



TOWARDS PRO – POOR REDD+ PROJECT

**MAINSTREAMING GENDER CONSIDERATIONS
INTO REDD+ PROCESSES**

A GENDER AND REDD+ ROADMAP FOR UGANDA

January 2012



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Acronyms

ACFODE	Action for Development
AICM	Africa International Christian Ministry
AWEPON	The African Women's Economic Policy Network
CCU	Climate Change Unit
CDRN	Community Resource Development Network
CEEWA	Council for the Economic Empowerment of Women
EU	European Union
FAO	Food and Agriculture Organization
FCPF	Forest Carbon Partnership Facility
FSSD	Forest Sector Support Department
GDP	Gross Domestic Product
GHS	Greenhouse Gas
GoU	Government of Uganda
IPCC	Inter-Governmental Panel on Climate Change
IUCN	International Union for Conservation of Nature
LEMU	Land and Equity Movement in Uganda
MAAIF	Ministry of Agriculture, Animal Industry and Fisheries
MGLSD	Ministry of Gender, Labour and Social Development
MLG	Ministry of Local Government
MLHUD	Ministry of Lands, Housing and Urban Development
MoFEP	Ministry of Finance and Economic Planning
MoWE	Ministry of Water and Environment
MRV	Monitoring Reporting and Verification
NAWOU	National Association of Women Organizations in Uganda
NDA	National Development Authority
NDP	National Development Plan
NFA	National Forestry Authority
REDD	Reduced Emissions from Deforestation and Degradation
R-PIN	REDD Readiness Project Identification Note
R-PP	REDD Readiness Preparation Proposal
SESA	Strategic Environmental and Social Assessment
UBOS	Uganda Bureau of Statistics
ULA	Uganda Land Alliance
UNFCCC	United Nations Framework Convention on Climate Change
UNFPA	United Nations Population Fund
UOBU	United Organization of Batwa in Uganda
UWONET	Uganda Women Network
UWOPA	Uganda Women Parliamentarians Association
WB	World Bank
WEDO	Women's Environment and Development Organization

Background

REDD+ is an international climate change mechanism to Reduce Emissions from Deforestation and forest Degradation in developing countries. REDD+ creates a financial value for the carbon stored in forests, and offers incentives for developing countries to reduce emissions from forested lands and invest in low-carbon paths to sustainable development. It does not only focus on reducing emissions from deforestation and forest degradation, but also recognize the role of conservation, sustainable management of forests and enhancement of forest carbon stocks. It is part of the current UN climate change negotiations (UNFCCC) and as this new initiative gains acceptance it is essential to ensure that it delivers benefits to both people and biodiversity.

Climate change affects biodiversity, agriculture, energy, health, food security, and physical infrastructure hence exacerbates poverty and vulnerability. Although climate change impacts will affect all countries, the impacts will be different for each region; for example for poor countries in Africa, Asia and Latin America, climate change adds another layer of complexity to already existing development challenges (i.e. high levels of poverty and inequality, rapid population growth, underdeveloped financial markets and weak governance systems).

The IPPCC recognizes that a person's age class, income group, occupation and gender are correlated with climate change impacts (IPCC, 2001). Men and women face their social, economic and environmental reality in different ways; hence climate change does not affect women and men in the same way and it has a gender-differentiated impact (Aguilar et al. 2007). Women and men's contribution will also be different and equally important (WEDO and UNFPA 2009). Climate change adaptation and mitigation solutions, including REDD+, must recognize these gender differentiated needs and contributions. Hence the need to foster a gender sensitive REDD+ process in Uganda cannot be over emphasized.

While REDD+ process provides the opportunity to participate and benefit from climate change mitigation initiatives and help men and women to engage tenure rights and access to forest resources, challenges remain with gender inequalities that limit or restrict access to productive resources, especially land, and benefits. Resource constraints groups, such as women, may not benefit under REDD+ because they have limited or no land rights. Due to these and other governance issues, it becomes urgent to bring on board local women, empower them and build their capacities; to ensure that women are involved in all REDD+ related activities; and to contribute to formulation of gender sensitive REDD+ national strategies and pilot projects.

Global deliberations around the development of REDD+ have started to consider gender within a few topics, but only a few pilot projects have taken actions to begin to incorporate a gender perspective. Uganda's R-PP is one of the few that includes some gender considerations and has included women representatives in its consultations. This recognition of women as important forest stakeholders is a first step to include gender equality and women's rights issues in its REDD+ Readiness Preparation Proposal (R-PP), however much work still needs to be done to ensure that the national strategy is gender responsive.

In this context and under the pro-poor REDD+ process and support from DANIDA, the International Union for the Conservation of Nature (IUCN) in collaboration with the Women's Environment and Development Organization (WEDO) jointly facilitated a workshop for multiple stakeholders including women organizations, organizations working for the empowerment of women, gender experts and policy makers working in the Ministries of; Water and Environment; Lands, Housing and Urban Development; Agriculture, Animal Industry and Fisheries; Tourism, Trade and Industry; Gender, Labour and Social development; and, Office of the Prime Minister on "Mainstreaming Gender Considerations into REDD+ process in Uganda. The outcome of these participatory stakeholder workshops forms the basis of this "Road Map" to support mainstreaming of gender in REDD+ processes in Uganda.

Overview of Uganda

Uganda is a landlocked Country located within the Great Lakes region of East and Central Africa. It has an area of 241,550.7 (sq.km) of which 41,743.2 (sq.km) are open water and swamps and 199,807.4 (sq.km) is land. Government of Uganda in 2003 (Forest Department) and 2006 (NFA) published its first and second Biomass Technical Reports respectively and recognized 13 land cover/land use categories in the country. The vegetation is composed mainly of broad leaf forest, conifer, savannah grassland, woodland, bush land and tropical high forest and wetlands (Uganda Bureau of Statistics 2011; Uganda R-PP 2011). According to National Biomass Study (2005), Uganda's natural forest vegetation is categorized into three broad types namely Tropical High Forest (THF) well stocked, Tropical High Forest low stocked, and Woodland, covering 3,570,643ha and occupying approximately 15% of Uganda land surface as of 2005 (Uganda R-PP).

Uganda's tropical climate is moderated by its high altitude, ranging from 600m to 5,100m above sea level. The country's rainfall regime is bi-modal, with 'short' rains in October to December and 'long' rains from March to May. Temperatures vary little, both throughout the year and across the country, with average temperatures ranging from 20°C in the coolest regions of the south-west to 25°C in northern parts (START, 2006). Uganda's climate can be further categorized into highland, savannah and semi-arid regions, each supporting a diverse array of tailored livelihoods.

Uganda is one of the least developed countries in the world with a per capita income of US\$ 334 in 2005(UNDP; 2007), GNI of \$500 in 2012 (World Bank Indicators) and a population standing at about 34 million people. The country's population growth rate stands at 3.2% per year and a fertility rate at 6.2% per annum in 2009 (World Bank Indicators), which is one of the highest in the world. The head count poverty rate is stated to be at 24.5% in 2009 (World Bank Indicators) while unemployment rate including under employment rate has remained high at 29.1% since 2005/06. Around 85% of the population lives in rural areas under poor conditions of living. The agricultural sector employs 81% of the female working population and 66% of males but is so lowly developed that it cannot fully exploit the existing economic opportunities in the region (UNDP 2007; National Development Plan [NDP] 2010/11 - 2014/15)). The incidence of poverty is highest among the food-crop producing category, declining slowly among female-headed households (UNDP 2007). The gender biases coupled with serious governance issues in development practice in the country have also hampered the country's sustainable movement out of poverty.

The Uganda government has instituted widely admirable policies and guidelines in a bid to realize equitable economic growth and development across social classes and for both men and women. The current NDP 2010/2011 – 2014/2015 guides the overall development of the country from formerly *poverty eradication* to prioritization of *Prosperity for All* (PFA). Under prosperity for all, the ‘vision’ is for each household to have a minimum income of UGX 20 million per year. In this context and the process of decentralization, Government encourages the active participation of civil society in ensuring a concerted effort towards an equitably productive population and ultimately, the sustainable economic advancement of the country. However in 2010, women only occupied 32% of parliamentary seats (World Bank Indicators).

Investigations into the gender dimension of poverty in Uganda have revealed that women poverty is associated with limited access to productive resources, low literacy levels, unemployment and low earnings from petty trade. The HIV/AIDs pandemic worsens their burden of looking after the children, large families and orphans. Women’s limited control over land and livestock inhibit their ability to influence income proceeds from such assets (Uganda Human Development Report 2007).

Description of forest in Uganda and their degradation status

National Biomass Study (2005), Uganda’s natural forest vegetation is categorized into three broad types namely Tropical High Forest (THF) well stocked, Tropical High Forest low stocked, and Woodland, covering 3,570,643ha and occupying approximately 15% of Uganda land surface as of 2005 (Uganda R-PP). According to Uganda’s R-PP over 1,900,000 ha of the forest area is protected under the Permanent Forest Estate (PFE in form of Central Forest Reserves managed by the National Forestry Authority (1,270,797 ha) and National Parks managed by the Uganda Wildlife Authority (731,000 ha), and Local Forest Reserves managed by districts (4,997 ha); and of these Permanent Forest Estate (PFE), 78% (1,468,000 ha) is under forests and woodland, while the rest is mainly grassland.

These areas are set aside permanently for the conservation of biodiversity, the protection of environmental services, and the sustainable production of domestic and commercial forest produce. Half of the PFE is made up of the gazetted Central and Local Forest Reserves, land that is held in trust and managed by the National Forestry Authority and District Forestry Services (under Local Authorities). The other half includes the forested areas of National Parks and Wildlife Reserves, land held in trust and managed by the Uganda Wildlife Authority (NFA 2009 Biomass report). The R-PP also reports that almost 64% of the total forest cover (mainly woodland) is under private ownership and is where deforestation and forest degradation mainly occurs.

Both Uganda and FAO statistics show a decline in forest cover in Uganda, from 10,800,000ha in late 1890 to 4,900,000ha in 1990 and 3,570,643 in 2005 (decline from 35% to 15%). The R-PP mentions that there is no updated data since 2005 although there is concern that the rate of loss of vegetation cover has continued to-date. Between 1990 and 2005, a total of 1,329,570 hectares (27% of the original forest cover) was lost (NDP 2010/11 – 2014/15). There is a remarkable difference in the degree of deforestation inside protected areas as

compared to forests on private land, and the R-PP estimated a loss of 88,638 ha/year - approximately 0.7% (7,000 ha/y) in protected areas and 2.27% outside protected areas (NFA 2009). While only 15% of forest reserve is degraded, 50% of all tropical forest on private land is degraded (NEMA 2008). A study commissioned under the auspices of the R-PP Process for Uganda revealed that majority of encroachers in protected forest areas were people from other regions who have been facilitated by or are protected by local leaders and protected area personnel. This is an issue that points to weak governance systems and institutional inadequacies (Nsita, 2010). The forest law does not sufficiently control harvesting timber from private forests and nor is there a requirement to seek authorization to harvest trees.

The picture of Uganda's forest degradation is very dismal as little efforts are going into enforcement and accountability, replenishing and providing new and innovative alternatives to forest products. It is currently estimated that about 2.7 million Ugandans representing 15 per cent of the entire population directly depend on forest resources; and is the single major source of energy for over 90 per cent of the population. Conservative estimates showed that the contribution of the forestry sector to the economy was approximately \$US 1779 million in 2010 [about 12.02% to the Country's GDP] (NEMA 2011). The contribution of forestry to gross domestic product stands at 1.8%, having declined from an average of 2.1 per cent in the period 2001-2005 (UNDP 2007).

Drivers of deforestation and forest degradation

A number of direct and indirect factors that underlie deforestation and degradation of the forest resource base can be identified. The major drivers of deforestation and forest degradation in Uganda consist of agricultural expansion in forested lands, Charcoal production, Firewood harvesting, livestock grazing, timber production and human settlement and urbanization (Uganda R-PP). There are policy deficiencies relating to the private sector and local communities over land tenure, access rights and responsibilities for resource management. There are market failures, including inappropriate royalty rates, poor market information, trade restrictions and hidden subsidies which distort the markets for forest products. There is poor regulation by weakened institutions which lack funding and capacity. Population growth and migration, livestock grazing, timber, charcoal has increased demand for agricultural land and tree cutting for firewood (Forest policy 2002; Uganda R-PP June 2011).

Forest clearance for agriculture and charcoal production is mainly taking place on private lands. This presents one of the most serious threats to forests because 70% of Uganda's forest cover is on private land, much of which is not regulated or managed (Environmental Alert 2008). With an increasing population growth estimated at 3.6% per year and its associated increase in the demand for land, food and fuel wood, herbs the degradation of the forest resource base is unsustainable. According to the R-PP 2011, agricultural land area expanded by 2% mostly in form of small scale agriculture and mainly in wetlands, grasslands and forests. By 2008, there were 300,000 illegal settlements in Central reserve forests (Olson and Berry, 2003; NFA, 2005; Knopfle, 2004). This is in addition to migration from densely populated areas to establish agricultural fields in forested areas (R_PP June 2011)

Institutions such as schools, prisons and others rely almost exclusively on firewood for cooking, as does over 90% of the population. Many areas are already experiencing shortages of firewood, and hence rising costs and increased burdens on women and children who collect firewood. Between 2000 and 2007 the distance walked by women and children to collect firewood increased from 0.73 km to 1.5 km (Poverty Eradication Action Plan 2004/5 – 2007/8; APRM 2007)

Over-harvesting, poor planning, weak regulation and inappropriate processing technology have resulted in the unsustainable harvesting of forest products, and it is estimated that 800,000 m³ of logs are cut each year, a rate of timber harvesting exceeds sustainable cutting levels by a factor of four. This comes from both government and private land.

There is limited institutional capacity and limited resources in both central and local government to improve planning and regulation, and little incentive for the private sector to improve its performance in the absence of firm regulation and the enforcement of professional standards. Encroachment is one issue where in the troubled 1970s and 1980s much clearance of forest cover was done in the Forest Reserves. Some residual encroachment of the government lands still remains as most of the boundaries of the encroached reserves have not been re-opened and are not clearly demarcated, which is part of the reason for the current confusion (NFA 2005).

Urbanization and industrial growth are also putting pressure on the forest estate. Many urban and peri-urban reserves are under threat of being de-gazetted. The increasing demand for industrial land has led to the de-gazetting of nearly 1,000 ha, which will result in a permanent net reduction of the forest estate. Although several drivers have been identified, according to the Uganda R-PP, there is insufficient information on the impact of other deforestation and forest degradation drivers such as settlements, urbanization and oil exploration to establish whether these can be addressed through the REDD- Plus.

Gender differentiated use, access and control of forests

In Uganda, the benefits of forest to both men and women include food security, income, health, connection with nature, rituals, good health, courtship and recreation, minerals and water catchment. However, women and men often have different types of relationships with natural resources due to the gender division of labour and social cultural factors and are affected differently when these resources decline. A summary of results from women's workshop on "Mainstreaming Gender into REDD processes in Cameroon"¹ shows that there are gender differentiated use, access and control of forest resources (Table 1 and 2).

Information provided by the participants shows clearly that men and women obtain different resources from the forest and benefit differently from these ecosystems (Table 1). However, it is important to note that there were some resources such as wild fruits, white ants, vegetables and mushrooms that are used by both women and men. It was also noted that

¹Mainstreaming Gender into REDD Workshop organised by IUCN (International Union for the Conservation of Nature) in collaboration with the Women's Environment and Development Organisation (WEDO) from 19 to the 21th of September, 2011.

some benefits such as fuel, food, beauty, and health were more applicable to women than for men.

Analysis of Table 1 and 2 show that even though women are key stakeholders in forests, they face some constraints relating to governance. Women's workshop participants² identified the limited access to forest resources by women and the fact that women only access the edges of the forest while men can access deeper ends of the forest for resource harvesting. The participants noted that women had to be accompanied to get deeper into the forest even if they are professionals or academics working in the forest; the women harvest resources for meeting basic household needs like; firewood, herbal medicine, and craft materials and on a small scale thatching materials (mainly non-cash items). Men on the other hand harvest cash items like; timber, charcoal and building poles. Participation for women was constrained by cultural expectations, stereotypes and time constraints due to heavy workload. The land tenure was in favour of men and participants concluded that women were considered part of the property of men and therefore with limited/ or no control over forest resources. Some participants mentioned that the general trend in Uganda indicates forest use and management is predominantly done by men.

Women's workshop participants ranked limited participation in forestry management committees, control of productive resources like land, income and sharing benefits from forest resources by men as the main key issues affecting women's access and control of forests. It was clear that women get more non cash benefits that are enjoyed by the entire family although there may be differences among the educated and the rural uneducated women. Also, in a patriarchal society like Uganda where men inherit land and women only access land, the culture dictates the access to other resources that are found on the land example, forests.

Women's roles in the family as food providers, health care givers with the primary responsibilities of household maintenance makes them the primary forest users for supplementary foods, medicinal plants, craft materials, building materials with a critical stake. Participants recognized that forest loss then would have a gender-differentiated impact. Women will be affected mainly by the extinction of traditional medicinal plants, loss of herbs, extinction of some food varieties, change of diet as indigenous food disappear, increasing diseases like diarrhea which will increase their workload as they are the primary caretakers, loss of wind breakers running down houses, long distances travelled to collect firewood and generally, insecurity for women and girls. Loss of social ties in the community, reduced rains may result into longer distances travelled to collect water, health hazards as a result of carrying heavy containers, etc.

Therefore, REDD+ interventions should ensure that the forestry sector address issues of women's participation and rights. The gender dimension puts a human face on the forests. Women may be vulnerable to climate change but they are also critical agents of change. The importance of integrating gender into REDD+ Initiatives is to appreciate the different forest resource use, control patterns, decision-making power and livelihood strategies. There is need to move the issues of land tenure and forest access to the next level. The private sector

²Gender mainstreaming and REDD+ workshop in Entebbe Uganda (31st October – 4th November, 2011)

should as well be involved in gender trainings because they have a stake in the issues of REDD+ and to increase the number of women employed by conservation institutions to address some of the equity issues.

Table 1: Use of forests by women and men

Actions/categories	Men	Women
Activities carried out in the forest	Timber, poles and grass for building materials, honey harvesting, scientific research, bird and small animal hunting, charcoal burning, fruit gathering, thatching grass grazing animals, adventure and recreation, rituals, cultivation, gathering fodder, ancestral worship, mining, fishing, meditation	Collecting wild vegetables and mushrooms; Ancestral worship, Construction materials, Collecting fruits, herbs, fuel wood, Collecting water, handicraft materials, farming, food; hunting
Part of the forest visited	Whole forest, men go deep parts of the forest	Forest edges and water points. Educated women can go anywhere
Resources obtain from the forest	Medicine; construction materials; wild meat; fish; honey; timber; charcoal; poles; food; medicine; fetching water; grazing and fodder for animals	Water; food; firewood; medicine; construction materials; fodder for animals; handicraft material; weaving materials
Non cash Benefits obtain from the forest	Food security; spiritual healing; connection with ancestors; shelter; recreation and courtship; rite of passage	Close connection with nature; good health; food security; rite of passage; nutrition; shelter
Cash Benefits obtain from the forest	Meat; minerals; animal skin	Handcrafts; herbs; firewood

Table 2: Forest Governance issues in Uganda – identified

Forest Governance Issue	Uganda
Access to resources in the forest	<p>Yes but with limited access.</p> <p>Women access the forest for limited time and harvest small quantities and of low value, they need to be accompanied, social constructs prohibit the women from carrying spears, climbing trees which limit how much they can access</p> <p>For educated women, they are accompanied and can access the entire forest</p>

Access to benefits (cash and non-cash) from the forest	Yes- Mainly non-cash and products that meet basic needs like herbs, wild fruits, water, fuel wood
Control over cash generated by activities in the forests	No- Women control very little cash proceeds from the forest. Denying the women cash is a mechanism of control by men. Men force the women to give them the cash from sales and accountability of any expenditures Yes- Some women use cash to cover household basic needs.
Opportunity to own land or forests	Yes and No- Economically empowered women can own resources because they know their rights they have land rights. However, there are unfavorable land/ property rights/ laws and policies
Access to and control over tools, equipment, cash/credit, inputs, new technologies	No- they do not have access to cash because they do not have collateral assets. Women lack resources, which is unfavorable for credit schemes. Yes- Women have access to some equipment and tools such as source pans, plates, pangas, axes but they have to ask for permission to use them.
Opportunity to participant in forest related activities	Yes- Women participate depending on level of empowerment mainly through education
Request to participate in forest projects	Yes- women are invited to participate but to small extent. Amongst the barriers for women participation are low levels of education/ exposure; cultural stereotypes and the patriarchal nature of our society that favors men in decision-making.
Opportunity and time to participate in forest projects	Yes- Once empowered, women involved are available for such projects but especially during implementation of projects and rarely during project design consultations No- Majority of women have a lot of workload at home and thus have limited time to participate

Overview REDD+

The United Nations Framework Convention on Climate Change (UNFCCC) recognizes the role forests play in mitigating the negative effects of climate change. To this effect, the UNFCCC integrated the REDD+ regime among key climate change mitigation strategies focusing on developing countries. Through the World Bank (WB), the Forest Carbon Partnership Facility (FCPF) was established to help developing countries prepare proposals and strategies for reducing emissions from deforestation and forest degradation. Uganda submitted REDD-Preparation Identification Note (R-PIN) to World Bank/Forests Carbon Partnership Fund (FCPF) in June 2008 which served as a formal request for Uganda's participation in the FCPF program. The R-PIN provided an initial overview of land use patterns and causes of

deforestation, stakeholder consultation process, and potential institutional arrangements in addressing REDD-Plus. In an effort to formulate a REDD+ Preparedness Proposal, Government of Uganda established a REDD+ national focal point at the National Forestry Authority (NFA)³ to coordinate REDD+ related activities. Consequently the REDD National Focal point, coordinated the undertaking of studies and consultations in different regions of the country on REDD+ issues that informed the country’s preparedness proposal.

Uganda submitted its Readiness Preparation Proposal (R-PP) in April 2011. The proposal was reviewed and approved in June 2011 with some recommendations highlighting gaps existing within the R-PP. Uganda is expected to address the gaps before entering into a Readiness Preparation Grant Agreement with the FCPF/WB. The areas that will require strengthening include:

- a) Developing a Participation and Consultations Strategy including
 - i. a plan for consultation on and participation in Uganda’s Strategic Environmental and Social Assessment process,
 - ii. Preparation of an Awareness and Communications Strategy;
 - iii. Preparation of a Conflicts and Grievances Management Strategy; and
 - iv. Causing above strategy to be validated by key stakeholders at a national level;
- b) Establishment of the National Readiness Management Arrangements I namely; establishment and operationalization of the new REDD+ National Focal Point
- c) Establishment of the National Readiness Management Arrangements II namely; establishment and Operationalization of the Coordination and Supervision Committees;
- d) Revision and submission of revised Readiness Preparation Proposal (R-PP) to the World Bank (FMT of the FCPF) in compliance Resolution PC/9/2011/3; and
- e) Publication of the Participation and Consultations Strategy as part of the revised R-PP and its Dissemination

Against this background, Uganda’s process for finalizing the REDD+ strategy 2011 – 2014 involves establishing and assigning the task to a relevant task force an action by the National focal point with the approval from the REDD+ steering Committee. The table below provides the summary activity plan as spelt out in the R-PP 2011.

Table 3: Suggested actions for consideration during development of REDD+ strategies

Main activities
• Assign the task of developing the REDD+ strategy to the relevant task forces
• Initiate work of the task forces
• Hold consultative workshops to ensure stakeholder involvement
• Begin early implementation of pilot strategies
• Evaluate and monitor outcomes of early implementation activities

³ - The REDD focal point has been moved from NFA to FSSD

<ul style="list-style-type: none"> • Develop and finalize the National REDD+ Strategy
<ul style="list-style-type: none"> • Publicize the approved strategy
<ul style="list-style-type: none"> • Assign the task of developing the Risk assessment and management framework
<ul style="list-style-type: none"> • Undertake the assessment and develop mitigation measures and implementation requirements

A number of stakeholders are implementing REDD+ activities and others have planned initiatives and pilots that could inform the process in different parts of the Country including undertaking studies⁴. However, awareness and capacity at various levels is still very low to effectively engage in the REDD+ process.

At present, REDD+ is seen as an opportunity to enhance support for conservation as well as promote sustainable livelihood options to reduce pressure on the forests, but with challenges that need to be overcome. The participation of women in respect to; time constraints, women’s land rights, benefit sharing transparency and accountability will have to be monitored in the pilots to inform the on going preparatory process.

Rationale for Gender and REDD+ general

The development of REDD+ as a climate change mitigation strategy is creating an opportunity to reduce tropical deforestation while protecting and promoting forests’ crucial social and ecosystem functions. REDD+ has the potential to contribute significantly to benefits for people and nature, but if badly designed could inadvertently harm people and, at worse, could contribute to an increase in the gender gap. So far, gender equality and women’s rights issues have been largely marginalized from this fast-moving debate (IUCN Briefing paper June 2011).

Despite the introduction of tools for gender and forestry analysis in the 1990s, it is rare today to find evidence of clear strategies linking gender and forest management for decision makers. Also, most forest policies and organizations continue to overlook women’s specific needs and contributions regarding forests, in part because of the identification of forestry as work of men. Thus, there is generally an institutional “gender blindness” that renders women’s participation and contributions invisible and allows forest management to be incorrectly treated as “gender neutral”.

Women’s role as major forest stakeholders and contributors to their conservation and management has been traditionally ignored. This constrains their ability to reap benefits from the forests. Thus, gender equality and women’s empowerment must be at the heart of REDD+ policy design and implementation. In many developing countries including Uganda, women lack access to income-generating forest activities and land tenure rights, and in many cases the existing benefit sharing schemes are gender blind or at best gender neutral.

While REDD+ initiatives could pose significant risks and bear harmful impacts on women and men at the local community level, there are potential opportunities for positive outcomes for forest-dependent communities. These risks and opportunities will differ for women and men,

⁴The Environment and poverty toolkit of IUCN being implemented in Elgon Region

since they have different roles in relation to forest resource management. Women-specific risks could include violation of women's rights, increased vulnerability of women, inequitable distribution of benefits, and invisibility of women's role as major stakeholders and agents of change. But, if REDD+ addresses gender considerations, it would be to women's advantage, increase their access to and benefits from REDD+ projects and also increase their visibility as forest managers and leaders for sustainability.

There is a need for specific gender provisions in REDD+ mechanisms hence, current REDD+ projects must ensure that gender perspectives are incorporated in them. Necessary data should be generated to highlight good practices, while guidelines are produced for other projects. Governments and other REDD+ implementing agencies need support in doing this.

Typically men are more interested in trees as sources of construction materials or cash income, while women's interests are more in the supply of firewood and the contribution of forestry to food production. Women are disadvantaged in security of tenure, in many cases they cannot inherit land and are rarely involved in decision-making over natural resource management or the management of household income. All these factors are disincentives for women to invest in tree growing.

Risks and Opportunities for women from REDD+ in Uganda

REDD+ presents both risks and opportunities for women in Uganda. During the workshop with representatives from women organizations, one of the main activities was aimed at identifying risks, opportunities and challenges that REDD+ could have for women (Table 4). These risks and opportunities have been included in different reports relating to specific phases of REDD+; readiness, implementation and consolidation. From the workshop, the opportunities were identified in terms of; institutional arrangements, enabling policies and legal reforms. Other opportunities were; communal and in-discriminative social norms that do make considerations for women and the most vulnerable in the community. If not adequately addressed such opportunities were likely to become risks that hinder the realization of REDD+ objectives and maintain or reinforce gender inequalities.

Opportunities under Readiness were identified as increased consultation of women at community level, involvement of women organizations to fully participate in the review of policy and laws related to REDD+, capacity building for women and their organizations, and identifying benefits for women. Within the implementation phase, the increased incomes from Payment for Environmental services, alternative sources of income from bee keeping, Eco-tourism, employment and strong women groups were identified as opportunities.

In the Consolidation phase, training and knowledge sharing on forest management for communities, access to formal education for girls, elimination of stereotyped roles in the forestry sector, increased access and control to forest resources were key opportunities. Involvement of women in Monitoring, Reporting and Verification (MRV's), legal protection of rights of women including contracts, non-cash benefits, food production, nutrition, shelter, clean air, use of alternative and improved sources of energy, improved healthy and clean environment – less diseases and the opportunity of establishing a forest conservation and women protection fund were among the others.

During the readiness phase, limited information access and consultations with women about REDD+, weak land policies, limited time to participate in REDD+ activities, cultural barriers and few pilots targeting women were among the risks envisaged.

During Implementation, aspects of information and benefit sharing were identified as risky including cultural barriers to decision making at household and community levels. In the consolidation phase, limited land ownership by women, food insecurity, lack of alternative energy sources and unfulfilled REDD+ promises may create risks for the women.

Table 4: Opportunities risks to women during REDD+ phases

Opportunities	Challenges/Risks
Readiness phase	
<ul style="list-style-type: none"> ✓ Women in top leadership positions in institutions responsible for REDD+ ✓ Consultation of women at community level ✓ Bring women movement organizations on board to fully participate on policy and laws related to REDD+ ✓ Exploring the different types of tenure systems and forest types ✓ Building capacity of NGO's, CBO's to address gender ✓ Improving security of tenure for women by planting boundary trees ✓ Identifying context issues on how women will benefit from REDD+ ✓ Target the education system to include a gender sensitive ecosystem approach in the curricula. ✓ Reach women movement and OWOPA to explain climate issues in relation to REDD+ to get their support ✓ Focal point to REDD+ to consult with Gender and forest task force in issues of laws and policies for women. ✓ Identify the context issues in relation to women and harmonize with REDD+ pilots 	<ul style="list-style-type: none"> ✓ Lack of an effective communication strategy ✓ limited information dissemination to women ✓ Weak land policy reforms targeting women ✓ Cultural barriers limiting women's participation and leadership roles ✓ Limited time to participate due to already too much workload ✓ Lack of alternative sources of energy and Income generating activities ✓ Lack of comprehensive consultations at all levels ✓ Few pilot demonstrations targeting women due to few resources. ✓ Limited support to women's initiatives since forestry is low among government priorities ✓ Planning at the local level not linked to national level process especially for women ✓ Emerging disasters that may affect women necessitating relocation ✓ Women in NGO's have insufficient information about REDD+ ✓ Poor linkages from the local to planning authorities ✓ No deliberate effort to involve women in consultation and participation ✓ Correct information may not reach women during consultation
Implementation phase	
<ul style="list-style-type: none"> ✓ Change from forest dependency to alternative activities like bee keeping, ecotourism ✓ Women's concerns of tree planting addressed ✓ Legislation reforms in the forestry sector, land that benefit women ✓ Incorporation of new amendment – clauses in relevant laws such as DRB, succession 	<ul style="list-style-type: none"> ✓ Women may not be employed in key REDD+ positions ✓ Women organizations may not get information in all phases of REDD+ Implementation ✓ REDD+ funds may not target women organizations ✓ Limited decision making at household level by women may limit their benefits ✓ Women may have limited time to participate in

<ul style="list-style-type: none"> act, etc. ✓ Succession Act reviewed ✓ Access to resources and information for example access to botanical information and benefits for women. ✓ Increased participation of women in forest use and management ✓ Formation of forest conservation women groups ✓ Capacity building of women. ✓ Formulation of safeguards to protect women's land rights. ✓ Involvement of women in REDD+ implementation activities ✓ Equal participation in in decision- making process regarding land use ✓ Increasing entrepreneurship skill ✓ Involvement decision-making 	<ul style="list-style-type: none"> REDD+ activities ✓ Men may not allow women to participate in REDD+ activities ✓ Women lack skill to use monitoring and evaluation tools ✓ Poor implementation of land tenure laws ✓ Women do not own land – only 16% nationally ✓ Women not informed about forest laws and reforms
Consolidation phase	
<ul style="list-style-type: none"> ✓ Training and knowledge sharing on forest management for communities ✓ Access to formal and informal education for girls ✓ Capacity building for the youth especially girls in technical aspects of REDD+ ✓ Skills development in vocational skills preferred by women ✓ Elimination of stereotyped roles in the forestry sector ✓ Increased dialogues on forest use and management ✓ Increased access and control to forest resources ✓ Involvement of women in MRV's ✓ Legal protection of rights of women including contracts ✓ Increased incomes from PES ✓ Involvement in other forms of employment ✓ Non cash benefits, food production, nutrition, etc ✓ Use of alternative and improved sources of energy ✓ Improved healthy and clean environment ✓ Forest conservation and women protection fund 	<ul style="list-style-type: none"> ✓ Weak capacity by women to negotiate ✓ Conflicts with regard to benefit sharing at household levels ✓ Likely frustration hence reverting to negative environmental practices ✓ Women may de-campaign REDD among the younger population ✓ Limited land ownership by women affecting equitable sharing of benefits ✓ Threat to women's priority for food security at household level ✓ Limited understanding of the technical aspects of REDD hindering women's meaningful participation ✓ Traditional etiquette that property does not own property. Women do not own property"

Source: women's workshop 31st October – 3rd November, 2011

Mandates, Framework on Gender in Uganda

Uganda joined the United Nations in 1962 and is a signatory of the Universal Declaration on Human Rights, the International Covenant on Economic, Social and Cultural Rights (ICESCR) 1966, the Convention on the Elimination of All forms of Discrimination against Women (CEDAW), July 1980 (ratified in 1985) and the African Charter on Human and People's Rights. Uganda is therefore obliged to implement instruments for the achievement of gender equality and the empowerment of women. Additionally, the country has several domestic frameworks that protect and promote women's rights to property ownership and recognition.

These mandates include; the National Gender Policy (2007), The Land Law (1998), and the Equal Opportunities Commission among others.

The National Gender Policy adopted in 1997, its main objective is to mainstream gender concerns in the national development process through guiding resource allocation in all sectors to address gender inequality. To implement this gender policy, in 1999 the government of Uganda put in place a National Action Plan on Women. The plan prioritizes five main areas; i) poverty, income generation and economic empowerment; ii) reproductive health and rights; iii) legal framework and decision making; iv) the girl child and education; v) violence against females and peace building.

The Uganda Constitution (1995) and the National Gender Policy (2007) are the key instruments relating to women’s rights. However, other subsidiary laws relating to women and forestry management include; the Forestry Policy (2001), Wildlife Act (cap 200), Local Government Act (1998), Land Act (cap 227), National Environment Management Policy (1995), National Environment Act (cap 153) and the National Forestry & Tree Planting Act (2003). These frameworks are supported by several guidelines issued from time to time by lead agencies, e.g., Private Forest Registration Guidelines and the Collaborative Forest Management Guidelines developed by the National Forestry Authority.

Table 5: Mandates and frameworks on women’s rights

Legal Instrument	Specific Gender Consideration
The African Women’s Rights Protocol	Requires states to eliminate all forms of discrimination against women (Article 2)
Uganda Constitution (1995)	The Constitution of Uganda (1995) safeguards women’s rights and asserts the need for gender balance and fair representation. Article 33 of the Ugandan Constitution provides that women shall be accorded full and equal dignity of person with men. The state shall protect women and their rights taking into account their unique status and natural maternal functions in society.
National Gender Policy (1997)	The priority interventions and action areas are focused on four thematic areas; livelihoods, rights, governance and macro-economic management. Responsibility for undertaking these interventions lies with central government ministries, departments and agencies, local governments, civil society organisations and the private sector. The policy is also a tool to guide all stakeholders in planning, resource allocation, implementation and monitoring and evaluation of programmes with a gender perspective. To reduce gender inequalities so that all women and men, girls and boys, are able to move out of poverty and to achieve improved and sustainable livelihoods;
Equal Opportunities Commission Act 2007	To eliminate discrimination and inequalities against any individual or group of persons on the ground of sex, age, race, color, ethnic origin, tribe, birth, creed or religion, health status, social or economic standing, political opinion or disability, and take affirmative action in favor of groups marginalized on the basis of gender, age, disability or any other reason created by history, tradition or custom for the purpose of redressing imbalances which exist

	<p>against them; and to provide for other related matters.</p> <ul style="list-style-type: none"> ✓ monitor the compliance, in Uganda, with the provisions of international and regional conventions, treaties and other instruments to which Uganda is a party, that relate to or are relevant to the functions and objects of the Commission; ✓ recommend to or order any institution, body, authority or person to adopt or take particular steps or action which, in the opinion of the Commission will promote equal opportunities;
The Land Act (1998)	All land is owned, including the trees growing on it, whether government or private land. Recognizes women land rights apart from widows, cohabiting couples, divorced women and girl children. The gender structure of land rights is highly unequal with women's rights generally limited to access while men are more likely to have ownership rights and women's rights being less secure than men's rights to land
The Forestry Policy (2001)	<p>The Policy ensures the integration of gender concerns and issues into the development of the forest sector. These include strategies for implementing the Forestry Policy which take into account gender differences in the perceptions and uses of forest products and include efforts to:</p> <ul style="list-style-type: none"> ✓ Increase security of tenure over forest resources for women and youth; ✓ Encourage active participation of women and youth in decision-making ✓ Resource management and sharing of benefits; ✓ Promote changes in attitudes and organizational cultures, to break down gender barriers and ✓ To provide mutual respect and dignity for all people irrespective of social group, gender or background.
The Wildlife Act Cap 200	<p>Legal framework for management of Wildlife Protected Areas</p> <p>Incentives including sharing of benefits from conservation and resource use for women and men in adjacent communities</p>
The Local Government Act (2005)	<p>Women participation through local councils and environment committee (1/3 representation of women on all committees)</p> <p>Decentralized (devolved) management of natural resources</p>
The National Development Plan (2010)	Recognizes the importance of fostering respect and promotion of human rights and freedoms in national development. This involves the citizenry to take advantage of empowerment opportunities coming to the country.

Gender Recognition in Uganda's R-PP

Uganda's R-PP is one of the few that includes some gender considerations. For example, it highlights the impact of deforestation on women and mentions that in northern and eastern districts (Tororo, Iganga, Nakasongola, Maracha, Arua, Soroti, Kumi, Palisa, Rakai, Adjumani), firewood scarcity has escalated resulting into an increase in the distance (more than double) walked by women and children in search for fuel wood from 0.73 km in 2000.

The Uganda R-PP is one of the few readiness plans that have included women representation in its regional consultations. However, though the extent of women participation is not mentioned, the distinction of considering women as an important forest stakeholder is a crucial step towards the achievement of a gender sensitive process. The R-PP also makes provisions that gender among other cross-cutting issues shall be integrated into R-PP implementation at policy and activity levels including other aspects like; HIV/AIDs, Culture

and Poverty. Integration will be achieved at annual work planning levels. Measurements for the progress on these issues will be integrated into annual M&E indicators. The World bank policy on safeguard also emphasize that projects to be financed shall be designed in such a way as to ensure that the Indigenous Peoples receive social and economic benefits that are culturally appropriate and gender inclusive.

With regards to the institutional framework, the R-PP identifies the Ministry of Gender, Labour and Social Development as part of the members of the National Steering Committee and the National Policy Committee on Environment that will be responsible for the over-all Policy coordination and harmonization with regards to REDD+. The R-PP also mentions that during the implementation of REDD+, the Ministry of Gender, Labour and Social Development has a mandate of implementing policies on gender, culture, community development, the disabled, elderly people, etc., including providing data on culture and indigenous people.

Despite the above provisions, the R-PP in its current form does not demonstrate a clear articulation of gender issues and how these will be mainstreamed thorough out the R-PP implementation processes. It does mention that a study shall be conducted to identify solutions to the low performance in the enforcement of forestry legal provisions, its underlying causes and potential for pro-poor mechanisms to safeguard against negative impacts on the vulnerable, including gender issues. However Uganda' REDD+ National Strategy could be a trailblazer with regards to gender issues as one of the guiding principles of the Uganda Forestry Policy is Gender and equity. The R-PP mentions that the Forestry Policy, the gender and equity strategy aims to ensure the active participation of all people and affirmative action of all women, young people, and the elderly, vulnerable or disadvantaged groups in the sector's development.

Methodology

This Gender and REDD+ roadmap is a product of multi stakeholder process that brought together representatives of women's organizations, gender experts and national level policy makers to discuss country-specific gender issues and propose actions that would lead to a gender-sensitive national REDD+ process. In the case of Uganda, policy makers included representatives from the Ministry of Gender, Labour and Social Development; Water and Environment sector; National Forestry Authority; Ministry of Agriculture, Animal Industry and Fisheries and Office of the Prime Minister.

The process started with a 3-day workshop for representatives from women's organizations and gender experts, followed immediately by a 2-day workshop for national policy makers where representatives from the first workshop were invited to participate. Thirty (30) people attended the first workshop for women and members of the civil society, while 25 participants attended the second workshop for policy makers and representatives from women's organizations (annex 2 and 3). The workshops were held from 31st October to 4th November 2011 at Imperial Botanical Hotel, Entebbe. Key among achievements from the workshops included among others:

- ✓ Enhancing knowledge of participants by providing a forum for discussing country-specific gender inequalities, risks and opportunities associated to REDD+ while proposing concrete actions to address or highlight the risks and opportunities.

- ✓ Building the capacity of participants on aspects of REDD+ and gender mainstreaming. For the majority, REDD was a new concept and linkages with gender had never been heard about.

The sessions emphasized the following themes:

- ✓ Understanding the ecological function of forests in relation to the carbon cycle
- ✓ The state of forests in the world and in Uganda
- ✓ Women's role in the forest sector in Uganda
- ✓ Climate change science and its impacts on women and men
- ✓ REDD+ and inter-linkages to climate change
- ✓ Gender and its considerations in REDD+
- ✓ The REDD+ process in Uganda
- ✓ Women's role/involvement in REDD+ in Uganda

The second workshop built on the knowledge generated on the first workshop in order to identify possible entry points for mainstreaming gender considerations in REDD+ processes. The end result of the discussions among policy makers and civil society representatives was a country-specific road map for mainstreaming gender in REDD+ processes.

General Objective of the Road Map

The overall objective of the road map is to mainstream gender considerations in the forestry sector and climate change initiatives, paying special attention to REDD+ process, as a means for both men and women to be recognized as important forest stakeholders. Thus, improving women and men's access to information and capacity building; participation; use, control and management of forest resources; rights to land tenure; and equitable sharing of benefits for sustainable forest management leading to the improvements of people's livelihoods.

The road map is divided into three phases in which REDD+ programmes shall be implemented; a) Readiness, b) Implementation and c) consolidation phases.

The Gender and REDD+ Road Map for Uganda

Table 6: Road map activities Readiness phase

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
1. To support the establishment of a gender and forest task force (as part of Objective #7 R-PP)	<p>1. Identify representatives women NGOs, youth groups working on gender issues, that are involved in the environmental/forestry sector</p> <p>2. Identify at least one representative per region from national level women networks</p> <p>3. Establish contact with networks or organizations working on specialized topics, such as land tenure rights, domestic relations, women empowerment to identify representation in the task force</p> <p>4 Establish contact with the Ministry of Gender, Labour and Social Development to identify representation in the task force</p> <p>5. Establish contact with women parliamentarian association to identify representation in the task</p>	Beginning 2012	<ul style="list-style-type: none"> Existence of functional women and forest task force in Uganda Task force contribution to REDD+ National Strategy Specific actions to support information flow to women throughout the country Availability of resources to support the task force and its activities for 3 years 	IUCN, WEDO, Uganda Women's Network (UWONET), Uganda Women Parliamentarians Association (UWOPA), National Association of Women Organizations in Uganda (NAWOU), Action for Development (Acfode), AWEAPON	GoU, Development Partners

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
	<p>force</p> <p>6. Establish contact with the gender focal points of developments partners to identify representation in the task force</p> <p>7. Appoint a full time coordinator</p> <p>8. Mobilize resources to support the activities of the task force</p> <p>9. Identify which are the decision making bodies and processes where women need to be represented, in accordance with the structure of the implementation arrangements of R-PP</p> <p>10. Advocate for women inclusion in the decision making bodies and processes previously identified</p>		<ul style="list-style-type: none"> • Women constituency representation in major decision making bodies and processes related to REDD+ • Impact of women constituency representation in major decision making bodies and processes related to REDD+ 		
2. To ensure effective consultation and participation of women in the design of the REDD+ national strategy (as part of development	<p>1. Gender and forest task force (or gender expert) invited to participate in the design and planning of consultation and participation strategies</p> <p>2. Develop a methodology that promotes the consultation and full and effective participation of women</p>	<p>By December 2012</p> <p>2012</p>	<ul style="list-style-type: none"> • Gender and Forest task force contributes to the design and implementation of a gender sensitive consultation and participation 	Uganda REDD+ Secretariat, Gender and Forest Task Force, IUCN, Ministry of Gender, Local Governments	GoU, IUCN, World Bank and Development Partners

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
and implementation of participation and consultation strategy ⁵ and Objective #3 R-PP)	<p>which includes:</p> <ul style="list-style-type: none"> • Assessment of main barriers that limit women's participation (paying special attention to cultural barriers and regional differences) at the local and national level • Mapping of target groups such as women NGOs, organizations/groups that work with women empowerment, youth groups working on gender issues, women councils, local women networks that are involved in the environmental/forestry sector • The organization and support of women platforms to foster informal dialogues and information 	2012	<p>methodology</p> <ul style="list-style-type: none"> • Data on main barriers that limit women's participation • Map of key stakeholder (organizations) that need to be present in consultations • Number of women platforms created and actively working • No. of women, youth attending the meetings • Women's specific needs and concerns identified during the meetings and addressed in the National Strategy 		

⁵ IUCN Uganda Office is currently working with the REDD+ focal point to design the participation and consultation strategy

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
	<p>sharing; such as gender and age focused groups at grass root levels</p> <ul style="list-style-type: none"> • Actions that take into consideration the appropriate timing and planning of community consultative meetings <p>3. Gender and Forest task conducts monitoring of implementation of methodology to promote the consultation and full and effective participation of women</p>	2013-2014			
3. Increase gender and climate change knowledge	<p>A five day short course on Gender and Climate change for Policy Makers</p> <p>Gender and Climate change study in Uganda</p>	<p>Beginning 2012</p> <p>2011</p>	<ul style="list-style-type: none"> • Number of men and women policy makers trained in gender and Climate change • Study report 	ICEIDA, School of Gender Studies MUK, University of Iceland.	ICEIDA
4. To create gender-sensitive awareness and communication strategy for all REDD+ processes (as part of the Awareness and	<p>1. Assessment of women's needs of information, constraints to access of information, and preferred media or communication tools.</p> <p>2. Consult with women groups or NGOs that have developed similar</p>	Beginning 2012	<ul style="list-style-type: none"> • Sex disaggregated data on needs of information, constraints to access information, and preferred media or 	Gender and Forest Task Force, National REDD+ Communication task force, IUCN, WEDO, Ministry of Water and Environment in the lead, Ministry of	GoU and Development partners, Oxfam, Heinrich Boell Foundation, Friedrich-Ebert-

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
Communication Strategy ⁶ and as a crosscutting strategy to all Objectives)	<p>gender sensitive communication strategies to identify good practices</p> <p>3. Design gender sensitive communication strategy (IEC) that:</p> <ul style="list-style-type: none"> • Incorporates data from the assessment and good practices from consultations • Promotes messages that address women's information needs and interests, do not reinforce gender inequalities (i.e. roles, stereotypes, cultural practices), and presents women as agents of change. • Uses communication products that have gender sensitive language and images. • Uses traditional 	<p>Beginning 2012</p> <p>2012-2013</p>	<p>communication tools</p> <ul style="list-style-type: none"> • Good practices to provide information to both women and men • Checklist of requirements for a gender sensitive communication strategy • Sex disaggregated data provided by communication strategy monitoring system • % of women participating in the traditional and non-traditional communication media and channels (i.e. talk shows, dialogues, exposure visits, etc.) • No. of institutions 	<p>Information and National Guidance, Ministry of Education, Ministry of ICT and Uganda Communications Commission (UCC), Uganda Women's Network (UWONET), National Association of Women Organizations in Uganda (NAWOU), Isis WICCE, Private Media</p>	<p>Stiftung (FES), Belgian Technical Corporation</p>

⁶ IUCN Uganda Office is currently working with the REDD+ focal point to design the awareness and communication strategy

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
	<p>communication media and channels (i.e. media campaigns, talk shows, radio, TV, newspapers, posters, education curriculum for higher institutions of learning school) and non-traditional communication media and channels (i.e. Exposure visits, community dialogues, theater, cell phone messaging, social media, soap operas, forum theater)</p> <p>4. Gender and forest task force will assist communication task force to validate and monitor the implementation of the gender sensitive awareness and communication strategy.</p>	2013 Ongoing	<p>implementing the gender sensitive communication strategy</p> <ul style="list-style-type: none"> No. of IEC materials produced and distributed 		
5. To avoid negative impacts of REDD+ initiatives on women rights (as part of the	1. Build the capacity of the gender and forest task force on safeguard issues, conflict resolution methodologies, grievance	Beginning 2012 Beginning	<ul style="list-style-type: none"> Women and forest task force participate in the design/modification of gender sensitive safeguards 	Gender and Forest Task Force, NFA, FSSD, IUCN, NEMA, MUK, Environmental Alert (EA),	GoU, Development Partners

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
Conflict and Grievance Management Strategy ⁷ and Objective #5 R-PP)	management related to REDD+	2012		WEDO, AWEAPON, FIDA, Land Tribunals, UN Women, BIC, CCBA	
	2. Identify potential risks of REDD+ implementation on women livelihoods	2012 On going	<ul style="list-style-type: none"> • Women specific risks identified and are considered in the design/modification of safeguards and conflict and grievance management systems 		
	3. Modify the safeguards selected for Uganda, and create new safeguards when necessary, to prevent violation and enhance women rights, with attention to land and natural resource use and control; full and effective consultation and participation; fair access to information and education to enable decision-making and consent; and equitable access and distribution of benefits	2012	<ul style="list-style-type: none"> • Number of local women aware of their rights and grievance mechanisms 		
	4. Develop gender sensitive conflict and grievance Management systems ⁸	2013	<ul style="list-style-type: none"> • Number of positive legal resolutions that acknowledge women's rights 		

⁷ IUCN Uganda Office is currently working with the REDD+ focal point to design the Conflict and Grievance Management strategy

⁸ Characteristics of conflict and grievance management systems will be further developed based on the initial assessments conducted for the Strategy

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
	<p>5. Inform local women of their rights, safeguards and build their capacity to use Conflict and Grievance Management systems</p> <p>6. Provide orientation sessions to the judicial system on women's rights issues pertinent to forest sector</p> <p>7. Foster a dialogue with traditional authorities and local government institutions (i.e. local and women council) on women's rights issues pertinent to forest sector</p> <p>8. Engage and build the capacity of traditional authorities and local government institutions (women counsel) to support the acknowledgement of women's rights</p> <p>9. Gender and forest task force provides support to the Conflict and Grievance Management Task Force</p>	<p>2013-2014</p> <p>2013-2014</p> <p>2013-2014</p> <p>2012 On-going</p>	<ul style="list-style-type: none"> • Number of claims presented through the conflict and grievance management systems submitted by women or women's organizations • Number of claims presented by women or women's organizations resolved • Number of bye-laws approved by traditional councils and district assemblies that acknowledge women's rights • Number of traditional women leaders advocating for women rights 		

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
	to monitor the proper implementation of a gender sensitive strategy and suggest mediators in the case of conflict.				
6. To conduct gender-sensitive baseline studies and monitoring, reporting and verification (MRV) system for REDD+ (as part of objective #4 R-PP)	<p>1. MRV methodologies and tools generate gender disaggregated data on ownership, use, management, and access to resources related to REDD+ (land, forests, water resources etc.)</p> <p>2. Identify activities carried out by women that could contribute to the data collection needed in the MRV</p> <p>3. Capacity building sessions for women on MRV methodologies and tools</p> <p>4. Involvement of women in REDD+ MRV⁹</p> <p>5. Identify good practices that lead to the inclusion of women in MRV and promote their implementation at a broader scale.</p>	<p>2012</p> <p>2012</p> <p>2013</p> <p>2013 Ongoing</p> <p>2014</p>	<ul style="list-style-type: none"> • Gender disaggregated data/ report produced • Number of MRV trainings for women • Number of women trained on MRV • Number of women involved in MRV • Good Practices Identified 	Gender and Forest Task Force, National REDD+ MRV task force, NFA, Uganda Bureau of Statistics (UBOS) and National Planning Authority (NPA)	GoU, World Bank and Development Partners

⁹ Women's involvement actions should take into consideration their workloads and provide appropriate compensation (i.e. cash, material incentives, development skills, infrastructure, technology improvements)

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
7. To build capacity for women and women's organizations/ NGO's particularly those in forest management in REDD+ (As part of Objective# 7 R-PP)	1. Asses women's skills and knowledge related to REDD+ activities, in order to identify gaps, strengths and needs.	2012	<ul style="list-style-type: none"> List of gaps, strengths and needs of women's skills and knowledge No. of consultative meetings held List of priority areas for capacity building Gender Sensitive Training Materials No. of Trainers trained Number people trained 	Ministry of Gender, School of Gender at Makerere University, IUCN, WEDO, gender and forest task force, National REDD+ capacity building task force	GoU, IUCN, World Bank and Development Partners
	2. Consultative meetings with various stakeholders e.g. CBO's, NGO's, Ministries, Local Governments etc.; to identify priority areas for capacity building.	2012			
	3. Develop training methodology and manual that can be adjusted to the needs of different audiences and uses different techniques (formal and informal education)	2012			
	4. Conduct Training of Trainers (TOT's)	2013			
	5 Conduct trainings with various stakeholders e.g. local women, CBO's, NGO's, Ministries, Local Governments	2013			
8. To support the mainstreaming of gender considerations in environment, natural resource policies, with special to benefit sharing schemes, in	1. Organize women's organizations, CSOs, and women parliamentarians to develop a common advocacy agenda to review of current legal framework and the national legislation in view of REDD+	2012 Ongoing	<ul style="list-style-type: none"> Gender sensitive advocacy agenda No. of gender sensitive legal framework, national legislation and bye laws 	Gender and forest task force, Uganda Women's Network (UWONET), Uganda Women Parliamentarians Association (UWOPA), National Association of	UN Women and Development Partners, Oxfam, SNV, Care

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
Uganda (as part of Objective #7 R-PP)	<p>2. Lobbying the parliament, relevant government Ministries, local governments and organizations involved in designing legislation related to REDD+</p> <p>3. Secure invitation for a representative of the gender and forest task force to the parliament sector work group consultations</p> <p>3. Mainstreaming gender considerations in legal framework, the national legislation and proposals to deliver funds (i.e. Tree Fund)</p>		<p>formulated</p> <ul style="list-style-type: none"> A gender sensitive land and tree fund established 	Women Organizations in Uganda (NAWOU), Action for Development (Acfode), AWEAPON	
9. To guarantee women's participation in REDD+ demonstration activities (such as sustainable forest management, conservation, reducing deforestation and forest degradation) (As part of objective #1 and objective #2 R-PP)	<p>1 Identify good practices and actions in other forest management/conservation initiatives that have fully and effectively integrated women and have led to the improvement of community livelihoods</p> <p>2. Promote the replication of such good practices when developing and elaborating strategies and actions for addressing the direct drivers of deforestation and forest degradation and promoting sustainable forest</p>	2013-2014	<p>Government favors REDD+ demonstration activities that incorporate good practices and include both men and women</p> <p>Number of women involved in the conception, implementation and evaluation of REDD+ demonstration activities</p>	Implementing Partner Organizations, IUCN, WEDO, WWF; CI; WCS; Ecotrust; local councils; development partners	NFA, Ministry of Finance, Ministry responsible for forestry (Environment and water); development partners

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
	<p>management and conservation¹⁰</p> <p>3. Encourage the participation and involvement of women in the projects through the provision of resources¹¹</p> <p>4. Build the capacity of local women to participate and/or coordinate activities related to sustainable forest management, conservation, and reducing deforestation and forest degradation</p> <p>5. Provide equal access and control to women and men over tools, equipment, technology and resources needed to engage on activities</p> <p>6. Encourage the equal distribution of benefits from REDD+ demonstration activities to women and men</p>				

¹⁰ Actions selected should not only follow a no harm approach but they should also provide alternatives practices that improve women's livelihoods; special attention should be placed to actions that will modify firewood use, agricultural and grazing practices

¹¹ Women's involvement actions should take into consideration their workloads and provide appropriate compensation (i.e. cash, material incentives, development skills, infrastructure, technology improvements)

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
10. To promote equal and equitable relations between women and men during the preparation and implementation of gender sensitive REDD+ processes	<ol style="list-style-type: none"> 1. Promote the development of platforms, groups and networks to discuss gender sensitization processes that address cultural constructs. 2. Design methodology and materials for the gender sensitization process. 3. Conduct training of trainers (ToTs) 4. Conduct processes of empowerment for local women and men through sensitization on masculinity and femininity issues 	<p>2012</p> <p>Ongoing</p>	<ul style="list-style-type: none"> • Network of gender and environment per region/district • Participatory methodology to work with women and men and address cultural constructs • Number of trainers • Number of local process conducted • Good practices to empower women and men 	Gender and forest task force, IUCN, WEDO, Uganda Women's Network (UWONET), Uganda Women Parliamentarians Association (UWOPA), National Association of Women Organizations in Uganda (NAWOU), Action for Development (Acfode), AWEAPON, Federation of Women Lawyers, State Universities with gender studies programs, Humans Rights Network, Ministry of Gender	UN Women and Development Partners, Oxfam, SNV, Care
11. To guaranty women rights to land ownership ¹²	1. Assessment of gaps, challenges and opportunities for women in the four land tenure systems and different forest types, with special attention to institutional, cultural barriers that could prevent women's	<p>2012</p> <p>Ongoing</p>	<ul style="list-style-type: none"> • Mapping of women's accessibility, ownership of forest resources in the four land tenure systems and different forest types 	Gender and forest task force, Uganda Women's Network (UWONET), Uganda Women Parliamentarians Association (UWOPA),	GoU, Development Partners,

¹² Land tenure was addressed as a separate crosscutting issues, since data shows that only 16% of the private lands are owned by women

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
	<p>access to land tenure</p> <p>2. Foster a dialogue with traditional authorities/ local government institutions on women's rights issues pertinent to land tenure</p> <p>3. Gender and forest task force supports traditional authorities/ local government institutions on the development of specific mechanisms that will facilitate women's land acquisition process</p> <p>4. Train local women on land acquisition procedures</p> <p>5. Reflect on options to make land acquisition process easy and affordable to women farmers' organizations and women in general</p> <p>6. Work in collaboration with women parliamentarians to promote land legislation reforms and the review of the succession act.</p>		<ul style="list-style-type: none"> • Number of women trained on land tenure rights • Number of policies/actions that make land acquisition process easy and affordable for women farmers' organizations or local women • Number of women whose rights are respected in each of the four tenure systems 	<p>National Association of Women Organizations in Uganda (NAWOU), Action for Development (Acfode), AWEAPON, Uganda Land Alliance, Uganda Land Commission, Land and Equity Movement in Uganda</p>	

Table 7: Road map activities, Implementation and Consolidation Phase¹³

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
1. To identify lessons learned from the implementation of the gender sensitive Readiness Phase	<p>1. Document and analyze (systematization)¹⁴ lessons learned in:</p> <ul style="list-style-type: none"> • Establishment of gender and forest task force • Gender sensitive participation and consultation process • Gender sensitive MRV implementation • Capacity building for women organizations/NGOs • Policy Reforms • Equal involvement of men and women in REDD+ Activities • Gender sensitive awareness and communication strategy • Gender sensitive 	Beginning of 2015 (or after end of Readiness activities)	<ul style="list-style-type: none"> • Good practices and challenges identified • Guideline on Gender and REDD+ for project implementation • Number of training and exposure visits conducted • International workshop on gender and REDD+ lessons learned 	FSSD, NFA, piloted district local governments, IUCN, WEDO, gender and forest task force	Development partners, GIZ, GoU

¹³ At the time that this gender and REDD+ road map was developed there was a high level of uncertainty about the structure and contents of the REDD+ implementation and consolidation phases. Hence, a revision of the objectives and activities proposed will be required in due time.

¹⁴ Systematization is a process of reconstruction and analytical reflection about an experience lived.

It implies an investigation, analysis and documentation process (GIZ Systematization Guide)

	<p>conflict and grievance management system</p> <ul style="list-style-type: none"> • Women and men empowerment actions <p>2. Development of guidelines for project implementers based on lessons learned and supported by case studies</p> <p>3. Disseminate and train on the use of guidelines and organize exposure visits.</p> <p>4. Foster a dialogue on lessons learned among countries that have implemented a gender sensitive readiness process</p>				
2. To ensure opportunities for women and benefits from activities proposed by REDD+ efforts	<p>1. Identify and document activities related to sustainable forest management (SFM) and Agroforestry systems (locally and internationally) in which women are actively involved and benefiting from</p> <p>2. Select communities to implement activities that:</p> <ul style="list-style-type: none"> • Address women's concerns such as land 	2015 On going	<ul style="list-style-type: none"> • Best practices in forest management and AF systems identified • Number of women in communities from the various agro-ecological zones included in activities • Types of activities women engage in. • Analysis of sources and types of benefits that women obtain from these 	<p>Women and forest task force, NFA, FSSD, local women organizations from different ecological zones and district gender offices</p> <p>FAO, IUCN, Implementing Partner Organizations,</p>	<p>Developing Partners (including International Finance Institutions),</p> <p>Private sector</p> <p>FAO, CIFOR, IFAD, IIED</p> <p>IDRC</p>

	<p>availability, appropriate planting materials, labour availability, technology needs</p> <ul style="list-style-type: none"> • Increase women's income and improve their livelihoods • Involve women in areas they are interested in working such as tree planting, bee keeping, planting of boundary trees to improve security of tenure, ecotourism <p>3. Train local women on SFM and other REDD+ activities, such as agricultural techniques with low impact on the environment, afforestation, forestry certification, agroforestry and forestry techniques, NTFP processing</p> <p>4. Empower local women to assume leadership roles during the implementation of REDD+ activities through capacity building</p> <p>3. Establishment and support of women groups involve forest conservation</p>		<p>activities</p> <ul style="list-style-type: none"> • 		
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<p>3. To ensure scaling up of gender sensitive approaches in REDD+ initiatives</p>	<p>1. Advocate government, development partners, and private sector to support the implementation of gender sensitive REDD+ initiatives</p> <p>2. Develop a checklist to review gender scope of REDD+ proposals and projects</p> <p>3. National Information Sharing Platform on the implementation of gender sensitive actions.</p>	<p>2015 Ongoing</p>	<ul style="list-style-type: none"> • Funds allocated to gender sensitive initiatives • Checklist to review gender scope • Grade of proposals and projects based on compliance with checklist • Number of REDD+ projects adopting gender sensitive approaches • Number of members subscribed to platform 	<p>Gender and Forest Task Force, IUCN, WEDO, Local women NGOs, NFA, Private sector</p>	<p>UN Women, GoU,</p>
<p>4. To guarantee that women's access to funds</p>	<p>1. Create a forest conservation and women protection fund</p> <p>2. Secure Resources for fund (through Tree Fund, private sector)</p> <p>3. Train local women on fund acquisition procedures</p> <p>4. Reflect on options to make fund acquisition process easy and affordable to women farmers' organizations and women in general</p>	<p>2014 Ongoing</p>	<ul style="list-style-type: none"> • Resources and timeframe of forest conservation and women protection fund • Number of women trained on fund acquisition • Number of policies/actions that make fund acquisition process easy and affordable for women farmers' organizations or local women 	<p>NFA, Ministry of Economics, Private Sector, Gender and forest task force, local women organizations</p>	<p>GoU, Developing Partners</p>

<p>5. To ensure the implementation of gender-sensitive benefit-sharing schemes</p>	<p>1. Identify existing benefit-sharing schemes in and outside Uganda to establish best practices and challenges for women and men to access resources</p> <p>2. Adapt existing benefits sharing schemes or create new ones to promote opportunities and address constraints for women</p> <p>3. Train women on benefits sharing schemes (e.g. PES, Community Forestry) negotiation techniques</p> <p>4. Implement gender sensitive scheme in several communities to test and document best practices and challenges</p> <p>5. Prepare an evaluation of benefit sharing systems to determine revenue distribution, utilization and monitoring of REDD+ fallouts. Evaluation should provide sex disaggregated data.</p> <p>6. Validate the outcomes of the schemes implementation to guide the scaling up of benefit sharing schemes</p>	<p>January 2012-December 2013</p>	<ul style="list-style-type: none"> • Best practices to promote equal distribution of benefits are identify • Number of gender sensitive benefit sharing systems • Number of women trained on benefits sharing schemes (e.g. PES, Community Forestry) negotiation techniques. • Sex disaggregated data on revenue distribution, utilization and monitoring of REDD+ fallouts • Number of PES contracts awarded to women • A manual on lessons learned from implementation of gender sensitive schemes 	<p>Gender and forest task force, local women organizations, IUCN, NFA, FSSD, Ecotrust, UWA</p>	<p>Development Partners (including International Finance Institutions), Private sector</p>
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<p>6. To ensure that women capacities are enhanced and effective to participate at various levels of implementation of REDD+</p>	<ol style="list-style-type: none"> 1. Identify new emergent skills and knowledge that REDD+ implementation might have 2. Gender analysis of gaps in the skills and knowledge in women and girls 3. Reinforce gender sensitive regional and local information and communication systems 4. Establish and support regional and local information flow, capacity building sessions and vocational trainings on topics preferred by women through the establishment of networks, community information centres, exchange visits internships and dialogue platforms 5. Capacity building for the youth, especially girls, in technical aspects of REDD+ that takes into consideration: <ul style="list-style-type: none"> • Girl's access to formal education • Elimination of stereotyped roles in the forestry sector • Opportunities to engage women that are involved in REDD+ processes as potential mentors 	<p>Beginning of implementation phase</p> <p>Ongoing</p>	<ul style="list-style-type: none"> • Gender Analysis of gaps and needs of new emergent skills and knowledge needed for REDD+ implementation • Number of Gender sensitive information and communication systems in place and implemented. • Number of women receiving and using the information nationally and locally • Number of capacity building sessions and vocational trainings on topics preferred by women carried out by regional or local networks, platforms and information centers • Number of girls that are involved in REDD+ initiatives • Number of women mentors to girls 	<p>Gender an forest task force, local and regional networks, IUCN, NFA, FSSD, School of gender at Makerere University</p>	<p>Development Partners, GoU,</p>
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<p>7. To ensure that policies that recognize and advance women's rights are properly implemented</p>	<p>1. Secure resources for women and forest task force to participate in all decision making bodies/fora to promote policy monitoring and review</p> <p>2. Secure resources for local women, women organizations and local women networks to participate in all decision making bodies/fora to promote a bottom-up policy review</p> <p>3. Develop social/policy audit toolkit for women and women organizations.</p> <p>4. Conduct updating sessions with new governmental staff on emerging issues and lessons related to forests and gender</p>	<p>Beginning of implementation phase</p> <p>Ongoing</p>	<ul style="list-style-type: none"> • Women and forest task force are represented in all decision making bodies/fora • Local women, women organizations in all decision making bodies/fora • Amount of resources available • Social/policy audit reports • Number of updates sessions for governmental staff 	<p>Gender an forest task force, local and regional networks, IUCN, NFA, FSSD, School of gender at Makerere University, Women's Network (UWONET), Uganda Women Parliamentarians Association (UWOPA), National Association of Women Organizations in Uganda (NAWOU), Action for Development (Acfode), AWEAPON</p>	<p>Development Partners, GoU, UN Women</p>
<p>2. To monitor and evaluate the proper implementation of gender sensitive practices related to REDD+</p>	<p>1. Gender and forest task force elaborates a gender sensitive monitoring and evaluation plan (meetings, mid- term reviews, etc.)</p> <p>2. Gender and forest task force monitors REDD+ activities at regional level and carries out an analysis of the level of satisfaction of stakeholders (are</p>	<p>2015</p> <p>Ongoing</p>	<ul style="list-style-type: none"> • Report of status of gender issues within the REDD+ projects per year. • Analysis of level of satisfaction of stakeholders • Local report of the level of success of the gender sensitive implementation • Number of local 	<p>Gender an forest task force, local and regional networks, IUCN, NFA, FSSD, Monitoring and Evaluation Task Force, Development Partners,</p>	<p>GoU, Development Partners</p>

	<p>men and women satisfied with the benefits)</p> <p>4. Gender and forest task force updates baselines</p> <p>5. Development of a local monitoring systems enforced by local women that feeds into national monitoring</p> <p>6. Carry out follow up missions to ensure the effective and gender sensitive implementation of the manual of procedures and the management of REDD+ fallouts</p>		<p>monitoring systems</p> <ul style="list-style-type: none"> • Report of follow up missions to determine the degree of gender mainstreaming in implementation activities 		
<p>3. To ensure effective collaboration among Ministries, Women Parliamentarians, Parliament Environmental working groups and committees, private partnerships</p>	<p>1. Revise and update stakeholder mapping and institutions relevant to new emerging topics</p> <p>2. Strengthen and facilitate dialogues among governmental, CSOs, private sector actors on gender and REDD+ through dialogue platforms, workshops, seminars</p>	<p>2015</p> <p>Ongoing</p>	<ul style="list-style-type: none"> • Mapping Update • Improved collaboration among all stakeholder and institutions all levels with regards to gender and REDD+ issues • Number of through dialogue platforms, workshops, seminars on gender and REDD+ carried out 	<p>IUCN, gender and forest task force, NFA, FSSD, Ministry of Gender, Labour and Social Developments, Women Parliamentarians, all relevant Ministries, private sector</p>	<p>GoU</p>

Institutional considerations

The arrangements that will help put in practice the road map will be based upon the existing national structures for gender and REDD+ issues to ensure the desired outcomes are realized. This shall involve:

a) Mapping and strengthening women's networks

It is important to map relevant organizations working for women empowerment and to strengthen the capacity of women networks especially for mainstreaming gender issues in REDD+ processes at all levels. In this context, there is the need to establish "Gender and forest task force" and develop their capacity so that they become empowered to promote gender equality and equity in REDD+ processes in Uganda.

The Gender and forest task force is expected to provide technical support to mainstream gender and create awareness of REDD+ issues among women's organizations, REDD+ stakeholders and CBOs working with indigenous and forest dependent communities in Uganda. One of the most important actions of gender and forest task force is to provide technical support to the national REDD+ focal point while linking the focal point with women organizations and the grassroots. The gender task force is a platform that would allow other organizations to identify opportunities for their full participation in the REDD+ processes in the country.

Given the social, political and economic diversity in the Country, there will be a need for regional forums that articulate context specific issues in the development of REDD+ outcomes. Once identified, these regional women networks could work with the REDD+ stakeholders in the revision of the REDD+ proposal.

b) Need for institutional collaboration

It is imperative that stakeholder platforms, government institutions and implementing partners on REDD+ openly share experiences and support the different actions proposed by Women networks/organizations. Institutional linkages should be pursued through a common database that would be managed by the platform. The composition of the current REDD+ Steering Committee, REDD+ stakeholders committee, and Forestry Sector Support Department (FSSD) should make provision for a permanent gender expert from the gender and forest task force who has a track record in gender, environment and development with an explicit mandate.

The Forestry Sector Support Department/REDD+ Secretariat should be strengthened to coordinate all gender responsive REDD+ activities in the country. The FSSD will be hosting the REDD+ Secretariat and it is important that once the gender expert is hosted within the FSSD offices, he/she maintains close ties with, and utilize the current gender desk offices in the districts that are well trained to mainstream gender issues at the regional and local levels.

c) Need for Capacity Development to mainstream gender into REDD+

Efforts should be directed towards major infrastructural rehabilitation and capacity development for local staff especially the REDD+ secretariat in the Forest Sector Support Department. This assistance is necessary in developing the capacity of key staff in the REDD+ secretariat to ensure that gender considerations are incorporated into sound environmental practices. This should as well take advantage of studies and training programmes aimed at

increasing capacity in gender analysis and climate change such as planned by the Icelandic Embassy.

d) Securing tenure rights for women

In theory, Ugandan women enjoy land rights but the reality on the ground shows that the state has not been active in defending these rights as little transformation has taken place in the way property it is acquired. In 2009, only 20% of registered land was owned by women and a great part is held under customary law largely acquired through male lineage (National Development Plan 201-2014). Land tenure is of strategic importance to successful REDD+ implementation because proper carbon projects needs long term land security and at present, land policy in most communities does not guarantee women to adopt long term farming practices.

Challenges remain with gender disparities in access to productive resources especially land and control of cash. This means that resource constraint groups, such as the landless poor, women and girls may not benefit under REDD+ because they have limited or no land rights. Securing tenure rights for resource constraint groups especially women is where policy attention should focus to realize effective REDD+ implementation.

The government should fully implement legal frameworks that secure women rights, and clarify tenure/gender responsive benefit sharing schemes. Government should facilitate a process to strengthen women's land rights. To guide their progress, government should access statistical information on men and women, as a basis of data for REDD+ implementation.

Designing relevant information at each phase of the REDD+ process to increase awareness on tenure rights is important. Messages should be gender responsive and sensitization on tenure rights and REDD+ for traditional authorities and customary land holders will be important in this regard. The FSSD should set up an information desk on different models for communicating REDD+ processes. Finally particular attention should be given to the establishment of gender-sensitive reporting, monitoring and evaluation systems.

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Appendices

Appendix I: List of participants during CSOs workshop

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Appendix II: List of participants during workshop for policy makers

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