

ROAD MAP

MAINSTREAMING GENDER CONSIDERATIONS INTO REDD+ PROCESSES IN GHANA

(FINAL DRAFT)



IUCN/WEDO/PDA

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Acronyms

EPA	Environmental Protection Agency
EU	European Union
FAO	Food and Agriculture Organization
FC	Forestry Commission, Ghana
FCPF	Forest Carbon Partnership Facility
FLEGT	Forest Law Enforcement Governance and Trade
GDP	Gross Domestic Product
GHS	Greenhouse Gas
GoG	Government of Ghana
HFZ	High Forest Zone
IPO	Implementing Partner Organization
IUCN	International Union for Conservation of Nature
MDA	Ministries, Departments and Agencies
MEST	Ministry of Environment Science and Technology
MLG	Ministry of Local Government and Rural Development
MLNR	Ministry of Lands and Natural Resources
MoFA	Ministry of Food and Agriculture
MoFEP	Ministry of Finance and Economic Planning
MRV	Monitoring Reporting and Verification
NREAC	Natural Resources and Environment Advisory Council
NREG	Natural Resources and Environmental Governance
PDA	Participatory Development Associates
REDD	Reduced Emissions from Deforestation and Degradation
R-PIN	REDD Readiness Plan Idea Note
R-PP	REDD Readiness Preparation Proposal
SESA	Strategic Environmental and Social Assessment
UNFCCC	United Nations Framework Convention on Climate Change
VPA	Voluntary Partnership Agreement
WEDO	Women's Environment and Development Organisation

I. Background and Introduction

1. REDD+ is an international mechanism which refers to policy approaches and positive incentives for reducing emissions from deforestation and forest degradation in developing countries and takes into account the role of conservation, sustainable management of forests and enhancement of forest carbon stocks. The framing of coordinated, international approach for REDD+ are part of the current UN climate negotiations (Aguilar L. et al 2009).

2. Climate Change is not only about the environment; it also has a human face and thus threatens sustainable human development. It affects agriculture, energy, health, food security, and physical infrastructure hence exacerbates poverty and vulnerability. However, the impact of climate change will be different for each region and determined by a person's age class, income group, occupation and gender (IPCC, 2007). Men and women face their social, economic and environmental reality in different ways; and how they participate is also different and is closely related to age, socio-economic class and culture. Climate change adaptation and mitigation solutions must recognize these gender differentiated needs and contributions. Hence the need to foster a gender sensitive REDD+ processes in Ghana cannot be overemphasised.

3. While REDD+ process provides the opportunity to clarify challenges with tenure rights and access to forest resources, challenges remain with gendered disparities in access to productive resources especially land. This means that resource constraints groups, such as the landless poor, women and migrants, may not benefit under REDD+ because they have limited or no land rights. Due to these 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.

4. Unfortunately, global deliberations around the development of REDD+ have not fully considered the gender dimension, and only a few pilot projects have taken actions to begin to incorporate a gender perspective. In Ghana gender equality and women's rights issues have been largely marginalized from the REDD+ Readiness Preparation Proposal (R-PP). There is a need for specific gender provisions in REDD+ mechanisms; however, this will not be achieved if current REDD+ projects are not engaged in incorporating a gender perspective and generating necessary data to highlight good practices and produce guidelines for other projects. Governments and other REDD+ implementing agencies need support in doing this.

5. Against this background, 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), and Participatory Development Associates (PDA)¹ jointly facilitated a workshop for multiple stakeholders including women organisations, gender experts and policy level people working in forestry and environment on “Mainstreaming Gender Considerations in REDD+ process in Ghana. The outcome of these participatory stakeholder workshops forms the basis of this “Road Map” to support mainstreaming gender in REDD+ processes in Ghana.

II. Overview of Ghana

6. Ghana, a tropical country on the west coast of Africa, has an estimated population of about 24 million (GSS, 2011) with a population density varying from 897 per km² in Greater Accra Region, the capital, to 31 per km² in the Northern Region.

7. Ghana's economy has a dominant agricultural sector (small scale farming) absorbing about 55.8% (GLSS 5) of the adult labour force, a small capital intensive mining sector and a growing informal sector comprised mainly of small traders and artisans, technicians and businessmen. In the last quarter of 2010, Ghana started commercial production of oil (GOG/NDPC/UNDP, 2010).

8. According to the various GLSS surveys, poverty levels have been falling in Ghana (GSS 1995; GSS 2000; GSS 2007b). The number of the poor in Ghana was 28.5% in 2005/06, falling from 39.5% in 1998/99. Those described as extremely poor declined from 26.8% to 18.2%. The general decline in poverty can be attributed to the implementation of interventions in the GPRS I and II (Ghana poverty reduction strategy).

9. The incidence of poverty varies by locality, sex, occupation and ecological zone. The northern savannah regions are the poorest in Ghana compared to the transitional and forest regions. Climate seems to have a relationship with poverty levels with the exception of the coastal savannah whose economy is mainly non-agrarian in nature. This correlation is the result of high dependence of a majority of the people on rain-fed agriculture which exposes farmers to the variability of climate in the absence of adaptive interventions and conducive policy.

10. More women are poorer than men in all regions, which is a reflection of traditional patriarchal norms translated into current access patterns to resources and privileges enjoyed by the different sexes. Traditional inheritance systems give precedence to men over women (Ardayfio-Schandorf, 2008). Though urban areas have lower incidence of poverty than their rural counterparts, pockets of poverty exist in urban areas of unacceptable magnitude.

11. Poverty worsened in Accra, the capital city which is a major destination for many poor migrants seeking refuge from excruciating conditions in rural areas

¹ PDA is a human development organisation which aims at supporting processes of empowerment and self-determination in communities, organizations and individuals in Ghana. In particular PDA is engaged in Research, Facilitation, Training and Project Management (www.pdaghana.com)

(GSS 2007a). Social relations and social processes that underpin social change and sustainable livelihoods are therefore by-products of a combination of political economy, culture, history and physical capital.

III. Description of forest in Ghana and their degradation status

12. Ghana's land area is 24 million hectares. The natural landscape comprises four major ecological zones (Agyarko, 2007; Kortatsi & Jorgensen, 2001): tropical moist forest in the south and south west (the high forest zone [HFZ]; 8 million ha.); transitional zone in the middle belt between north and south (1 million ha); savannah woodlands in the north (15 mn. ha); and the Accra coastal plain (0.6 million ha.). The greatest above-ground carbon stores are in the HFZ (Agyarko, 2007; Kortatsi & Jorgensen, 2001).

13. The HFZ is zoned into forest reserves (both production and protection reserves, mostly gazetted in the 1920s and '30s) and off-reserve areas. 53% of the permanent forest estate is outside of the timber production cycle. The remainder of the HFZ is off-reserve (6.5 million ha). Most of this is degraded in forestry terms (Fairhead and Leach, 1998), and is largely devoted to agro-forestry. The residual closed canopy off-reserve forest area is variously claimed to be between 100,000 – 350,000 km² (World Bank's 2006 *Ghana Country Environmental Assessment*).

14. The roles played by forest resources in the Ghana economy are a facet of a wider context of high natural resource dependence. Natural resources form the leading sector of the economy. Including mining, they currently provide 43% of GDP. Cocoa production alone provides 8% of GDP, double the contribution of forestry, and almost equivalent to government services. Despite the heavy historical dependence of the country on its forests, their exploitation is increasingly viewed as unsustainable. The extent of deforestation and forest degradation is a matter of national concern, with major implications for national income and employment as well as environmental integrity and services, and for social welfare.

15. The condition of Ghana's forests has been on the decline for many years, as it is estimated that forest cover shrunk from 8.2 m ha to 1.6 m ha (84 % loss) in less than 100 years. In Ghana, most of the forest loss happened in the last 30 years (particularly since the 1970s) with some reserves losing over 98% of their forest cover (Adeleke, 2011). A third of Ghana's forests are said to have been lost in the period 1955-72 (Kotey *et al* 1998, quoting Hall, 1987), with some estimates of forest loss in the last century being as high as 80% (Forest Watch Ghana, 2000). Loss of natural forest in the decade to 2000 is estimated to be 16% (WRI, 2009). By 1993, only about half of Ghana's reserved forests were in a condition described as 'reasonable', with the rest being degraded or worse (Agyarko, 2007, quoting Hawthorne and Juam, 1993)². Studies have shown that

² In 1980, only 16 of the 266 designated forest reserves (6%) were said to be in a healthy state (Hall and Swaine, 1981).

significant forest cover is left only in the Western Region (65%) and that if timber industry felling trees at 4 times the sustainable rate Ghana's forest will disappear completely in 5 to 10 years if care is not taken (Adeleke, 2011).

16. Forests are the source of livelihood for 70% of Ghanaians, as 59% of poor people in Ghana are farmers according to GPRS document. Loss of forest resources make the farmers even poorer due to: loss of direct access to forest resources; disappearance of arable land due to soil erosion; increasing ethnic-based conflicts over scarce farm lands and revenues; and lawlessness as chain-saw operators engages in guerilla-style combat with authorities (Adeleke, 2011). Recent studies estimate the cost of environmental degradation in the major natural resource sectors at 5-10% of GDP. The forest sector accounts for 63% of this cost (US\$500 million) (Birikorang et al, 2007 quoting Carret *et al.* 2006; World Bank, 2006: 22). If remedial action is not taken, this is likely to severely impede national growth. The prospect is already imminent of a transition from abundance of timber to scarcity (World Bank, 2006: pp. 22, 32).

IV. Drivers of Deforestation and Forest Degradation

17. For the most part, deforestation and forest degradation in the Ghana situation are 'slow drip' phenomena - that is, incremental rather than dramatic. The emphasis is very much on degradation, which results from the multiple actions of diverse actors, with no single dominant influences. The major industrial deforestation drivers which have so radically changed the landscapes in other tropical countries (as in Brazil and Indonesian Kalimantan) hardly exist in the Ghanaian situation.

18. A range of direct and indirect influences on the loss of forest cover can be identified (Agyarko, 2007; Adeleke, 2011). The immediate (proximate) drivers include:

- Timber harvesting (industrial logging; chainsaw logging, panic logging)
- Non-mechanised agriculture and agricultural practices, including:
 - Agricultural expansion; land conversion for beverage, oil and other crops
 - small-scale agriculture and pastoralism
 - commercialization of NTFPs
- Other commercial agriculture & plantations, including mechanised farming
- Rubber plantation
- Energy (firewood and charcoal)
- Mining (large-scale and artisanal/'galamsey')
- Bush fires

19. Underpinning these drivers in the Ghana context are a number of underlying causes including:

- *Demographic factors*
- *Institutional and policy issues*

- *Economic and trade factors*

20. The *demographic factors* concern the substantial population growth which has occurred in recent years, most notably in the major urban settlements which have expanded dramatically. The *institutional and policy issues* relate to three overlapping areas - Governance weaknesses - including the complexity of property and land tenure rights, market failures - such as pricing of forest goods and services, and monopolistic market distortions, extra-sectoral policy influences - chiefly relating to agricultural and mining policies. *Economic and trade factors* include patterns of local, regional and international demand for Ghana's timber and other products, particularly cocoa and minerals (Bogetec *et al*, 2007; Blackett & Gardette, 2008). The institutional, policy and economic factors are closely interwoven with the proximate causes of deforestation.

21. Arresting deforestation and forest degradation is an important priority for the country, and Ghana has already embarked on a series of forest and natural resource governance initiatives to address these challenges. The most prominent of these are the Forest Law Enforcement, Governance and Trade (FLEGT) Initiative, and the multi donor sector budget support through the Natural Resources and Environmental Governance Program (NREG).

V. Gender differentiated use, access and control of forests

22. A summary of results from women's workshop on "Mainstreaming Gender into REDD processes in Ghana" held 5-7 September 2011, Accra³ show that there are gender differentiated use, access and control of forest resources. The participants noted that men are likely to go to deep areas of forest, reserve areas and sacred groves, while women go to the edge of the forest, the productive areas for wild fruits and deep areas for herbal medicines (Table 1).

23. Men and women play different roles in planting, protecting or caring for seedlings and small trees, as well as participate in plantations on public lands. Men are more likely to be involved in extracting timber for commercial purposes, engage in *Galamsey*⁴, hunting, sand winning and palm wine tapping. Women typically gather forest products for fuel, fencing, food for the family, fodder for livestock and raw materials to produce natural medicines, charcoal burning, all of which help to increase family income (Table 1).

24. Results from the assessment of communities at the Wassa Amenfi West District of Ghana in 2008 using the IUCN-PROFOR Poverty Forest Linkages Tool Kit (PFTK)⁵ revealed that, based on market accessibility, forest cash and non-

³ Mainstreaming 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) with logistics and facilitation support from PDA (Participatory Development Associates LTD, Accra Ghana)

⁴ Galamsey is a local name for small scale mining activity

⁵ The PFTK is an analytic tool for collecting qualitative and quantitative data, as well as understanding and communicating the contribution of forests to the incomes of rural households, including variations in forest

cash benefits make up 33% of cash and subsistence (non-cash) income of forest communities, which equals USD 250 per head per year. Forests therefore form a very major part of rural peoples' income/ livelihoods particularly for poorer men and women. Agriculture contributes most of the rest, with other cash income hovering around the 6-8% mark. Availability of high value products such as cola nuts and bush meat particularly encourages men to invest labour in forests. Women close to market centres often sell more household agricultural produce than they consume, whilst in remote areas, dependence on forest produce for home consumption is the highest. Generally, men draw about 41% of their income from forests against 33% for women, with cash benefits forming a higher proportion of the income for men in comparison to women.

25. In most part of Ghana, women usually have user rights (Table 2) in particular when they obtain benefits such as forest products (fuel wood, charcoal production, fruits of dawadawa (i.e. *Parkia clappertoniana*) and shea nut picking and food wrapping leaves) to support household income. Since forest reserves are mainly controlled by the state, individuals do not own forest in Ghana. However there is communal ownership by communities and traditional authority. Traditional practices prevent women from inheriting land in the northern regions of Ghana. Women at the workshop concluded that even though the constitution of Ghana gives equal rights to all; forests in its traditional sense have been acknowledged to be the domain of the men. Inequitable socio-cultural norms also make women have no or limited access to and control over forest resources as well as benefits that accrue (Table 1).

Table 1: Gender differentiated use of Forest resources

Use of Forest	
Category	Uses/activities
Men	Felling of trees/timber, galamsey, hunting, sand winning, harvesting of honey, performing rituals, fetch herbs, palm wine tapping, charcoal burning, forest management activities – tree planting.
Women	Collecting fuel-wood, planting of crops, collection of NTFPs (fuel-wood, snails mushroom, cola nuts, spices), leaves for wrapping food, wild fruits, charcoal burning, fetching water, and farming .
Category	Benefits
Men	Cash benefits e.g. logging to have lumber for sale.
Women	Mostly non- cash but consumptive e.g. Water for household consumption.

dependency between men and women and wealthier and poorer members of forest communities and other forest governance issues

26. Participation in forest programmes is mostly the preserve of men since women are perceived to lack the knowledge, skills and strength to participate in forest programmes. However the participants mentioned that women could play active roles in forest management programmes if they received education, and the timing of forest programmes take into account women's home responsibilities, and also if the men are willing to share roles with the women at home.

Table 2 Women Access and Control of Forest Resources and/activities

Women access and control of forest resources	
Issue	Indicators
Access	Have user rights
Control	Women control own cash from activities eg. Snail rearing, charcoal production, dawadawa and sheanut picking
Benefits	fuelwood, water, food, NTFPs (e.g. leave wrappers?), cash and clay
Participation	Mostly the preserve of men eg – mining, logging and hunting
Invitation	Not involved in decision making but are invited during implementation due to physical strength requirements
Active participation	When women are educated on both forest and proper time managements; when roles are shared
Land tenure	Yes – women have access to land. However in the northern part of Ghana, it is against tradition for women to inherit land. Forest ownership is mainly by the state; individuals do not own forest even though community based schemes exist.

Women workshop on Gender and REDD, 5-7 September 2011, Accra

27. The analysis in both Table 1 and 2 shows that women are important stakeholders in forest resources and management. However their participation in forest resources and management programmes are limited due to socio-cultural barriers. It was mentioned that with regards to forest governance men are usually involved in the decision-making process, while women are often involved in the implementation of the decision. During the workshop women from different regions identified the major governance challenges that women face in Ghana, among which are: limited control of land tenure systems (mainly in the northern region); limited access and control over forest resources; and limited participation in decision making due to lower level of illiteracy, limited time and economic dependency on the male counterpart.

28. Due to these challenges women suggested the need to disintegrate the needs of males and females with respect to the forest resource; gender sensitive policies should be developed for the nation to ensure that the rights of women to the forest resource are enforced; and alternative forest livelihoods should be encouraged to enhance economic independence of women. Hence standards should take full account of the differentiated rights, roles and responsibilities of men and women. Gender equality and equity in REDD+ policy as well as its

implementation should also be promoted. The incorporation of gender considerations into the REDD+ frameworks brings about increased efficiency and sustainability. Besides, it contributes to women's involvement and commitment as crucial players of local forest management. A gender perspective in REDD+ initiatives also ensures the integration of the wealth of unique knowledge, skills and experience of women which is vital to successful REDD-related initiatives.

VI. Overview of REDD+ status and Gender Mainstreaming in Ghana

29. An international REDD+ mechanism is anticipated to emerge from the current negotiations for a post-2012 climate regime under the UN Framework Convention on Climate Change (UNFCCC). The international community has agreed to create appropriate incentives for REDD+ as a developing country mitigation strategy (Ghana R-PP report 2010).

30. REDD+ is an international mechanism which refers to policy approaches and positive incentives for reducing emissions from deforestation and forest degradation in developing countries and takes into account the role of conservation, sustainable management of forests and enhancement of forest carbon stocks. However the mechanism is still at the development stage, hence the details remain unclear (Ghana R-PP report 2010).

31. Against this backdrop, Ghana submitted its REDD Readiness Plan Idea Note (R-PIN) to the Forest Carbon Partnership Facility in 2007 and received approval in July 2008 to develop REDD+ Readiness Preparation Proposal (R-PP).

32. In this context the REDD+ a Technical Committee was established initially, but later replaced with the National REDD+ Steering Committee and now National REDD+ Working Group. Preparation of the Draft REDD Readiness Plan (R-PP), validation and finalization was completed by January 2010, and approved at the 5th Participants Committee (PC5) meeting in Gabon in March 2010. This means that Ghana will receive a grant amount of \$3.4 million US dollars from FCPF for the implementation of R-PP (2010-2013). REDD+ implementation will follow 6 stages as presented in Table 3.

Table 3: Stages/Component in the REDD+ Implementation Process

Stages/Components	Description
Component 1: Organise and Consult	<ul style="list-style-type: none"> • National Readiness Management Arrangements • Stakeholder Consultation and Participation
Component 2: REDD+ Strategy Options	<ul style="list-style-type: none"> • Assessment of land use, forest policy & governance • Strategy Options to address Deforestation and Degradation • Arrangements for REDD+ implementation

Stages/Components	Description
	(piloting) <ul style="list-style-type: none"> • Social and environmental safeguards
Component 3: Baseline and Reference level Scenario	<ul style="list-style-type: none"> • Entails assessment of available data, evaluate uncertainties and define future trajectory
Component 4: Monitoring, Reporting and Verification System (MRVs)	Measuring biomass growth/carbon stocks through; -Remote Sensing/GIS -Field Measurements (Performance based rewards/incentives)
Component 5: Schedule and Budget	<ul style="list-style-type: none"> • Cost estimates for implementation
Component 6: Monitoring and Evaluation	<ul style="list-style-type: none"> • Entails monitoring arrangements such as design of Monitoring Frameworks, Data Archiving system, training and capacity building for carrying out the monitoring, and a process for system review and verification.

Ghana R-PP Report 2010

33. In Ghana the proposed REDD+ interventions are mainly in the policy and legal domains. Currently the 1994 Forest and Wildlife Policy and 1996 Forest Development Master Plan are being reviewed to recognize the importance of REDD+. This involves a review of the land tenure arrangements to include; land rights, tree rights, and carbon rights and benefit sharing schemes to benefit from REDD+. Attention will be given to promoting REDD+ friendly cocoa production -- promote shade tolerant cocoa production in Ghana to reduce high carbon footprint of sun loving variety, and improve the productivity of farmlands in the areas of sustainable agriculture, organic farming, agro-forestry technology.

34. Interventions will focus on promoting gender sensitive and sustainable fuel wood and charcoal production, as well as improved energy efficient technologies/initiatives. They will also promote the establishment of multi-purpose forest plantations, in addition to promoting sustainable livelihood options to reduce pressure on natural forest ecosystems. Interventions will improve forest law enforcement, governance and trade (eg. FLEGT/VPA, NLBI etc) so as to address illegal logging and illegal chainsaw operations. Other strategies include partnership with universities and research institutions to address research needs in carbon conserving activities (eg. shaded cocoa, agro-forestry, biomass energy needs & efficiency technologies, agricultural emissions profile - relating to crops & trees etc.).

35. However challenges remain with land rights and tree rights especially in off-reserves and carbon property rights. A benefit sharing scheme relating to equitable distribution of REDD+ payments and benefits, and lack of credible Measuring (monitoring), Reporting and Verification Systems. There also exist delays in signing the grant agreement with the World Bank, Forest Carbon Partnership Facility (FCPF).

36. At present seven REDD+ implementation sub-working groups have been established. Following the recent call for proposals in the national dailies for the REDD+ demonstrational projects and registration of REDD+ initiatives, 17 project proposals from public institutions, private sector, NGOs/CSOs and individuals were received across the country for the REDD+ demonstrational projects, while thirteen (13) organisations have so far registered with the REDD+ Secretariat and the exercise is on-going. A nine member evaluation committee assessed the pilot proposals and the evaluation reports are being collated for the selection of viable REDD+ demonstration project proposals to take off.

37. REDD+ is a multi – sectoral climate change mitigation mechanism, hence all relevant stakeholders are being engaged to develop gender sensitive and viable REDD+ strategy options that will eventually address the drivers of deforestation/degradation and to reduce Green House Gas (GHG) emissions and climate change vulnerability in Ghana.

VII. Rationale for Gender and REDD+

38. REDD+ initiatives have the potential to become a conservation, poverty reduction and climate mitigation strategy; however, if REDD+ projects are not designed and implemented with a gender perspective, they will not be as effective 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.

39. Women are, however, powerful agents of change and not just helpless victims. Their leadership role is therefore critical. Women can enhance strategies related to integrated forest management (see box 1). Women's role as major forest stakeholders and contributors to their conservation and management has been traditionally ignored, which 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 Ghana, women lack access to income-generating forest activities and land tenure rights, and in many cases the existing benefit sharing schemes are gender blind.

40. 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, 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.

41. Unfortunately, global deliberations regarding the development of REDD+ have not fully considered the gender dimension, and only a few pilot projects have taken actions to incorporate gender perspectives. 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.

Box 1: Women as Agent of Change: Integrated Forest Management

- Women across the developing world are both the primary users of forest resources and the main producers of food from agriculture and perform crucial roles in the conservation and management of forests.
- Women are actively involved in the collection of various forest products including fuel-wood, fodder and non-timber forest products (NTFPs). They participate as wage labour in forest department works and in entrepreneurial activities using forest products as raw material. In the forest-rich western regions of Ghana, women derive a third of their income from forest resources; for women living closer to forests almost all this income is non-cash, while for those living closer to the main road and market town, more of the income from forest produce is earned in cash (den Besten, 2011).
- Women can play a more crucial role in forest protection and help in maintaining the rules set by forest management committees. For example, in certain forest divisions of India, there have been instances of women forming Forest Patrol Teams and regularly patrolling the forest. One such example is the all-women Maheshpur Village Forest Management and Protection Committees (VFMPs) in Jharkhand where women not only patrol forests but also raid houses to recover 'stolen' wood (Sarkar De, 2011).
- Direct participation of women in decision making and forest protection increased forest regeneration and control over illegal grazing and felling (Agrawal et al 2006). Women in forest committees have been more efficient in catching women offenders and persuading them to stop taking fuelwood illegally than men (Sarkar De, 2011). Another example in Nepal shows that plots given to all women groups had greater canopy cover due to improved protection, rule compliance and traditional knowledge of species (Agarwal 2009)

VIII. Risks and Opportunities for women in REDD+ in Ghana

42. REDD+ could present serious risks for women and men, and this could jeopardize their livelihoods. However, if REDD+ incorporates the gender

dimension successfully it could create some opportunities for positive outcomes. Gender sensitive REDD+ initiatives could also lead to a paradigm shift in all climate change initiatives.

43. Participants at the women's workshop on "Gender and REDD" discussed some of the risks that REDD+ implementation could pose as well as the opportunities therein to women as presented in Table 4 below.

Table 4: REDD+ in Ghana: Risks and Opportunities

Risk/Challenges	Opportunities
<p>Readiness Phase</p> <ul style="list-style-type: none"> • Gender barriers due to socio-cultural practices • Economic dependency syndrome – women depend more on their husbands for livelihoods hence are not able to raise their own financial resources • High illiteracy rates among women – this affects women participation in capacity programmes where English is the medium of communication. The use of technical jargons also hinders their understanding. • Poor targeting - elite capture to the detriment of intended beneficiaries (local people). • Lack of funding - women lack savings and investment culture hence prevents them to pre-finance their initiatives. • Inappropriate gender advocacy approach such as confrontations, will affect support for gender mainstreaming by men • Strong patriarchal values and slow pace in adapting to new concepts, ideas and attitudes • The challenge to recognise the diversity of women <p>Implementation Phase</p> <ul style="list-style-type: none"> • The tendency to ignore women views in decision making • Women lack capacity to do monitoring, reporting and verification (MRV) due to low education levels. 	<p>Readiness Phase</p> <ul style="list-style-type: none"> • Women networks and platforms created for knowledge sharing, advocacy and lobbying on use of forest resources • Breaking of myths about women use of the forest • Capacity building leading to women involvement in decision making and participation in forestry projects • Career opportunities for young women in forestry, surveying, ICT etc <p>Implementation Phase</p> <ul style="list-style-type: none"> • Improve women livelihood and poverty reduction – women will obtain benefits such as income from the sale of NTFP's (mushroom, snails, etc). • Empowerment of women – as women come together to share knowledge through networks, they also build self confidence which enhance their participation in programmes. • Reduction in domestic violence as women are able to contribute to household decision making • Increase participation in forest management as women become aware of their rights in community based forest management practices. • The women are also equipped with good management skills as they come to learn more about forest management and the need to conserve the forest for the next generation.

Risk/Challenges	Opportunities
<ul style="list-style-type: none"> • Lack of land use policy and gender responsive land administration act • Lack of knowledge of women on forest laws • Gender disparities in land access due to socio-cultural norms and practices • Unequal rules of inheritance of resources between men and women • Limited economic empowerment for women to seek justice on land issues in the court • Lack of women capacity to be involved in forest management programmes • Intimidation from men on land issues • Small land holdings on the part of women hence will have limited benefits <p>Consolidation Phase</p> <ul style="list-style-type: none"> • Limited access to, and control over land by women (Land tenure) – land is mostly owned by men in Ghana, in certain areas where women inherit land, there control over the land is often limited. • Low participation of women in forest management programmes – since women’s access to land is low, their participation in forest management programmes would be very minimal • Low level of education among women – illiteracy rate among women is high hence, they lack the capacity to involve in forest management programmes. • Cultural practices and patriarchal values – when it comes to sharing of benefits, the men take charge and the women are left out. • Multiple roles of women – women may not have enough time to get involve in forest management programmes like the men hence may not benefit. • Loss of livelihood – if not properly managed, women will lose farmlands and become poorer. 	<p>Consolidation Phase</p> <ul style="list-style-type: none"> • Improved access to resources especially NTFPs including mushroom, snails, wild fruits, etc. • Gender equity in benefit sharing • Improved and diversified livelihood due to increased income • Improved nutrition • Opportunity to plant trees and get payment for services • Increased opportunity for transparency and accountability – opportunity for women to demand accountability • Improved health – reduced maternal and infant mortality due to increased income. • Ability to use land title documents as collateral • Increased income will help in the increase of girl child education • Ownership of information.

Risk/Challenges	Opportunities
<ul style="list-style-type: none"> Food insecurity – because of the benefits that would be derived from REDD programmes, there may be the temptation to convert food crop lands into forestation projects and this may lead to food shortage. 	

Women workshop on “Gender and REDD” held from 5-7 September 2011 Accra

IX. Mandates, Frameworks on Gender in Ghana

44. There are many global mandates and domestic legal frameworks in Ghana on gender equality with regards to women’s access and control over productive resources including land. The need to guarantee equity in the regulation of access to property is recognised internationally as an important pillar of social justice and equity.

45. Ghana is a party to the Universal Declaration on Human Rights, 1948, the International Covenant on Economic, Social and Cultural Rights (ICESCR), 1966, the Convention on the Elimination of All Forms of Discrimination Against Women, 1979 (CEDAW) and the African Charter on Human and People’s Rights (the African Charter) to name a few. Ghana is therefore bound by the express provisions of these instruments to protect and promote women’s rights to property (Table 5). This it must achieve through legislation and the institution of support services to make the right accessible and attainable to all women in Ghana.

Table 5: Mandates and Framework on Women’s Land and Property Rights

International Conventions	
Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)	
Main inputs and specific provisions	<p>CEDAW is the principal instrument for the protection of women’s rights, adopted in 1979 by GA-UN. Ghana signed the convention on July 1980. It has a facultative protocol - a person can take to court a country for violation of CEDAW. In the provisions of much relevance to REDD+ obliges Parties:</p> <ul style="list-style-type: none"> To eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development Participate in the elaboration and implementation of development planning at all levels and in all community activities Also recognizes that women should have equal rights to “obtain all types of training and education, formal and non-formal, including... the benefit of all community and extension services, in order to increase their technical proficiency”.

Beijing Declaration & Platform for Action	
Main inputs and specific provisions	Under the Beijing Declaration & Platform for Action, Covenant for the New Millennium (Fourth World Conference on Women, Beijing, September 4-15, 1995). It is recognized that women's poverty is directly related to the absence of economic opportunities, lack of access to economic resources including land ownership and inheritance, credit, lack of access to education and support services and their minimal participation in the decision-making process. Under the Platform for Action, Strategic Objectives and Actions on Women and Poverty (Chapter IV.A) Ghana is required to formulate and implement policies and programmes that enhance the access of women, especially subsistence farmers in rural areas, to ...f. provide access to and control of land, etc. in order to increase women's incomes and promote <i>household food security</i> .
Domestic Frameworks	
Ghana Constitution 1992	
Main inputs and specific provisions	Article 17 of the 1992 Republican Constitution of Ghana provides that all persons shall be equal before the law, and further that a person shall not be discriminated against <i>inter alia</i> on grounds of gender, ethnic origin, social or economic status. In affording equality of economic opportunity to all citizens, the state is specifically required by the Constitution to take all necessary steps so as to ensure the full integration of women into the mainstream of the economic development of Ghana
Ghana Growth and Poverty Reduction Strategy Paper I and II	
Main inputs and specific provisions	<p>The Ghana Poverty Reduction Strategy I (GPRS I - 2002) acknowledges that insecurity of tenure is endemic and has a bearing on poverty reduction and economic growth. The GPRS I document states that failure to provide for the protection of land rights and prevention of abuse of traditional and institutional procedures place the poor, the illiterate and women most at risk. The GPRS therefore advocates for land tenure reform, accompanied by close monitoring to detect adverse effects on the poor and women for whom safety nets may be required.</p> <p>The GPRS II (2005) hence proposes to ensure women's access to and control over land and agricultural inputs and therefore to re-examine the existing variations in access and control over land in different communities in order to promote easy access and ensure equity to all, especially to usufructuary holdings. In particular, the Land Administration Project of Ghana will be reviewed to recognise the importance of property rights and the Land Title Registration Law of 1985 will be enforced as a means of ensuring security of tenure of small land holders, especially women and the poor.</p>
Ghana National Land Policy	
Main	The National Land Policy (1999) has identified a number of

inputs and specific provisions	difficulties relating to land tenure and administration, e.g. insecurity of tenure of certain groups. The interests and the impact of land administration and land tenure on women have not been mentioned. However, the following LAP inception and preparation documents have been gender-conscious and attempt at correcting the policy document through the implementation documents and studies.
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Adapted from Lorena Aguilar 2011, IUCN and Mechthild RÜNGER 2006, GIZ, Ghana

X. Gender Considerations in R-PP Ghana

46. The current discussion on social impacts of REDD+ in Ghana's R-PP report is weak in respect of the gender dimension. Not even a paragraph was devoted to discussing gender considerations in REDD+ in the R-PP report. It only mentions in a couple of sentences that gender issues will be considered. For example, the R-PP report mentioned that *"In accordance with FCPF guidance, special consideration should be given to livelihoods, rights, cultural heritage, **gender**, vulnerable groups, governance, capacity building and biodiversity"*. Another sentence in which gender was mentioned said that *"... a three member multi-disciplinary Impact Assessment Team will be constituted to undertake Social impact assessment and that one of the team members will be experienced in social impact assessment, including **gender** issues..."*

47. This shows that even though gender has not been mainstreaming thorough out the R-PP, it is recognized as an important issue that needs further attention. Particularly, the Readiness process in Ghana should ensure that women's rights are respected at all stages of the REDD+ process to avoid potential negative impacts on equity, efficiency and effectiveness of the REDD+ project implementation in Ghana. Policy attention should focus on bringing in gender equality and women's right into the REDD+ process.

XI. Methodology

48. This road map is the result of participatory forums designed for multiple stakeholders (annex 2) working in the forestry and environment sector. The road map also used secondary data to provide an overview of REDD+ process in Ghana. Two workshops were held from 5th to 9th September 2011 and were conducted in two parts. The first part brought together individual gender experts, gender and women organizations working in the Environment and the Forestry sector with the following objectives in mind:

- Understand the ecological function of forests in relation to the carbon cycle;
- Comprehend the state of the forests in the world and in Ghana and acknowledge women's role in the forest sector in Ghana
- Understand what is climate change and its differentiated impacts on women and men

- Comprehend what is REDD+ and its relation with climate change
- Comprehend what is gender and identify gender considerations in REDD+
- Understand the REDD+ process in Ghana and identify women's role/involvement in relation to REDD+ in Ghana

49. The second part focused on policy level people and gender experts and sought to explore gender consideration in REDD+. It also sought to identify possible entry points for mainstreaming gender considerations in REDD+ processes in Ghana, and using the outcome of the two workshops to define a road map in this regard.

50. The development of this Road Map was made possible with the generous financial support from DANIDA.

XII. General Objective of the Road Map

51. The general objective of the Road Map is to mainstream gender considerations into the forestry sector, paying special attention to REDD+ processes. Thus, both men and women can have equal opportunity to access, to participate in, contribute to, and henceforth benefit from various forestry policies, programs and funds. In this way, they would contribute to environmental and social sustainability.

52. The road map has been divided into the phases by which the REDD+ processes are being conducted. They are: a) Phase 1- Readiness, and b) Phase 2- Implementation and management.

XIII. Tables of specific objectives, actions, timeline, responsible by phase

Table 6.1 Readiness phase

Specific Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
1. To support the establishment of a women and forest task force in Ghana	<p>1.1 Identify one women organization representative per region</p> <p>1.2 Establish contact with the MOWAC and MEST/EPA to identify representation in the task force</p> <p>1.3 Establish contact with networks or organizations working on land tenure rights to identify representation in the task force and create working group within the task force</p> <p>1.4 Appoint a full time coordinator</p>	Oct-Jan 2011/2012	<ul style="list-style-type: none"> • Existence of functional women and forest task force in Ghana • Task force contribution to REDD+ 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, PDA, WEDO	Norad, FLOW and DANIDA

Specific Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
	<p>1.5 Mobilize resources to support the activities of the task force</p> <p>1.6 Identify which are the decision making bodies and processes where women need to be represented</p> <p>1.7 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 support the mainstreaming of gender considerations in current revisions of environment, natural resource, with special attention to land	<p>2.1 Identify current policies under revision</p> <p>2.2 Define mechanisms needed for women and forest task force to participate in these revisions</p>	<p>October-December 2011</p> <p>October-December</p>	<ul style="list-style-type: none"> Gender sensitive policies ratified and operationalised National policies incorporate gender 	<p>PDA</p> <p>PDA</p>	<p>IUCN</p> <p>IUCN</p>

Specific Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
policies in Ghana (as part of Step 1: Analysis, Preparation and Consultation)	2.3 Women and forest task force	2011	considerations		
	2.4 Facilitates consultations at the local and regional levels	On going	<ul style="list-style-type: none"> Input provided from women in regions 	Women and forest task force	MOWAC, MEST/EPA (GoG), Development partners
	2.5 Women and forest task force disseminates revised policies to their constituencies	On going	<ul style="list-style-type: none"> Women in different regions informed of their rights on the revised environment and natural resource policies 	Women and forest task force	MOWAC, MEST/EPA (GoG), Development partners
3. To build and strengthen the capacity of women and women's organisations on REDD+ (as part of Step 1: Analysis, Preparation and	3.1 Select women organizations and groups and district gender desk officers 3.2 Develop training materials that are accessible to women	February 2012 to December 2012	<ul style="list-style-type: none"> Number of women training per ecological zone Gender differentiated analysis of use, access and control of forest resources 	Women and forest task force, PDA, WEDO	GoG, IUCN, Development partners; i.e. FLOW DANIDA REDD+ pilot projects capacity building

Specific Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
Consultation)	3.3 Conduct trainings for local women in the five ecological zones ⁶⁷		<p>per ecological zone</p> <ul style="list-style-type: none"> • Mapping of risks and opportunities for women in REDD+ per ecological zone • Number of women or women organizations involved in REDD process, particularly in REDD+ Pilot projects 		budget
4. To guarantee women's participation in REDD+ demonstration activities (pilot	4.1 Identify good practices and actions in other forest management/conservation initiatives that have fully and effectively integrate women	2012 Ongoing	Number of REDD+ pilot projects that are gender sensitive and incorporate good practices	IPOs, Women and forest task force, PDA, WEDO	Development partners; i.e. FLOW DANIDA REDD+ pilot projects

⁶ An integral part of these trainings will be a gender differentiated analysis of use, access and control of forest resources. Trainings will also assess risks and opportunities for women in REDD+ initiatives, paying special attention to barriers that limit their participation.

⁷ Initial trainings will be focused on general issues, subsequent training will focus on activities and capacities needed to be involved in pilot projects

Specific Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
projects) (as part of Step 3;Piloting and Testing)	<p>4.2 Promote the replication of such good practices in Pilot Projects</p> <p>4.3 Encourage the participation and involvement of women in the projects through the provision of resources (e.g per diem)⁸</p> <p>4.4 Build the capacity of local women to participate and/or coordinate activities of pilot project ⁹</p> <p>4.5 Provide equal access and control to women and men over tools, equipment, technology and resources needed to engage on pilot activities</p>		<p>Number of women involved in the design, implementation and evaluation of the projects.</p> <p>Tasks or jobs held by women in project</p>		capacity building budget

⁸ Taking into consideration women's daily agenda (particularly times for cooking and farming)

⁹ Taking into consideration women's daily agenda (particularly times for cooking and farming)

Specific Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
5. To build and strengthen institutional capacities on gender and REDD+ issues of implementing partner organizations (IPOs) in REDD (as part of Step 2: Piloting and Testing; and Step 3: Becoming Ready)	<p>5.1 Present gender and REDD+ roadmap to IPOs to facilitate institutional collaboration among them</p> <p>5.2 Facilitate collaboration between IPOs and women and forest task force</p> <p>5.3 Organise training programmes (workshops, consultative meetings) on gender and REDD+ issues for implementing partners working on REDD+</p>	<p>November 2011</p> <p>February 2012</p> <p>March 2012</p>	<ul style="list-style-type: none"> Number of partners actively involved in the implementation of gender and REDD+ roadmap Amount of resources committed to the implementation of gender and REDD+ roadmap Number of actions conducted by IPOs in collaboration with women and forests task force Number of workshops and consultative meetings held 	<p>IUCN, PDA</p> <p>IUCN, PDA, WEDO</p> <p>IUCN, PDA, WEDO, women and forest task force</p>	<p>IUCN DANIDA</p> <p>GoG IUCN Development partners, IPOs</p> <p>FLOW, DANIDA, Norad, IPOs</p> <p>FLOW, DANIDA, Norad, IPOs</p>
6. To enhance	6.1 Identify training institutions and	January-	<ul style="list-style-type: none"> Training institutions with 	GES, FC,	GoG, Development

Specific Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
participation through formal and informal education for women and girls in forestry sector (as part of Step 3: Analysis, Preparation and Consultation)	<p>conduct gender trainings for staff</p> <p>6.2 Identify/create REDD+ relevant courses</p> <p>6.3 Develop scholarship schemes</p> <p>6.4 Identify the sources of funding</p> <p>6.5 Develop eligibility criteria for selection</p> <p>6.6 Identify interested and qualified women.</p> <p>6.7 Selection of qualified candidates</p> <p>6.8 Motivate women to remain in the</p>	December 2012	<p>gender sensitive staff</p> <ul style="list-style-type: none"> Suitable REDD+ relevant courses/programmes identified for women. Scholarship schemes instituted and operationalised Finance secured Eligibility criteria for women/girls developed Number of women and length of stay in the forestry sector 	MLNR, Universities, MOWAC, CSIR	<p>partners/donors, Universities</p> <p>UN-Women</p> <p>UNESCO</p> <p>UNICEF</p>

Specific Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
	forestry sector 6.9 Monitor and evaluate the performance of the scholarship programme.				
7. To avoid negative impacts of REDD+ initiative on women rights (as part of the Strategic Environmental and Social Assessment (SESA))	<p>7.1 Build the capacity of the women and forest task force on safeguard issues related to REDD+</p> <p>7.2 Identify potential risks of REDD+ implementation on women livelihoods</p> <p>7.3 Modify the safeguards selected for Ghana, and create new safeguards when necessary, to prevent violation and enhance women rights, with attention to land and natural resource use; full and effective consultation and participation; fair access to information, education to enable decision-making and consent; and equitable distribution of benefits</p> <p>7.4 Inform local women of their rights, safeguards and build their capacity to use grievance or protocols systems if safeguards are violated</p> <p>7.5 Provide orientation sessions to the judicial system on women's rights issues</p>	December 2011 Ongoing	<ul style="list-style-type: none"> • Women and forest task force participate in the design/modification of gender sensitive safeguards • Women specific risks are considered in the design/modification of safeguards • Number of local women aware of their rights and grievance mechanisms • Number of positive legal resolutions that acknowledge women's rights 	MOWAC, MLNR, NCCE, Civil societies, Traditional authorities, MDAs WEDO, UNwomen BIC, CCBA,	MDAs common funds, royalties including traditional authorities, donors

Specific Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
	<p>pertinent to forest sector</p> <p>7.6 Foster a dialogue with traditional authorities/ local government institutions on women's rights issues pertinent to forest sector</p> <p>7.7 Engage and build the capacity of traditional women leaders (i.e. queen mothers) to support the acknowledgement of women's rights, in close collaboration with MOWAC and UNWomen</p>		<ul style="list-style-type: none"> Number of claims presented through the grievance system submitted by women or women's organizations Number of bye-laws approved by traditional councils and district assemblies that acknowledge women's rights <p>Number of traditional women leaders advocating for women rights</p>		
8. To develop gender-sensitive benefit-sharing schemes (as part of Step 3: Becoming Ready)	<p>8.1 Identify existing benefit-sharing schemes in and outside Ghana to establish best practice for women</p> <p>8.2 Select pilot communities to test and document best practices</p> <p>8.3 Validate the outcomes of the pilot schemes to guide the consolidation phase</p>	January 2012-December 2013	<ul style="list-style-type: none"> Best practice schemes for women identified Number of communities from various agro-ecological zones included in pilot A manual on outcomes of pilots developed based on 	Forestry Commission, MOWAC Women and forest task force, local women organizations from different ecological	MDAs common funds, royalties including traditional authorities, donors (including International Finance Institutions), Private sector

Specific Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
			the most effective gender-sensitive benefit-sharing scheme.	zones and district gender offices	
9. To enhance capacity of women to engage in MRV through appropriate methods (as part of Step 2: Piloting and testing and Step 3: Becoming Ready)	<p>9.1 Identify and document MRV practices (locally and internationally) that women are actively involved in</p> <p>9.2 Build the capacities of women and forest task force, women organizations, local women and gender desk officers from the pilot communities to participate in the MRV</p> <p>9.3 Select pilot communities to test and document best MRV practices</p> <p>9.4 Validate the outcomes of the pilot practices to guide the consolidation phase</p>	From 2012	<ul style="list-style-type: none"> Best MRV practices Identified. Number of communities from the various agro-ecological zones included in pilot. A manual on outcomes of pilots developed based on the most effective gender-sensitive MRV practices. <p>Increased number of women engaged in MRV</p>	<p>Forestry Commission, MOWAC</p> <p>Women and forest task force, Local women organizations from different ecological zones and district gender offices</p> <p>FAO, Cifor, IFAD, IIED</p>	<p>MDAs common funds, royalties including traditional authorities, donors (including International Finance Institutions),</p> <p>Private sector</p> <p>FAO, Cifor, IFAD, IIED</p> <p>IDRC</p>

Table 6.2 Phase 2 Implementation and Management Plan of Action¹⁰

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
1. To support the mainstreaming of gender considerations in information and communication systems	<p>1.1 Conduct capacity building on gender responsive information and communication systems for implementing partners</p> <p>1.2 Identify the sources and channels of information and communication used/preferred by women from local communities</p> <p>1.3 Select and use the appropriate and most effective sources and channels.</p>	2012 On going	<ul style="list-style-type: none"> Channels of communication used/preferred by local women identified and documented. Gender responsive information and communication system in place and implemented. Number of women receiving and using the information 	MOWAC, FC, Implementing partners, women and forest task force, GCRN	FC, implementing partners, GBC, Private sector
2. To ensure opportunities for women and guarantee	2.1 Identify and document activities related to forest management and	Mid 2012- December 2014	<ul style="list-style-type: none"> Best practices in forest management and AF systems identified 	Forestry Commission, MOWAC	MDAs common funds, royalties including

¹⁰ 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 management phase. Hence, a revision of the objectives and activities proposed will be required in due time.

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
that they benefit from activities proposed by REDD+ efforts; paying special attention to agro-forestry systems	<p>AF systems (locally and internationally) in which women are actively involved and benefiting from</p> <p>2.2 Select pilot communities to test and document best practices</p> <p>2.3 Validate the outcomes of the pilot systems to guide the consolidation phase</p>		<ul style="list-style-type: none"> Number of women in communities from the various agro-ecological zones included in pilot. A manual on outcomes of pilots developed based on the most effective gender-sensitive forest management and AF systems to guide the consolidation phase 	Women and forest task force, local women organizations from different ecological zones and district gender offices FAO, Cifor, IFAD, IIED	traditional authorities, donors (including International Finance Institutions), Private sector FAO, Cifor, IFAD, IIED IDRC
3. To ensure effective collaboration among MDAs at all levels, eg. MOWAC, MOFA, MEST, MLNR, the Vice president's office	<p>3.1 Incorporate women's issues into the ENRAC agenda</p> <p>3.2 Advocate for MOWAC be made part of ENRAC</p> <p>4.3 Advocate the assignment of funding from NREG to foster effective collaboration on gender and REDD+</p>	January 2012 to December 2012	<ul style="list-style-type: none"> Women issues incorporated into ENRAC MOWAC made part of ENRAC Improved collaboration among MDAs at all levels with regards to gender and REDD+ issues 	Vice President's office	NREG
4. To ensure that gender considerations are fully integrated in	4.1 Institutionalize gender sensitive benefit sharing schemes, MRV system, forest management, AF systems, and	2 years after implementation phase and Ongoing	<ul style="list-style-type: none"> Number of policies, legislative and institutional frameworks that mainstream gender 	Forestry Commission, MNLR, MEST/EPA,	GoG (MDAs), International Finance Institutes (IFIs), donors

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
forest sector, with special attention to REDD+, in Ghana	information and communication system through: <ul style="list-style-type: none"> • Review lessons, taking note of best practices • Guidelines and criteria identified during pilot schemes • Where necessary, review policy and legislation to align them to the lessons • Update monitoring and evaluation schemes 		<ul style="list-style-type: none"> • Ratio of women and men receiving benefits from forests • Amount of resources received by women and impact on livelihoods of families • Number of women involved in MRV activities • Number of women who are actively involved and benefiting from forest management and AF • Number of REDD+, forest management and AF project that are gender sensitive • Number of Gender sensitive information and communication system in place and implemented. 	MOWAC, Women and forest task force	

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
			<ul style="list-style-type: none"> Number of women receiving and using the information nationally Number of MDAs that have allocated resources 		
5. To ensure that women representation and participation at various levels are enhanced and effective	<p>5.1 Secure resources for women and forest task force to participate in all decision making bodies/fora</p> <p>5.2 Conduct updating sessions with new governmental staff on emerging issues and lessons related to forests and gender</p> <p>5.3 Secure resources for local women, women organizations and district gender desk officers previously selected to participate in all local and regional decision making bodies/fora</p>	2 years after implementation phase Ongoing	<ul style="list-style-type: none"> Women and forest task force are represented in all decision making bodies/fora Local women, women organizations and district gender desk officers represented in all local and regional decision making bodies/fora Amount of resources available 	MOWAC, Forestry Commission, women and forest task force, IUCN, WEDO, PDA	Donors (e.g FAO, CIDA, Norad, DANIDA, Netherlands, Dified), Implementing partner organizations, FC,
6. To ensure that women's rights are being advanced in the	6.1 Institutionalization of monitoring and evaluation system of safeguards through:	2 years after implementation phase and Ongoing	<ul style="list-style-type: none"> Ratio of projects that have complied with gender safeguards 		

Objectives	Action steps	Timeline	Indicators of success	Responsible	Possible Source of Resource
forest sector	<ul style="list-style-type: none"> Comprehensive study of projects to determine their compliance with gender safeguards and suggest measures for reforms 		<ul style="list-style-type: none"> Reforms proposed for projects Women's perception that their rights are being advanced 		

XIII. Institutional Imperatives

53. 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.

Strengthen women's networks:

54. It is important 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 "Women and forest task force" and develop their capacity so that they become empowered to promote gender equality and equity in REDD+ processes in Ghana.

55. The Women and forest task force is expected to support in creating awareness of REDD+ issues among women's organizations in Ghana. This will allow participating organizations to identify opportunities for their full participation in the processes and implementation of the REDD+ processes in the country.

Need for institutional collaboration:

56. It is imperative that stakeholder platforms on REDD+ agenda should be integrated into existing structures. Institutional linkages should be pursued through a common database that would be managed by the platform. The composition of the current REDD+ negotiation team, national climate change committee, and Forestry Commission (REDD Secretariat and Climate Change Unit) should make provision for a permanent gender expert who has a track record in gender, environment and development with an explicit mandate.

57. The Forestry Commission Climate Change Unit/REDD Secretariat should be strengthened to coordinate all gender responsive REDD+ activities in the country. It is important that the gender expert maintains close ties with, and utilize the current gender desk offices in the regions and the districts that are well trained to mainstream gender issues at the regional and local level.

Need for Capacity Development to mainstream gender into REDD+:

58. Efforts should be directed towards major infrastructural rehabilitation and capacity development for local staff especially the REDD secretariat in the forestry commission. 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.

Securing tenure rights for women:

59. Land tenure is of strategic importance to successful REDD+ implementation because proper carbon project needs long term land security and at present, land policy in most communities does not allow tenants to adopt long term farming practices. Challenges remain with gendered disparities in access to productive resources especially land. This means that resource constraint groups, such as the landless poor, women and migrants (esp. from the north and communities with strong patriarchal values) 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 realise effective REDD+ implementation.

60. The government should fully implement legal frameworks that secure women rights, and clarify tenure/gender responsive benefit sharing schemes. Existing mechanisms such as dedicated forest schemes that involve women should be continued. Government should facilitate a process to strengthen community rights. To guide their progress, government should establish customary land secretariat with equal representation of men and women, as a basis of data for REDD.

61. Information packaging 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 Forestry Commission should set up information desk on different models for implementing REDD+ partnership between government and private sector. It is imperative that women customary interest is valued and compensated. Finally particular attention should be given to the establishment of gender-sensitive reporting, monitoring and evaluation systems.

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ANNEXES

Annex 1. Minister's speech

KEYNOTE ADDRESS BY THE HONOURABLE MINISTER OF ENVIRONMENT, SCIENCE AND TECHNOLOGY, ON THE OPENING OF THE MAINSTREAMING OF GENDER CONSIDERATIONS INTO REDD PLUS IMPLEMENTATION IN GHANA (POLICY WORKSHOP)

8th September, 2011

Honourable Members of Parliament,
Partners in Development,
Ladies and Gentlemen,

It is a great pleasure for me to share my thoughts with you at the opening of this workshop, which provides an opportunity to take stock and share experiences since the last Conference of Parties of the United Nations Framework Convention on Climate Change held in Cancun, Mexico last year. In the first place, I wish to express gratitude to the International Union for Conservation of Nature (IUCN), which together with the Forestry Commission, came out with this initiative of mainstreaming gender considerations into the Reduced Emissions from Deforestation and Degradation (REDD) implementation in Ghana. It is most welcome and well appreciated. I am delighted to see you people here today, as your participation at this workshop is an expression of your desire to contribute towards successful implementation of our national environmental policies.

Distinguished participants, guests, ladies and gentlemen, forestry is subject to a wide range of legal requirements; including legislation and regulations governing that which should be done in terms of environmental and biodiversity protection, tenure and users rights, forest workers' rights pertaining to their health and safety, as well as looking into the roles and responsibilities of stakeholder groups especially women.

Ghana has participated in a series of international conferences which has linkages to the environment. Our country has further adopted some international treaties which deal with promoting environmental sustainability. Examples of some of the treaties ratified by Ghana include the United Nations Convention on Biological Diversity (UNCBD), the United Nations Framework Convention on Climate Change (UNFCCC), the United Nations Convention on Desertification, and others. The UNFCCC is the umbrella convention in which the issue of REDD is been discussed. Some of these conventions have clauses that recognize participation and inclusiveness. Consequently, Ghana has an obligation to ensure that its formulation of environmental policies conform to such clauses in the ratified conventions.

Apart from our international obligations, Ghana has recognized the need to include gender concerns in legislation covering political, economic, environmental, social and other activities in the constitution. This sets a strong

precedent for ensuring that subsequent laws include gender equality as a right. For instance, the 1992 constitution of the Republic of Ghana specifically states that gender equality is a fundamental human rights principle. However, the constitution does not go to the extent of stating which specific areas/spectral activities need to promote gender equality.

At the national level, forest products make up a substantive portion of this country's foreign exchange earnings as well as contributing to our Gross Domestic Product (GDP). For instance, it has been estimated that in 1990, forestry constituted the 3rd foreign exchange earner and 4.2 per cent of GDP. In 1994, forestry exports amounted to 212 US dollars. Over the past few years, there has been a gradual increase in profits regarding the export of non-timber forest products. Together with other agricultural activities, forestry has been deemed to be one of the main contributors of financial income for the country. These activities have been reported to contribute 43% of Ghana's Gross Domestic Product, 50% of export earnings and 70% of total employment, while timber alone has been said to be Ghana's third substantial foreign exchange earner.

On the other hand, excessive exploitation has also contributed to considerable degrees of degradation in Ghana's forests. In 1994 for instance, there was a dramatic decline in the forest cover of Ghana's Northern Region, with a resultant loss of fuel wood for cooking. However, efforts at rehabilitating these forests have often targeted trees which are used mainly by men, rather than trees which could also produce firewood for women to use in cooking.

With the fundamentally important role which women play in farming and the benefits which they derive from this sector to substantively contribute to the upkeep of their families, these forest policies need to be more "gender-oriented." Although this is gradually on the rise in Ghana, more action needs to be taken by the government, NGOs and other actors so that, to the maximum extent possible, these policies and programmes adopt an approach, which integrates women's concerns and considerations into our environmental policies. In order to ensure effective sustainable forest management, this is timely, as women also engage in environmental activities as their source of livelihoods and thus, are negatively affected when degradation and other trends occur.

I will however, like to highlight the fact that mainstreaming gender implies that continuous attention should be paid to equality between men and women in development policies, strategies and interventions. Gender mainstreaming does not only mean ascertaining the participation of women in a previously established development programme. It also aims at guaranteeing the participation of men and women in the definition of objectives and planning stages, to ensure that development meets the needs and priorities of women and men alike. Therefore, equality should be considered with respect to the analysis, policies, planning processes and institutional practices that determine the global conditions for development.

The need to include gender in legislation stems from certain factors such as the important roles which women play in the forestry. In view of these roles, the mainstreaming of gender issues into policies and programmes has generally been advocated as ensuring the equal distribution of resources and benefits, and the participation of women and men in all areas of society, as well as giving equal weight to the knowledge, experiences and values of both men and women in society. This approach could ensure sustainable management so that the benefits which accrue from this sector are derived by both men and women and have a trickling down effect on both categories of people, rather than only men, as is normally the case. In the absence of this, poverty intensifies, as only a portion of the society reaps such privileges.

I have been reliably informed that some women groups met over the course of the last three days to discuss issues bothering on gender and REDD plus in Ghana. This is a welcomed development. I will look forward to having inputs from the workshop report that will help us produce the needed enabling policies and legislations to support this initiative.

I wish you fruitful deliberations during the period of this workshop.

Thank you all and may God bless you.

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