

# **GHANA GENDER AND REDD ACTION PLAN**

## **Introduction**

Gender considerations are essential to REDD+. Gender sensitive 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-sensitive perspective, they will not be efficient and effective and, at worse, could contribute to an increase in the gender gap. As countries begin to implement REDD+ policies and develop their national strategies, they must address gender considerations and will require a plan of action to identify gender differentiated risks and opportunities, generate data to highlight best practices, and set guidelines to incorporate a gender perspective from the onset.

The Government of Ghana is cognisant of the gender equity and women's rights issues that come into play with respect to the use and management of natural resources in the country, particularly forests. Thus, as the nation works towards becoming ready for full REDD+ implementation, one of our key priorities is ensuring that social and environmental safeguards are adhered to, throughout REDD+ process. Gender equity is a very crucial aspect of these safeguards, since some customary laws and practices with respect to decision making, participation, and the ownership and control of resources such as land, places women at a huge disadvantage in comparison with their male counterparts. Additionally, the critical role of women as major forest stakeholders and their contribution to the forestry sector has been traditionally ignored over the years and this constrains their ability to reap adequate benefits from the forests. However, women are powerful agents of change, who can enhance strategies related to integrated forest management. Gender equity and women's empowerment is therefore crucial. There is therefore the need for specific gender provisions to be made in the implementation of REDD readiness activities, as well as the development of the country's national REDD strategy.

It is against this background that The Forestry Commission partnered with the International Union for the Conservation of Nature (IUCN), to develop a roadmap that would guide the design and implementation of a gender-sensitive REDD+ strategy in Ghana, that recognises and protects the rights and interests of women and other vulnerable groups. This initiative was facilitated by IUCN as part of their ongoing Pro-Poor REDD+ Project, funded by the Danish International Development Agency- DANIDA, and has been replicated in other pilot countries of the project; Cameroon and Uganda. The Women's Environment and Development Organisation (WEDO) and the Participatory Development Associates (PDA) were also very instrumental in the organisation and facilitation of the processes which led to the development of the roadmap.

The road map was launched by the Chief Director of the Ministry of Lands and Natural Resources (MLNR) on behalf of the Honourable Minister, in *November 2012*, in Accra. It

was recognised by stakeholders and Government of Ghana as a timely and important working document which will provide the needed framework for guiding and ensuring that gender considerations are mainstreamed into the Ghana REDD readiness and implementation process.

One of the major recommendations of Ghana's REDD and gender roadmap was the establishment and training of a multi-stakeholder gender advocacy group (initially called 'gender and forest task force') to spearhead the gender mainstreaming process and provide technical support in the review of REDD+ documents and processes to ensure gender sensitivity, as well as capacity building at the grassroot level. To move on this, a \$15000 grant was secured from UNDP through the kind facilitation of the IUCN Global Gender Office –GGO, to support Ghana with the kick-start of the establishment of this advocacy group. This led to the collective organisation/facilitation of a technical mission between IUCN Ghana Office, the GGO and the Ghana National REDD+ Secretariat (the Forestry Commission). The mission was carried out in *March, 2015*.

As an initial step, a concept/ Terms of Reference (TOR) was developed to guide the establishment of the gender advocacy group, which was named the ***National REDD+ Gender Sub-Working Group (GSWG)***. The GSWG will not only provide the driving force for the implementation of the country's REDD+ and Gender Road Map, but also a critical voice for ensuring gender considerations are integrated into all aspects of Ghana's REDD+ architecture, through advocacy and provision of technical support to the other REDD+ sub-working groups and the broader National REDD+ Working Group (NRWG) in the development and subsequent implementation of a National REDD+ Strategy. The GSWG shall also liaise with decentralised institutions such as the District offices of key Government Agencies, District Assemblies, Traditional Communities, Local Communities and Civil Society Organisations to implement actions at the sub-national.

The GSWG was convened and subsequently trained in Accra, on Climate Change, REDD+ and its status in Ghana, the links between gender, REDD+ and safeguard issues and the importance of mainstreaming gender considerations into the REDD+. The training was climaxed with an official inauguration event on *19<sup>th</sup> March 2015*, to create public awareness about the existence of the GSWG and its mandate. The members of the GSWG who include representatives from different Ministries, Departments and Agencies (MDAs), Traditional Authorities, Local Communities, Academia, Private Sector and NGO/Civil Society Organisations also developed an operational plan and budget for the implementation of actions in the Gender and REDD+ Road Map. The action plan and agreed timelines are presented below:

## *Deliverables For Ghana Gender Mainstreaming Actions<sup>1</sup>*

- 1) Gender Sub-Working Group (GSWG) established and functioning as components and key stakeholders of the national REDD+ process in Ghana, by Dec 2015*
- 2) Brochure and briefing paper on the process and rationale for GSWG and how the GSWG is contributing (or has contributed) to a pro-poor and gender-balanced REDD+ strategy design and implementation in Ghana by January 2016*
- 3) Ghana's REDD+ Strategy design and implementation process is pro-poor and gender-balanced by Mid 2016:- Understanding and capacity of IPOs and communities enhanced in relation to REDD and Gender issues, clarification and protection of natural resource rights of women, equal access of men and women to multiple benefits associated with forest and tree management guaranteed, reduced gender discrimination in collaborative forest management arrangements*

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Tasks and Outputs 2015	Sub-activities	Timeline	Responsibility
<b>1. Support the establishment of a gender and forest task force (REDD+ Gender Sub-Working Group) in Ghana</b>			
<b>OUTCOME: A gender and forest task force promotes and advocates for gender equality considerations in climate change response in Ghana, and particularly in REDD+</b>			
1.1 Identify representatives from: women NGOs; national level women networks; organizations working on specialised topics (i.e. land tenure rights, domestic relations); national women mechanisms; women parliamentarians; gender focal points of development partners.		Feb-15	
1.2 Support the FC Gender Desk officer to act as coordinator of the task force		Feb-15	
1.3 Help mobilise resources to support the activities of the GSWG		From Feb 2015 (continuous)	GSWG Coordinator, IUCN Ghana Project Office, support from National REDD Secretariat and IUCN GGO
1.4 Identify which are the decision making bodies and processes where women need to be represented and advocate for women's inclusion in the decision making bodies and processes previously identified		Mar-15	GSWG Coordinator with technical support from IUCN
<b>Budget</b>			<b>\$3,850</b>
<b>2. Build capacity of Gender Sub-Working Group (GSWG), women and women's organizations, and implementing partner organizations (IPOs) in REDD on gender and REDD+ issues</b>			
<b>OUTCOME: Enhanced knowledge and capacity on gender and climate change issues, particularly with respect to REDD+, for GSWG, IPOs, women and women's organizations promotes gender equality in REDD+ processes [and broader climate change issues/for a]</b>			

2.1 Develop training materials on sustainable management of forests and REDD+ that are accessible to women		Feb-March 2015	IUCN GGO to lead in development of training materials in collaboration with GWG Coordinator and IUCN Ghana
2.2.1 Conduct 2-day training for GSWG and local women on forestry and REDD+ issues from the five ecological zones  2.2.2 Develop and update frameworks for streamlining gender considerations into national REDD processes (i.e. Review and update the Gender RM activities and Develop RM to stimulate national dialogues on Land Tenure and gender considerations)		17th and 18th March 2015	GSWG Coordinator and IUCN Ghana with Technical support from IUCN GGO
2.3 Official Launch of GSWG on Day-3 of ToT workshop		19th March, 2015	GSWG Coordinator, GSWG and IUCN Ghana with Technical support from IUCN GGO
2.4.1 Facilitate collaboration between IPOs and the GSWG  2.4.2 Organise training programmes (workshops, consultative meetings) on gender and REDD+ issues for implementing partners working on REDD+ issues		Jun-Aug 2015	GSWG Coordinator and IUCN
<b>Budget</b>			<b>\$48,825</b>
<b>3. Support women's participation in REDD+ demonstration activities (pilot projects) (as part of Step 3; Piloting and Testing)</b>			
<b>OUTCOME: Gender considerations and women's direct participation enhance effective decision making and implementation of REDD+ in Ghana, including contributing toward gender equality)</b>			
3.1 Identify and document good practices and actions in other forest management/ conservation initiatives that have fully and effectively integrated women and gender considerations	Identify other forest management and conservation initiatives nationally and internationally, including REDD+.	March-Sept 2015	GSWG and Coordinator with technical support from IUCN, MLNR and FC

	Identify the organizations that have/are implementing these initiatives		
	Conduct desk studies to review all relevant documents relating to these initiatives to assess whether they have fully integrated gender considerations		
	Make contacts with organisations/institutions that have led the implementation of these initiatives		
	Undertake field visits to the project sites in order to interact with beneficiary communities to verify the successes reported and assess gender-inclusion		
	Develop a database/list of all institutions /organisations and processes used in integrating gender in project implementation		
	Develop educational materials such as brochures, posters, flyers etc		
3.2 Promote the replication of such good practices in the national REDD pilots by providing technical support to the project managers/developers.	Hold meetings/discussions with the national REDD+ pilot project managers/developers to discuss findings from the studies on the good practices of other forest management initiatives	From Jul 2015	GSWG and Coordinator with technical support from IUCN; MLNR and FC

	Hold meetings/discussions with national REDD+ pilot managers to discuss findings from the studies of the good practices of other forest management initiatives		
	Support project managers/developers to develop ways of integrating the good practices in project areas		
	Arrange field visits with the project managers/developers to ensure that good practices are being implemented		
3.3 Build the capacity of local women in project areas to actively participate in pilot activities (to be combined with activity 2.4.2)	Identify process/activities where women need to be represented and actively participate in decision making within each project area	Jun-Aug 2015	GSWG and Coordinator with technical support from IUCN and the NRS; MLNR
	Conduct stakeholder meetings with women and men		
	Create the awareness of the REDD+ in all potential project areas and foster the understanding of the importance of gender roles		
	Organise training programmes for local women to ensure they understand their roles, rights and potential benefits in the REDD+ programme in each project area		
	Develop a monitoring and evaluation mechanism to ensure continuous practice		

3.4 Provide equal access and control to women and men in relation to tools, equipment, technology and resources needed to engage in pilot activities	Advocate for a quota system in the distribution of tools equipment, technology and resources needed to engage in pilot activities	From Jul 2015	GSWG and Coordinator with technical support from IUCN and the NRS
<b>Budget</b>			<b>\$30,490</b>
<b>4. Provide best practices and guidance on gender-sensitive BS mechanisms at national level</b>			
<b>OUTCOME: Awareness and understanding of gender equality in REDD+ benefit-sharing (BS) mechanisms ensure equitable access to potential benefits and improve livelihoods</b>			
4.1 Identify and collate best practices for gender-sensitive BS and select pilot communities to apply and assess practices (to be combined with activity 3.1)	Carry out desk review of best practices for gender sensitive BS mechanism	August 2015;	Consultant with GSWG supervision
	Develop criteria for the selection of pilot communities	September 2015;	GSWG members as lead at their respective zones
4.2 Validate the outcomes of the pilot schemes to guide the consolidation phase	Select 3 communities – one each from forest, transition, and savannah zones to assess the practices i) Agree on the dates for national workshop ii) Identify participants for a national workshop iii) Identify workshop venue, facilitators and rapporteurs iv) Organize national workshop to validate the findings of the assessment of the pilots	October 2015;	GSWG and Coordinator with technical support from IUCN
<b>Budget</b>			<b>\$82,500</b>

**5. Provide technical support on legal frameworks, including on women's rights, gender equality and REDD+ Safeguards and Grievance mechanisms**

**OUTCOME: Negative impacts of REDD+ Initiatives on local communities, particularly women, are avoided by ensuring gender considerations are integrated into Safeguards and Grievance redress mechanism**

5.1 Provide technical support to the GSWG in analysis of existing policies, institutional and legal frameworks and safeguard issues related to REDD+	Identify and collate existing policies, institutional and legal frameworks on REDD+	Aug-Sept 2015	FORIG,IUCN, FC
	Analyze them (above) from a gender perspective		
	Develop related advocacy materials		
5.2. Identify potential risks of REDD+ implementation on women right's and livelihoods (with particular attention to land and natural resource use; full and effective consultation and participation; fair access to	Identify the communities and assess the piloted projects' impact on women	Oct-15	GSWG and Coordinator with technical support from IUCN;
information, education to enable decision-making and consent; and equitable distribution of benefits)	Design and disseminate survey to define risks and opportunities for women, to be disseminated at local community level		
5.3 Inform local women of their rights, safeguards and build their capacity to use grievance or protocols systems if safeguards are violated	Organize workshops for information dissemination		women and women's groups, media involvement
	Carry out sensitization programmes on REDD+		
	Use media platforms to disseminate information on REDD+ through a. Information vans b. Radio and community radio stations		
	Develop advocacy materials on REDD+		

	Involve women in the feedback cycles of the pilot scheme		
5.4.Foster a dialogue with traditional authorities/ local government institutions on women's rights issues pertinent to forest sector (5.2 and 5.3 to be combined with 5.4 and 5.5 on a single trip)	Organize meetings with chiefs on REDD+	June, August, September	GSWG and Coordinator with technical support from IUCN :
	Organize engagement meetings with queen mothers, chiefs and other sub groups to build their capacity on women's rights		
	Participate in MMDAs meetings or organize a meeting with them to inform and share with them women's rights issues that are pertinent to the forest sector		Facilitators: GSWG, FC, environmental legal advocates/experts from MESTI
5.5 Engage and build the capacity of traditional women leaders (e.g. queen mothers) to support the acknowledgement of women's rights, in close collaboration with MOWAC and UNWomen (5.2 and 5.3 to be combined with 5.4 and 5.5 on a single trip)	Organize community durbar	May	Resource persons (FC, MOGCSO, consultants); Participants: women leaders (queen mothers, magajias), community leaders, politicians, key male traditional authorities, NGOs, Rights activists.
	Conduct training sessions	July	
	Pursue one-on-one interactions with schools, markets and house-to-house	June	
	Develop flyers and posers to disseminate		
	Use print and electronic media, and radio and television	May	
	Advocate for Queen mother to serve on the REDD+ National Working Group	May-Sept 2015	
5.6 Provide orientation sessions to the judicial system on women's rights issues pertinent to forest sector	Conduct trainings/workshops/awareness campaigns	Nov-15	GSWG and Coordinator with technical support from IUCN

	Prepare content of trainings: local laws, legislations and international conventions, overview of REDD+		
<b>Budget</b>			<b>\$21,200</b>
<b>6. Monitor and communicate importance for, and results of, gender-inclusion in REDD+</b>			
<b>OUTCOME: Improved awareness and knowledge on gender equality within REDD+ and sustainable forestry management promotes more just and equitable, effective and efficient outcomes at national and sub-national levels.</b>			
6.1 Technical support to GSWG in documenting experiences, results and lessons relating to mainstreaming gender in national REDD+ strategies	Consolidate reports of activities for year; document challenges, achievements and lessons learned	Nov-15	Facilitators: REDD+ secretariat and GSWG; Experts: communications specialist, beneficiaries of projects); sharing best practices.
	Develop indicators for measuring success (outputs, outcomes, and income indicators)		
	Develop questionnaires for monitoring		
	Develop Road Map of monitoring process		
	Arrange monitoring visits to pilot locations		
	Conduct training on M&E services		
	Organize meeting of GSWG to discuss reports and moving forward		
Brochure and briefing paper on the process and rationale for GSWG and how the GSWG has contributed to gender-balanced REDD+ design and implementation in Ghana	Engage consultancy services (media and communications experts) to develop brochures, briefs of consolidated reports etc		
<b>Budget</b>			<b>\$6,400</b>

<b>GRAND TOTAL (2015 ONLY)</b>			<b>\$193,265</b>
<b>2016</b>			
<b>7. Engage women in MRV through appropriate methods (participatory MRV)</b>			
7.1 Build the capacities of GSWG, women organizations, local women and gender desk officers from the pilot communities to participate in the MRV		1st Quarter of 2016	GSWG and Coordinator with technical support from IUCN and NRS and in collaboration with National REDD Pilots
7.2 Identify and document MRV practices (locally and internationally) that women are actively involved in		Mid 2016	GSWG and Coordinator with technical support from IUCN
7.3 Use national pilots to test and document best MRV practices		From Mid 2016	GSWG and Coordinator with technical support from IUCN and NRS and in collaboration with National REDD Pilots
7.4 Validate the outcomes of the pilot practices to guide the consolidation phase		Last Quarter of 2016	GSWG and Coordinator with technical support from IUCN and NRS and in collaboration with National REDD Pilots
<b>Budget</b>			<b>\$21,200</b>
<b>GRAND TOTAL (Including 2016)</b>			<b>\$214,465</b>