons for women's lack of participation is their high workloads. Thus, providing technology that could reduce such workloads is often considered as a quick fix to improve women's participation, such as in the following cases:

- National Biogas Plant programme (NBP) has promoted biogas installation in several provinces including Kampot. More than 19,800 biogas plants have been installed; these help women to reduce their cooking time, firewood collection burden and drudgery, whilst at the same time reducing forest cutting for firewood. Furthermore, its slurry can be used as fertilizer for improving agriculture production. The community members are keeping livestock that can provide feedstock for biogas plant. As the construction cost is considerably high (around US\$ 550 to 600 or with subsidy US\$ 450 to 500 per plant of 4 to 6 cubic meters), however, most families could not afford to build it on their own without subsidies.
- Improved cooking stoves with affordable prices are widely promoted by NGOs, government agencies, and private sectors across the country, including in rural remote areas, to reduce firewood consumption, health risks and cooking times, particularly for women.
- Rice mills (private) and water wells/pond (community-CRDT and commune budget) were built in the indigenous villages of Keo Seima's REDD+ site. Women are pleased with these infrastructures/ services, which have helped them reduce time in husking rice grain and fetching water. CRDT has supported an indigenous women's group in Anduang Kralleng Village (Keo Seima REDD+) to produce organic vegetables for consumption and sale, through providing training and seeds and digging a community pond.
- Village basins were built in the indigenous communities located in the forest areas of Ratanakiri to keep water for women's use. Communities contributed equipment, materials, time and labour.

6. Diverse Types of Women-only Groups

Numerous women-only groups are identified in the country, which could potentially be linked to REDD+ projects in the future. Some examples include:

- Women-only groups supported by CEDAC have been formed to provide a platform for women to comfortably exchange and share information/ideas/opinions, and enhance their capacities, particularly in group management, public speaking, networking, facilitation and leadership skills. More than 700 women groups with around 11,300 members have been formed across 9 provinces during the past 10 years. These women groups were united to form a network linked with the Farmer Association Network (FNN). Some outstanding women leaders have been elected as heads of the farmer association and agriculture cooperative, and as commune councillors, to lead local government institutions that are responsible for local development planning and implementation. A good example is found in the Mondulkiri Protected Forest, where three women's groups (around 15 members per group) are able to train other women in the community, and also manage their groups' savings and credits (total saving capital reached over US\$ 1,100). These saving groups have improved the access of community members - especially women- to credit at reasonable interest rates and the benefits stay in their community. Through women's groups, women leaders were trained to manage their group, thus improved their knowledge and skills. It has elevated their social status and motivated women to take part in the commune development planning process, through which they can voice their concerns and demands.
- HEIFER supported the formation of women self-help groups (SHGs), resulting in hundreds of women SHGs formed across Cambodia. They have built capacity and self-confidence through non-technical training in group management, facilitation skills and advocacy, and technical training in bookkeeping management, animal husbandry, farming techniques, and small business management. Many outstanding women were selected as Literacy Facilitators to provide numeric and literacy skills to other women in the group. Because of their good leadership role in the group, some women were selected by the local authorities to be commune councillors, mainly in charge of children and women's affairs.

7. Women in networks and federations

Women in networks and federations play an important role in amplifying women's voices to advocate for gender equality and mainstreaming and women's representation in the decision-making process. Some examples of this include:

- RECOFTC and FA, among other development agencies, assist women in community forestry projects and link them to CF networks at the commune, provincial and national level to exchange experiences and build a strong voice in the forest sector.
- CEDAC women-only groups were organized across the country, and were united as a network from local to national levels to exchange experiences and build a strong voice in the agriculture sector in particular.
- NGO forum, a network of 72 member NGOs, has also developed a network of grass-root organizations that are incorporating gender issues to engage in natural resource management (including REDD+) policy planning and implementation processes.

8. Presence of women leaders and champions

Gender champions are also identified in the government institutions and communities, who have been advocating and promoting gender equality in forest and other land use sectors. Examples include the following:

- Ms Pheng Sophada works for the Department of Planning and Statistics, MAFF. She is the member of a gender working group at MAFF and has been closely engaged in the development of gender policies by actively lobbying the departments under MAFF to promote more women to achieve higher management positions.
- Ms. Vong Sophanha is a deputy director of the Administration and Planning Department. She is the chief of a gender working group at the Forestry Administration and has been actively promoting gender integration in the department's programmes.
- Dr. U Sirita is a deputy director general of the Forestry Administration. As one of among few women to hold such a high position in the department, Dr. Sirita has become a role model and could mentor other women to rise to top management.
- Mr. Put Sopheak is a senior training and internship program officer at GADC who has provided gender training and capacity building to a number of NGOs and government staff in Cambodia. He has also provided support to sectorial ministries and government departments in gender policy formulation and implementation.
- Ms. Uy Nanisa is Deputy Head of CF in the Morom commune of Kampot province and the Chairwomen of the CF network in Kampot province. She has actively participated in CF activities and sometimes taken the lead in CF works as the CF Head was often unavailable;
- Ms. Chey Siyat is the Head of the Agriculture Cooperative and a newly elected commune councillor in the Kampong Trach district of Kampot. She is a mother of five who has developed a success story for her family and community through her commitment and

passion to adopt innovative ideas, particularly agriculture techniques, and participate in community development activities. She is leading not only the women's group and saving's group in her village but has also formed many women groups and saving groups in her district. She has trained and mentored both female and male members in these groups on sustainable agriculture and natural resource practices, record/book keeping, household management, and gender awareness.

- Ms. Khoun Sey is the Deputy Head of FNN, the head of a women group network at the district level, a CFMC executive member and a newly elected commune councillor in the Veal Veng district of Purat where FFI has supported CF projects. She is also the head of the farmers' association in her village, which started in 2006 with 13 members and has recently increased to 200 members. She has trained other women and youth in the community on agriculture techniques, record/bookkeeping (saving groups) and gender awareness.
- Mr. Long Ny is the Head of Phnom Sen Han CF in Kampot and is a very popular leader in the community. He thoroughly understands the equal rights of women in participation and decision-making, and strongly encourages women to take part in the CF as well as other community development activities. Because of his egalitarian attitude, the women (both CFMC executive and regular members) feel comfortable working with him. He has trained his CFMC female colleagues to better perform their job tasks.

9. Equitable benefit sharing mechanisms

No specific benefit sharing mechanisms that targeted women were identified during this study. However some initiatives identified below open opportunities to set up gender responsive benefit sharing mechanisms:

- Despite no specific benefit sharing set in the case study of CF in Kampot, in practice the CF there has implemented a sub-decree on CF that states, "*CF members have the role and duty to participate in sharing benefits from the community forest*". Men and women members have equal rights and are provided the same opportunity to collect NTFPs in the community forests. During the first five years, all CF members were allowed to collect NTFPs for family consumption only, but an exception was applied for the poorest families who were allowed to collect firewood and bamboo shoots to sell, fulfilling their livelihood needs during times of shortage.
- Although the detailed benefit distribution system within the community has not been designated, at least 50 per cent of the revenues from the sale of carbon credits belong to

the participating communities based on Decree no. 699, which designates FA as the RGC's agent to arrange for the sale of forest carbon credits from the Oddar Meanchey REDD+ pilot project.

- In collaboration with NORDECO, CEDAC is implementing a pilot project “Cambodian Farmland Carbon Project (CAFACA)” that plans to allocate two-thirds of the revenue from carbon credits for the community and the rest for the overhead and running cost of project implementation. This is a carbon finance project from trees (3 million trees by 2033) planted in agricultural landscape (on public or common-property land) owned by the farmer associations. This project encouraged women to participate as they are the main persons who take care of and utilize the trees.

10. Enterprise development and credit provision

The availability and access to credit and resources for enterprise development is pivotal for communities to enhance their livelihood. In Cambodia, numerous self-help groups (savings and credit groups) are identified, including the savings group supported by CEDAC (Box 1). A combination of livelihood improvement activities and community institution arrangements, particularly the formation of women's groups and savings groups, are found to be a starting point to build confidence and the leadership capacity of women to take part in community development including forest management project. This involves the following examples:

- Self-help groups (savings and credit groups) have formed in REDD+ and CF sites where more than half of their members are female. However, only a small number of CF members have joined these groups. Community members are willing to join savings groups and rice banks but need initial support from projects in mobilizing and training members.
- In a CF site in Kampot province, a rice bank has been established in Takor village, which was initiated by the CF head. This rice bank was built in 2011 with construction materials contributed from the community members and CF forest. Currently, it has about 3 tons of rice with 49 members, most of whom are women. It lends rice to the members or non-members during the lean period (September) with a 20 per cent interest rate, and payback during the rice harvest season. The rice bank and CF resources are very important sources of food for the poor, especially poor women who are responsible for food preparation for the family, to address their food security issues. Women play a significant role in management and decision-making process of the rice bank, for example collecting and releasing paddy from/to members or sale of paddy stock, and the decision has to be based on consensus. The CF head is able to support sub-committee

members in other villages to set up a rice banks in their own villages. All CF members have paid the annual membership fee of US\$ 0.5/family and the fund has been used mainly to cover the costs related to CF activities, for example transporting trees seedling to planting areas, etc.

- In REDD+ Keo Seima, CRDT have trained women to improve their crafts of traditional weaving and bamboo stick making for incense. It has also provided skills training and marketing support to indigenous men to make rattan and bamboo products for sale.
- In CF Kampot, WWF has sent women from CF villages to learn how to make bamboo products at the Kampong Chhnang's Women Handicraft Center.
- In Keo Seima REDD+, community members produce bamboo sticks to sell to incense producers for income generation.
- In Ratanakiri, NTFPs supported 44 women weaving groups (indigenous people) in the forest project area through skills training and materials/equipment provisions.

Box 1. CEDAC's Experience to Support Community-managed Savings Groups

Based on more than 15 years of experience in rural development, CEDAC has learned that savings groups play a pivotal role in building self-reliant communities and promoting sustainable development. As the result of CEDAC capacity building support, there are 3,000 saving groups with around 70,000 members (about 65 per cent are women) and current savings capital of more than US\$ 13 million. The community management committee (about 30 per cent of CMC executive members are women) becomes active change agents for organizing development activities in their respective communities. CEDAC also implements a strategy to strengthen CMC to be able to self-govern and promote community support structures, thereby ensuring the sustainability of the savings groups as well as community development.

How are the savings groups able to sustain beyond the project? Each group sets up a collective fund or supportive fund that is necessary to cover the cost of running the group's activities beyond the project support. The fund mainly comes from income gathered from interest, service fees, donation etc. Based on the experiences of some savings groups supported by CEDAC, usually about 20 per cent (or some percentage agreed upon by group members) of interest income is allocated for the supportive fund. The supportive fund is used for purchasing stationery, organizing meetings, paying salary/remuneration of the committee members and/or of technical resource persons who provide services (e.g. closing the entry of savings and credits, training) to their group, community development activities and emergency relief in their community. It has been found that when they get paid, CMC work more actively and effectively to serve their community members. With the funding available to the community and active CMC, the savings groups are sustained without continuing support from NGOs or government projects. The fund is sometimes also used for productive investment, such as improving agriculture production and other income generation activities that in return, increase their savings and investments.

6. Moving Forward

Based on the identified gaps described in Section 4 and inputs from the key informants, the authors have identified several potential steps to move forward, broadly, as listed below. More detailed recommendations were generated in a national dialogue session with stakeholders, held in Phnom Penh on 27 September 2013, presented separately, below.

Recommendations:

1. Conduct Gender Analysis, Baseline and Assessment Studies

To ensure REDD+ gender mainstreaming, collecting baseline data and conducting gender analysis is a fundamental step to understand women's and men's differentiated roles and needs in REDD+. Gender disaggregated record keeping is also useful to monitor the process of gender integration efforts.

2. Improve Women's Representation in REDD+ Management Structures

A quota for women's representation (at least 30 per cent) needs to be set aside such as in REDD+ technical working groups and throughout the management structure; however, this should be understood to be a minimum requirement, not a ceiling. In addition, MoWA and gender working groups in the relevant technical line ministries also need to be closely engaged in the process.

3. Enhance Women's Participation in All Phases of REDD+ Policy and Project Development and Implementation

This can be done through mandating at least a 30 per cent quota participation in REDD+ policy and project development; creating enabling conditions for women's participation as described at Point 2 of Section 5 above; supporting women to assume leadership roles in the governance structures of REDD+; and encouraging mentorship to support women's leadership.

4. Promote Gender Responsive Budgeting and Capacity Building

The lack of funding has been cited as the main challenge for implementing gender policies and gender working groups. Therefore, it is important to ensure REDD+ policy makers understand gender responsive budgeting and commit to allocate budgets to support the initiative.

5. Support Skill Building for Women

Enhancing capacity for women to meaningfully participate in REDD+ processes is crucial. At the national level, training about technical REDD+ knowledge can be organized, particularly for women's groups and institutions supporting gender equality (including MoWA). At the local level, numerous training can be held to improve women's meaningful participation in REDD+, including technical training about REDD+ (i.e. safeguards, forest monitoring), public speaking, and organizational management, among others. Literacy training can also be an entry point for illiterate women to build their confidence.

6. Enhance Awareness about REDD+ and Gender to Key Stakeholders and Support Gender Mainstreaming

In addition, information dissemination and workshops on gender and REDD+ to key stakeholders are also crucial to enhance awareness on the issue and nurture support for women's inclusion and gender mainstreaming in REDD+. At the local level, gender and REDD+ awareness raising still needs to be conducted involving men and women. In addition, ensuring that this information is in formats which are accessible and available to women is also critical.

7. Establish Gender Working Groups/Networks and Provide Specialist/Advisors for Institutions Implementing REDD+

Establishing a gender and REDD+ working group or network at the national level is recommended to create a more effective advocacy platform for women's inclusion in REDD+. It is also strongly recommended for institutions implementing REDD+ to hire a gender specialist/adviser to develop and support strategies for gender mainstreaming in REDD+ implementation.

8. Provide Support for Labour-saving Technology and Access to Financing

Labour-saving technologies have proved to be effective in reducing women's household burdens thereby improving their opportunities to engage in other activities. Access to financing is also pivotal to ensure the sustainability of women's inclusions initiatives.

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 Cambodia held on 27 September 2013 in Phnom Penh, 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.

Based on scoring, the key barriers identified at the **Institutional/Policy Level**, in order of priority include:

- cultural norms
- lack of recognition as stakeholders
- lack of women's representation
- lack of financial commitments
- lack of gender disaggregated data.

The recommendations selected for the **Institutional/Policy Level** good practices to address these barriers were:

- financial commitments
- women's leadership and gender champions
- women's networks and federations.

Based on scoring, the barriers identified at the **Community Level** include:

- too few women leaders
- lack of income generation opportunities
- lack of women's representation
- cultural norms.

The recommendations selected for **Community Level** good practices were:

- skill building and women's networks (both given the same level of priority)
- women's leadership and gender champions
- ensuring participation.

While this exercise provided useful insights, its limitations should be noted. 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 the REDD+ programme in Cambodia will also provide inputs to the final recommendations.

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Annex 1: Key Factors and Evidence for Women’s Inclusion in Policies, Institutions and Community Level Practices in Cambodia

Key Intervention	Government Policies	NGO/Development Agency Institutional Interventions	Community Initiatives
<p>1. Ensuring women’s representation and participation</p>	<ul style="list-style-type: none"> • The Community Forestry Sub-decree (2001) and the Guidelines on Community Forestry (2003) that encourage the participation of women in CFMC; • Gender Mainstreaming Policy and Strategy in Agriculture, MAFF of 2006; • Gender Mainstreaming Policy and Strategy for the Forest Sector (GMPSFS) of 2009; • Gender Mainstreaming Policy and Strategy for Fisheries Sector (GMPSF) of 2008; • Gender working group in Forestry Administration, Agriculture Administration, Fishery Administration and MAFF to mainstream gender in the ministry and the departments; • Gender Mainstreaming Action Plan of the Ministry of Economy and Finance (2008-2012); • Land law and the Marriage and Family Law that recognize women and men’s rights to own land and allow joint land title. It is aimed at ensuring co-ownership of land to legitimize women’s rights to participation and benefits; • Affirmative action for women to get higher position in the ministries or 	<ul style="list-style-type: none"> • Affirmative action in the recruitment process in some ministries and departments; • 30 to 50 percent quota is reserved for women to participate in the meeting (PACT, WCS); • Quota set for at least 20 to 30 percent of women representatives when election of farmer association/savings group; management committee; • CF project in Kampot: requires at least a woman representative in CF sub-committee. In CFMC election process, priority is given to woman candidate if both win the same ballots. • NTFP implemented gender mainstreaming throughout CF projects, considering gender balance when inviting the villagers to meetings/ workshops/training and consultation, selecting men and women focal persons to allow gender sensitive information dissemination and capacity building, training staff and CFMC members on forest inventory and gender knowledge. 	<ul style="list-style-type: none"> • Joint listing of men and women’s name in the land titles; • Women are eager to join forestry projects as they are the main user of forest resources.

	departments.		
2. Facilitation and capacity building for women's participation	<ul style="list-style-type: none"> Agriculture Administration hires female extension workers to enable women to be more comfortable to consult and discuss about agriculture related issues and engage in decision-making process. 	<ul style="list-style-type: none"> Community development projects hires female extension workers to enable women to be more comfortable to consult and discuss about agriculture related issues and engage in decision-making process; RECOFTC and CIVES Mundi's Prakash Project: requires a woman and a man focal point in each CFMC to increase communities' awareness on the issue and collaborate with relevant government and non-government agencies; Women and men farmer/community promoters selected to facilitate information dissemination more comfortably for women (CEDAC, PADEK, Sre Khme, PACT etc) 	<ul style="list-style-type: none"> Local authorities and community leaders encourage women to participate in the projects; Educated male (community) leaders are willing to train/mentor their female colleagues; More men are changing attitude to support their wife to participate in the meetings/trainings.
3.Skill building	<ul style="list-style-type: none"> FA in Kampot provides training for women CFMC members on leadership and global gender issues. 	<ul style="list-style-type: none"> PACT OM REDD+ and WCS REDD+: Women are engaged in the training for forest monitoring and be part of forest patrolling team; RECOFTC trains women in CF not only for forest inventory but also book keeping, accounting and other skills to improve their confidence to speak in public; GDAC: capacity building and awareness raising on gender and will implement a project on gender and climate change; NGO forum: capacity building, awareness raising and networking of women to engage in natural resource management policy planning and implementation process; Train women in agriculture techniques, 	<ul style="list-style-type: none"> Women group leaders and promoters usually disseminate and exchange knowledge and information related to their livelihood among members and other women in their communities; Women become part of forest patrolling/ fire protection, tree planting and forest monitoring team (such as REDD+ and CF projects in Kampot, Oddar Meanchey and

		<p>bookkeeping and other income generation skills as part of their livelihood improvement (MAFF, CRDT, CEDAC, etc);</p> <ul style="list-style-type: none"> • CRDT trains indigenous women on literacy, small project proposal writing skills. 	<p>Mondulkiri province). It helps to improve compliance, especially by women who are typically major offenders.</p>
<p>4. Gender-disaggregated Analysis and Planning to Meet Women's Livelihood Needs</p>	<ul style="list-style-type: none"> • With supports from FAO and SIDA, MAFF and MoWA have jointly developed a national gender profile in agriculture in Cambodia of 2010 based on the comprehensive socio-economic survey conducted in the country. It provides wide ranges of sex-disaggregated data in the agriculture sector that are very useful for policy makers 	<ul style="list-style-type: none"> • In both case studies of this research, women are engaged in consultation and planning process, their inputs or objections are considered; • Several NGOs keep records on gender disaggregated attendance and conducting baseline studies on gender in CF and REDD+; • Several NGOs keep the record on gender disaggregated attendance at meetings/ training/workshops; • PACT, in collaboration with WOCAN has conducted a gender assessment on OM REDD+ project that result in an action plan to integrate gender perspective in the project. 	<ul style="list-style-type: none"> • Maintain gender-disaggregated records on the meeting attendance •
<p>5. Labour-saving & time-reducing technologies</p>	<ul style="list-style-type: none"> • National Biogas Plant programme (NBP) has been promoting biogas installation in several provinces including Kampot, and 19,800 plants installed which help women reduce their cooking time, firewood collection burden and drudgery; 	<ul style="list-style-type: none"> • Rice mills (private) and water wells/pond (community-CRDT and commune budget) built in the indigenous villages. Women were very happy with these infrastructures/ service as they help them reducing their time in de-husking paddy grain and fetching water. CRDT has supported an indigenous women group in Anduang Kralleng village (Keo Seima REED+) to produce organic vegetables for consumption and sale, through providing training, seed and digging a community pond. • Improved cook stove with affordable price are widely promoted by NGOs, government 	<ul style="list-style-type: none"> • The community members are keeping livestock which can provide feedstock for biogas plant. They are interested and willing to pay the installation cost. • Village basins were built in the indigenous communities located in the forest areas of Ratana-kiri to keep water for women's use. Equipment, materials,

		agencies and private sectors across the country;	time and labour forces were contributed by communities.
6. Women-Only Groups		<ul style="list-style-type: none"> • Women-only groups and network formed to provide a comfortable platform for women exchanging and sharing information/ideas/opinions, capacity building and networking particularly strengthening their facilitation and leadership skill (CEDAC, CRDT, etc). • HEIFER supports the formation of women self-help groups (SHGs). As a result hundreds of women SHGs were formed across Cambodia. 	<ul style="list-style-type: none"> • Women-only savings groups are found throughout the country (there are around 700 women saving groups with around 11,300 members have been formed across 9 provinces)
7. Women's networks and federations		<ul style="list-style-type: none"> • RECOFTC: women in CF projects are linked to a CF network at the provincial and national level to exchange experiences and build a strong voice in forestry sectors; • CEDAC women-only groups are organized across the country, and united as a network at local to national level exchange experiences and build a strong voice in agriculture in particular. 	
8. Presence of women leaders and male and female gender champions	<ul style="list-style-type: none"> • Ms Pheng Sophada (Department of Planning and Statistic, MAFF); • Ms. Vong Sophanha (Deputy Director of Administration and Planning Department, and Chief of Gender Working Group); • Dr. U Sirita (Deputy Director General, 	<ul style="list-style-type: none"> • Mr. Put Sopheak is a senior Training and Internship Program Officer of GADC 	<ul style="list-style-type: none"> • Ms. Uy Nan (Deputy Head of CF in Morom commune, and Chairwoman of CF Network in Kampot) • Ms. Chey Siyat (head of Agriculture Cooperative and a newly elected

	Forestry Administration).		<p>Commune Councillor, Kampong Trach district of Kampot)</p> <ul style="list-style-type: none"> • Ms. Khoun Sey (Head of Women Group and a newly elected Commune Councillor in CF in Veal Veng district, Purat) • Mr. Long Ny is the Head of Phnom Sen Han CF in Kampot
9. Equitable benefit sharing mechanisms		<ul style="list-style-type: none"> • CF in Kampot Province: all members have equal right and provided same opportunity to collect NTFPs in the community forests; • In collaboration with NORDECO, CEDAC implements a pilot project “Cambodian Farmland Carbon Project (CAFACA)” that plans to allocate two third of the revenue from carbon credits for the community and the rest for the overhead and running cost of project implementation 	
10. Enterprise development and Credit Provision		<ul style="list-style-type: none"> • In REDD+ Keo Seima, CRDT have trained women to improve their traditional weaving and bamboo stick making for incense. It also provided skill training and marketing support to indigenous men to make rattan and bamboo products for sale. • In CF Kampot: WWF has sent women from CF villages to learn making bamboo products in Kampong Chhnang’s Women Handicraft Center. • Self-help groups (savings and credits groups) 	<ul style="list-style-type: none"> • In Keo Seima: the community members produce bamboo stick to sell to incense producers for income generation; • Community members are willing to join saving groups and rice banks; • The CF head is able to support sub-committee members in other villages

		<p>formed in REDD+ and CF sites where more than half of their members are female. But still a small number of CF members have joined these groups.</p> <ul style="list-style-type: none"> • A pilot rice bank was initially set up in 2011 by CF head in Takor Village (Phnom Sen Han CF - Kampot) to lend rice to members who have food shortage during the lean season. 	<p>to set up a rice bank in their own village.</p>
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Annex 2: List of Stakeholders Consulted/Interviewed

Government Agencies at National Level

No	Name	Organization/ institution	Email	Tel.
1	Mr. Sok Pisith Gender and Climate Change Committee (GCCC)	Ministry of Women's Affairs (MoWA)	pisith11@yahoo.com	+855 (0)17- 378719/ 086459555
2	Ms. Chhan Ratha, Chief Office, Gender Equality		rathachhan@yahoo.com	077 982 839
3	Mr. Sao Chantomaly Officer, GCCC		maly.sc@gmail.com	017 324255
4	Ms. Chheng Chinneth, Deputy Director, Gender Equality		cc.neth@yahoo.com	011 769476
5	Dr. U Sirita Deputy Director General	Forestry Administration	u.sirita@gmail.com	
6	Ms. Vong Sophanha Deputy Director of Administration and Planning Department, and Chief of Gender Working Group		vsopanha@yahoo.com	012543303
7	Mr. Khun Vathana REDD+ Task Force Secretariat and Acting Chief of Forest Carbon Credits and Climate Change Office		Vathana.khun@gmail.com	012 686768
8	Mr. Chhun Delux Carbon Programme Advisor, Pact Deputy Chief, Forest Carbon Credit and Climate Change Office		chhundelux04@yahoo.com	012 938 417
9	Mrs. Pheng Sophada Department of Planning and Statistic	Ministry of Agriculture Forestry and Fishery (MAFF)	phada_peng@yahoo.com	092416188

UN Agencies

No	Name	Organization/ institution	Email	Tel.
10	Mr. Lun Kimhy Programme Coordinator	Cambodia UN REDD National Programme	kimhy.lun@undp.org	012 638870
11	Ms. Thy Heang Communication Officer		heang.thy@undp.org	012 500 922
12	Mr. Peter Aarup Iversen Technical Specialist		Peter.Iversen@undp.org	081 560664
13	Ms. Moeko Saito- Jensen Programme Analyst	UNDP	moeko.saito- jensen@undp.org	

NGOs, Implementing Agencies and Others

No	Name	Organization/ institution	Email	Tel.
14	Ms. Mao Moniratana National Project Implementation Specialist	ADB TA7833 Capacity Building for the Efficient Utilization of Biomass for Bioenergy and Food Security in GMS	moniratanamao@gmail.com	012 815327
15	Ms. Naomi Matsue	JICA	matsue.naomi@gmail.com	
16	Ms. Hou Kalyan Community Forestry Programme Observer member for REDD+ Task Force	RECOFTC The Center for People and Forests	kalyan@recoftc.org	
17	Mr. Julien Brewster Cambodia Forestry Partnerships in Communities and Climate Change	PACT	jbrewster@pactworld.org	
18	Mr. Khiev Samang Carbon Program Officer, Cambodia Forestry Partnerships in Communities and Climate Change			092 912546
19	Mr. Put Sopheak Senior Training and Internship Program Officer	GADC (Gender and Development for Cambodia)	stio@gadc.org.kh	012658086

20	Mr. Hour Lim Chhun Country Coordinator, Lowering Emissions in Asia's Forests programme (LEAF), USAID Grantee	Winrock International	limchhun@leafasia.org	012 17365378
21	Dr. Alex Diment Senior Technical Advisor, Seima REDD+ Project	WCS (Wildlife Conservation Society) Cambodia Program	adiment@wcs.org	012454554
22	Mr. Sopha Sokun Narong REED+ Senior Program Officer		narong.kim@gmail.com	012418883
23	Ms. Teng Rithiny REDD+ Policy Monitoring Project Coordinator	NGO Forum on Cambodia	rithiny@ngoforum.org.kh	012 333136
24	Ms. Im Phallay Environment Program Manager	NGO Forum on Cambodia	phallay@ngoforum.org.k h	012710115
24	Mr. Yeang Donal Technical Advisor for REDD+	FFI Cambodia	yeangdonal@gmail.com	
26	Ms. Itziar S. Barriuso Country Manager	CIVES Mundi	Barriuso2002@yahoo.co m	

Local Government Officers, Community Leaders

No.	Name	Email	Tel.
1	Mr. Srun Chhoun, Deputy Head, FA Keo Seima district		
2	Ms. Phoeunh Sokoeun, Commune Councillor, Srekhtum Commune, Keo Seima district		0977141966
3	Mr. Chuon Sara, Chief, FA Division, Kep and Kampot Cantonment	sarachuon@yahoo.com	012763854
4	Ms. Kang Laut, Chief, Women's Affair Office, Angkorcheay district, Kampot		092133441
5	Mr. Long Ny, Head, Sen Han Community Forestry, Angkorcheay district, Kampot		077582082

Focused Group Discussion at REDD+ Project Site

Mixed Group

No.	Name	Position/title	Organization/project
1	Mr. Khveuk Sarak	Head	O Rona Indigenous Community, Keo Seima
2	Mr. Rorn Mom	Deputy Head	
3	Ms. Reunh Hean	Management Committee Member	
4	Ms. Sreus Tein	Cashier	
5	Mr. Hong Chak	Member	
6	Mr. Mornh Da	Member	
7	Mr. Ut Sok	Member	
8	Mr. Theim Thin	Member	

Women's Group

No.	Name	Position/title	Organization/institution/project	
1	Mr. Phi Tel	Village Chief	Aundaung Kralong Indigenous Community, Keo Seima	
2	Ms. Yoeun Phet	Member		
3	Ms. Navan Phseung	Management Committee Member		
4	Ms. Khleuv Phoet			
5	Ms. Mouch Phlev			
6	Ms. Moyer Chhrey			
7	Ms. Bor Bey			
8	Ms. Ngeus Yeum			
9	Ms. Ngeus Nheuk			Key Farmer
10	Ms. Ngeus Breuk			
11	Ms. Kleum Thy			
12	Ms. Ngeus Nhreup			

Focused Group Discussion at CF Project Site

Mixed Group

No.	Name	Position/title	Village	Organization/ project
1	Mr. Long Ny	Head	Takor	Sen Han Community Forestry Kampot
2	Ms. Long Chanarat	Member		
3	Ms. Chim Sara	Member		
4	Ms. Mork Kemsan	Member		
5	Mr. Ouk Sok	Member		
6	Mr. Long Sokly	Member		
7	Mr. Thou Hav	Member		
8	Ms. Nak Danea	Treasurer	Trapaing Run	
9	Ms. Som Phany	Secretary		
10	Ms. Sam Phally	Member	O Makak	
11	Ms. Seim Sok			
12	Ms. Chat Sovannary	Member		
13	Mr. Nak Sorn	Deputy Chief of village		
14	Mr. Sut Thearith	Member		
15	Ms. Sut Sreymom	Member		
16	Mr. Mein Teukly	Member		

17	Ms. Sun Thim	Member		
18	Ms. Chem Sarom	Member		
19	Ms. Mork Kemseng			

Women's Group

No.	Name	Position/title	Village	Organization/ project
1	Ms. En Sophann	Member	Takor	Sen Han Community Forestry Kampot
2	Ms. Tep Sopheak	Member		
3	Ms. Hong Phea	Member		
4	Ms. Pan Lat	Member		
5	Ms. Pan Lorn	Member		
6	Ms. An Lang	Member		
7	Ms. Suon Yoy	Member		
8	Ms. Khoun Chrim	Member		
9	Ms. Soy Sarou	Member		
10	Ms. An Leim	Member		
11	Ms. Nget Sithat	Member		
12	Ms. Duong Samoeun	Member		
13	Ms. Khem Samnang	Member		

Annex 3: Matrix of Good Practices to Address Key Barriers

1. Policy and institutional level								
2. Community level								
Barrier \ Best Practice	Cultural norms	Too few female foresters in management positions	Perception of forestry as a male profession	Lack of women's representation	Lack of financial commitment	Lack of awareness by men	Inadequate gender disaggregated data	Lack of recognition for women as stakeholders
Ensuring women's representation and participation								
Supportive facilitation for women's participation								
Skills building								
Gender disaggregated analysis and planning								
Labour saving and time reducing technologies								
Diverse types of women-only groups								
Women in networks and federations								
Female leadership and champions								
Equitable benefit sharing								
Enterprise development and access to finance.								

Annex 4: Organizations/Persons invited to National Dialogue

Stakeholder	Contact Person
Government Institutions	
Ministry of Women Affairs	Suggested participants: <ul style="list-style-type: none"> Mr. Sok Pisith (Gender and Climate Change Committee/GCCC) Ms. Chhan Ratha, (Chief Office, Gender Equality) Mr. Sao Chantomaly (Officer, GCCC) Ms. Chheng Chinneth (Deputy Director, Gender Equality)
MAFF	Mrs. Pheng Sophada (Department of Planning and Statistic)
MoE	H.E. Chay Samith (Director) Suggested participant: Ms. Ly Sophorn
Forestry Administration	Mr. Keo Omaliss (Director) Suggested participants: <ul style="list-style-type: none"> Dr. U Sirita (Deputy Director General) Ms. Vong Sophanha (Deputy Director of Administration and Planning Department, and Chief of Gender Working Group)
Agriculture Administration	Suggested participants: <ul style="list-style-type: none"> Mr. Yun Sophan – Department of Agriculture Extension Mr. Soy Tom – Department of Agriculture Extension
REDD+ Task Force	Mr. Khun Vathana (REDD+ Task Force Secretariat and Acting Chief of Forest Carbon Credits and Climate Change Office)
Multilateral/Donor Organizations	
UNDP	Mr. Lay Khim (Environment Team Leader)
UN-REDD	
USAID	Mr. Kim Menglim (Project Management Specialist)
AECID	
World Bank	
EU	Mr. Koen Everaert (Attaché Cooperation)
DANIDA	Mr. Jacob Kahl Jepsen (Counsellor)
ADB	Ms. Mao Moniratana (National Project Implementation Specialist) Ms. Chea Chandy (Gender Specialist)
JICA	Ms. Naomi Matsue
SIDA	Mr. Erik Wallin (First Secretary)
Non-Government Organizations	
RECOFTC	Ms. Hou Kalyan (Community Forestry Programme)
WCS	Mr. Mark Gately (Acting Director) Dr. Alex Diment (Senior Technical Advisor, Seima REDD+ Project)
Winrock International	Mr. Hour Lim Chhun (Country Coordinator, LEAF)
FFI	Mr. Berry Mulligan (Operation Director) Mr. Yeang Donal (Technical Advisor for REDD+)
WWF	Ms. Michelle Owen (Acting Director)
PACT	Ms. Sarah Sitts Mr. Julien Brewster (Cambodia Forestry Partnerships in Communities and Climate Change)
Wildlife Alliance	Ms. Suwanna Gauntlett (President)
NTPF EP	Ms. Femy Pinto (Cambodia Facilitator)

	Mr. Chhoeng Soviriya
CI	Mr. Seng Bunra (Country Director)
CCCN	Mr. Sou Soceath (Secretariat Coordinator)
CCI	
NGO Forum	Mr. Chhith Sam Ath (Executive Director) Ms. Teng Rithiny (REDD+ Policy Monitoring Project Coordinator)
CDA	Mr. Chee Boreth (Executive Director)
GADC	Mr. Put Sopheak (Senior Training and Internship Program Officer)
NEXUS	Ms. Marion Verles (Executive Director)
CEDAC	Mr. Sam Vitou (Program Director)
ICSO	Mr. Sao Vansey (National Programme Coordinator)
NTFP	Mr. Long Serey (Director)
CRDT	Mr. Meas Viphou (Project Manager)
Academics	
Royal Univ. of Agriculture	Associate Professor Mr. Von Monin (Dean of Forestry Faculty) Professor Dr. Kang Kreusna – Royal University of Agriculture
Prek Leap National School of Agriculture	Mr. Sou Sundara (Dean of Forestry Faculty)
RUPP	Ms. Va Dany (Dean of Environment Department)
Local Authorities/Communities	
Local Authorities	Ms. Kang Laut, Chief, Women’s Affair Office, Angkorchey district, Kampot
	Mr. Chuon Sara, Chief, FA Division, Kep and Kampot Cantonment
	Ms. Phoeunh Sokoeun - Commune Councillor Srekhtum Commune, Keo Seima district
Local Communities	Ven. Bun Saluth (Head of Monks Community Forestry)
	Mr. Sa Thlay (Chief – CF Network Oddar Meanchey)
	Ms. Khoun Sey (CFMC member and Commune Councillor in Veal Veng district, Purat province)
	Mr. Long Ny (Head of Phnom Sen Han CF, Kampot)
	Ms. Som Phany (Secretary, Phnom Sen Han CF, Kampot)
	Ms. Chey Siyat (Head of Farmer Association, Agriculture Cooperative and Commune Councillor, Kampong Trach district, Kampot)
	Ms. Sreus Tein (Management Committee Member of Indigenous Community in O Rona village, Keo Seima)
	Ms. Yoan Ney (Indigenous youth representative, Mondulkiri province)