

UNITED NATIONS DEVELOPMENT PROGRAMME



Gender Front & Centre

BEST PRACTICES FROM THE GOVERNORS' CLIMATE & FORESTS TASK FORCE



October 2024

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About this publication

This report was authored by the UNDP Climate & Forests Team with funding from the Government of Norway. UNDP would like to thank the Governors' Climate & Forests Task Force Secretariat and member jurisdictions for their support. In addition, UNDP would like to thank the CSO partners – Naturaleza y Cultura Internacional (NCI), Fondo Noreste (FONNOR), The Nature Conservancy (TNC), IDH Trade, and WWF México - for their feedback and authorisation to use the tools and templates in this report.

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NICFI

Norway's
International Climate
and Forest Initiative



Norad

Key Messages

01 — Effective gender-responsive project design can lead to impactful gender equality results.

Jurisdictions made significant investments in project design to incorporate a gender-responsive approach, including within activities, monitoring frameworks, and budgets. Having sound gender activities backed by effective gender indicators and sufficient gender budget helped the jurisdictions to deliver on gender commitments made. Early investments proved successful, as jurisdictions reported higher levels of women's participation – both in quantity and quality – along with greater recognition of their roles and agency. Notable outcomes for women included securing land titles and receiving priority access to financial incentives.

02 — When it comes to gender data – quality, quantity, and frequency matter.

As data collection by jurisdictions improved dramatically, it demonstrated the benefits of consistency and quality, as well as quantity. The sheer volume of data collected was invaluable in terms of big-picture results. The quality of data also matters. Insights from perception surveys, for example, meant that project staff could respond to challenges and make corrections to ensure activities were more inclusive of women and men. More frequent data collection meant that staff could be agile and respond to unmet targets quickly, increasing the likelihood of meeting them at the end of the grant.

03 — Innovation to overcome gender barriers is needed – and doable.

Jurisdictions built on the capacity and tools that they had developed during the readiness phase (as well as through other interventions) to innovate more inclusive ways to collect data and measure results during the implementation phase. This meant actively involving women and/or accessing women in areas where their roles in forest-based or agricultural activities may be invisible.

Applying these types of best practices meant a larger group of women were included and their perspectives heard and taken into account, particularly from marginalized groups. This, in turn, helped tackle gender barriers to participation, leadership, and ownership of results.

04

Women's empowerment means recognizing, valuing, and elevating them as leaders, producers, and equal partners.

Jurisdictions went beyond the 'lowest hanging fruit' when undertaking gender activities, seeing women not just as project beneficiaries or participants, but rather as project partners and collaborators with valuable inputs and expertise. If and where capacity gaps existed among women, across the range of stakeholder groups, efforts were often taken by the jurisdictions to address such gaps, to ensure women, as key stakeholders, were able to actively participate, inform, and benefit from the projects. These efforts included promoting women to leadership positions and incorporating their needs and perspectives within project activities and training.

05

Embedding gender equality in institutions, laws, policies is a key step in changing outcomes for women and men.

While there is more work to be done, a key change from the readiness phase to the implementation phase was the move from gender-responsive training and participatory targets to the embedding of gender into key state strategies and regulations. Embedding capacity and coordination for gender equality across institutions is key for creating policies and programs that can deliver transformative outcomes for gender equality as well as climate and forest results. Put simply, it gives more 'teeth' to programs by ensuring both women and men are recognized as agents of change.

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Introduction

In 2015, the Government of Norway made a pledge of NOK 200M (approximately USD 24M) to the Governors' Climate & Forests Task Force (GCF Task Force) to support the state and province members to undertake planning, investment, and implementation activities to address the drivers of deforestation. The funds represented the largest single pledge to subnational governments for climate action. The potential and ultimate results of this work are significant.

The support was also an important opportunity to advance women's empowerment and gender equality by integrating gender into design and development of climate policies and strategies as well as corresponding implementation activities and monitoring efforts. With the objective of promoting outcomes influenced by and benefitting women and men equitably, a gender-responsive approach was incorporated into both rounds of funding associated with this pledge. The two funding rounds comprised:

- A "readiness" phase running from 2018-2020, where 35 states and provinces received grants up to \$400,000 to develop jurisdictional strategies and investment plans to reduce emissions from deforestation and forest degradation/support low-emissions development (REDD+/LED); and
- An "implementation" phase running from 2021-2023, where five jurisdictions were selected through a competitive process to pilot or scale innovative approaches to climate and forest action or REDD+. The prerequisite for applying to this second phase was for a jurisdiction to be a GCF Task Force member in 2018. All five selected jurisdictions also passed through the readiness phase before applying for implementation grants.

Within both these phases, technical support was provided by UNDP and civil society partners in each jurisdiction to incorporate a gender approach throughout the project cycle, from design to implementation. This work was then monitored throughout and was evaluated at the end of each grant. The 2022 UNDP publication "[End of Business as Usual: Mainstreaming gender in jurisdictional REDD+ approaches](#)" presented results from the readiness funding phase across the 35 jurisdictions and made a series of recommendations for the implementation phase (See Box 1).

BOX 1: GENDER RECOMMENDATIONS FROM THE READINESS PHASE



Ensure early and consistent support on gender:

Jurisdictional approaches should bring in gender expertise at the consultation and design stage and include broad awareness-raising and capacity building activities on gender-responsive policymaking and implementation. This expertise should be maintained (and monitored) throughout the project cycle, and be supported with adequate budget.



Understand women's and men's roles in forest management and forest-related value chains:

Identifying the different social, economic, and political conditions that women, men, and other genders face, as well as barriers and risks associated with REDD+ processes, ensures that project interventions are designed and implemented in a way that equitably involves and benefits all genders.



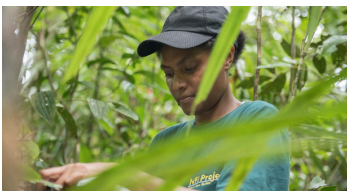
Foster women's active and equitable participation in activities:

All activities and consultations should ensure women can meaningfully and equitably participate. This includes providing safe spaces (e.g. close proximity to home, women's/men's only groups, local facilitators, etc.) for women, in addition to men, to actively participate and for their opinions to be heard and incorporated. This is particularly crucial for women from marginalized groups, such as Indigenous Peoples and local communities.



Foster women's leadership in decision-making:

Jurisdictional approaches must find ways to promote women's leadership roles outside of purely 'gendered' spaces, which includes fostering champions across government sectors and in project management roles.



Data is power!

All interventions should begin by developing a gender baseline; while effective and sufficient activities, indicators, and targets on gender should be included in any reporting framework to ensure that progress on gender can be effectively monitored.



Integrate intersectionality considerations:

Multiple social identities interact and intersect in ways that can compound discrimination for already marginalized groups, such as women. Jurisdictional REDD+ action should integrate intersectionality considerations so that the relationships between gender, race, class, etc., are taken into account and interventions reflect the multiple forms of discrimination and their specific impacts.



Incorporate men into discussions on gender:

Gender capacity building and awareness raising or specific discussions on gender-responsive approaches and actions must actively and equitably engage men, as well as women, across all stakeholder groups, including from Indigenous communities.

Further detail provided in the 2022 UNDP publication, "[End of Business as Usual: Mainstreaming gender in jurisdictional REDD+ approaches](#)"

Building on the lessons and results from the readiness phase of funding, the information contained in this report draws on the findings of the final reports and evaluations from the implementation phase, which awarded grants to five GCF Task Force jurisdictions: **Pastaza** (Ecuador), **Pará** (Brazil), **West Kalimantan** (Indonesia), and **Jalisco** and **Yucatán** (Mexico). It examines how the gender recommendations from the readiness phase of funding were applied in the five jurisdictions during the implementation phase, as well as new good practices and lessons to consider for future gender-responsive approaches to forest and climate actions at the subnational level.

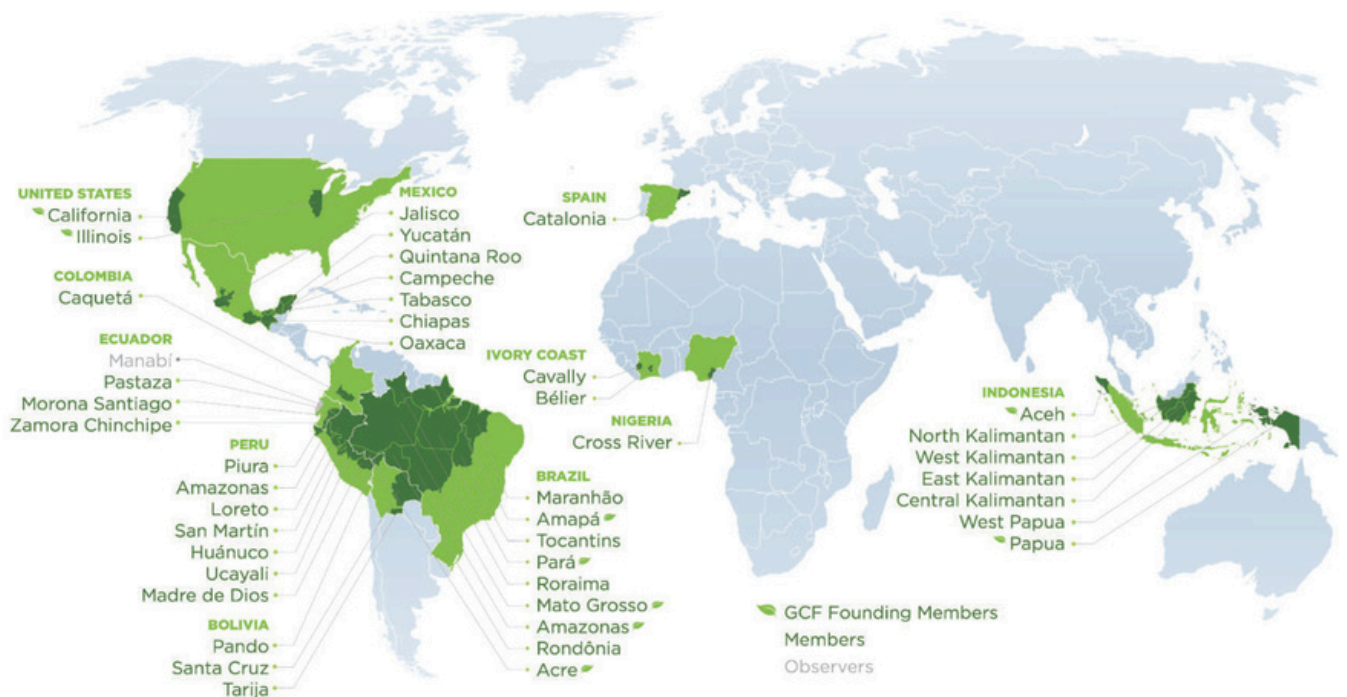
The findings presented in this report demonstrate how gender equality can be effectively embedded into policy actions for climate at the subnational level, as well as gender-responsive best practices for equitably engaging all genders in an intersectional and meaningful way across Indigenous and local communities involved in such processes. The report is aimed at policymakers and practitioners and includes concrete examples and tools to help put gender theory into practice.

Table 1: The five jurisdictions supported through GCF Task Force implementation grants (2021 – 2023)

Country	Jurisdiction	CSO Partner	Value (USD)	Project title <i>(Translated from Spanish / Portuguese)</i>
Brazil	Pará	TNC	1,200,000	<i>Preparing a Carbon-neutral Sustainable Territory</i>
Ecuador	Pastaza	NCI	914,892	<i>Joint implementation between the Provincial Government and the Indigenous Nationalities of Pastaza, to Reduce Deforestation and Conserve the Province's Natural Ecosystems</i>
Indonesia	West Kalimantan	IDH	1,426,491	<i>Jurisdictional Model Implementation in Kubu Raya towards Subnational Contribution for REDD+ and National NDCs</i>
Mexico	Jalisco	FONNOR	849,998	<i>Deforestation-free Meat in Free-grazing Systems: A Model for Production and Commercialization in Jalisco</i>
	Yucatán	WWF	614,883	<i>Actions to Implement the State REDD+ Strategy (EEREDD+) in the State of Yucatán for Public-private Investments into Sustainable Rural Development: Sustainable Enterprises in Mayan Maize, Apiculture, as well as Biocultural and Innovative PES.</i>
	TOTAL:		5,506,264	

The GCF Task Force: Leading Subnational Climate Action

Launched in 2009, the GCF Task Force is the largest global network of subnational governments, with 43 state and provincial government members across 11 countries in 2024. The GCF Task Force operates at both political and technical levels: it seeks to harness and support the political leadership of committed Governors in the fight against climate change and deforestation, while empowering the civil servants and their civil society partners that are so critical in the day-to-day effort to build and maintain successful jurisdictional programs.¹



Graphic 1: The 43 jurisdiction members of the Governors' Climate & Forests Task Force (2024)

The Government of Norway's Pledge to the GCF Task Force came in response to these subnational governments' call for funding to help reduce emissions from deforestation. Under the 2014 Rio Branco Declaration, members committed to reducing deforestation by 80% by 2020 if sufficient financing was made available. The 35 tropical forest jurisdictions, which were GCF Task Force members when this funding was launched (2018), were eligible for the Norway Pledge support.

¹ For more information on the GCF Task Force, see www.gcftf.org

Bridging Gender-based Barriers

While women and men living in and around forests hold a wealth of knowledge of forest landscapes, there is considerable evidence that existing socio-economic, cultural, and political inequalities and capacity gaps often prevent commonly marginalized groups, such as Indigenous Peoples, women, and youth, from fully and equitably informing, participating in, and benefiting from forest-based climate action. This situation can exacerbate existing gender inequalities and undermine the efficiency, effectiveness, and sustainability of climate actions. In this context, it is crucial that deliberate and meaningful efforts are taken to ensure forest-based climate action is inclusive, fair, and specifically gender-responsive both in policy and in practice. Doing so will not only help to advance gender equality and women's empowerment but also amplify the overall performance and sustainability of forest-based climate initiatives.

It is for this reason that UNDP, guided by its [Gender Equality Strategy 2022-2025](#), takes a gender-responsive approach² to supporting climate and forests action both in policy and in practice. Similarly, the GCF Task Force, through its [Gender Policy](#), adopted in 2023, pledges to advance a gender agenda that strengthens the forest and climate work it supports. It is this commitment on gender equality from the GCF Task Force and UNDP that has guided the gender-responsive approach of both the readiness and implementation phases of this pledge.

The rationale and business case for using a gender approach is supported by data. It is widely held that gender equality and women's empowerment are not only crucial for accelerating sustainable development and climate action but they are also smart business.³ A gender approach can also help countries to achieve their politically-supported plans within their Nationally Determined Contributions (NDCs) for investing in crucial areas that have the potential to meet climate goals and power sustainable development. When gender-responsive climate action is integrated into NDCs, it can help to not only recognize the rights, priorities, and needs of underrepresented actors, such as women, Indigenous Peoples, and youth, but also contribute to ensuring no one is left behind in the push for a low-carbon, sustainable future within forest conservation efforts. UNDP's commitment is encapsulated by the inclusivity pillar of the [Climate Promise](#), and in its support to countries on NDCs to help promote a human rights-based approach, advance gender equality and women's empowerment, and enhance intergenerational equity. This same purpose and mandate on gender equality and social inclusion guided UNDP's support to the member states of the GCF Task Force.

² See Box 2 on "Common Gender Terms" below for a description of a gender-responsive approach.

³ Various studies have been undertaken in recent years to demonstrate the financial benefits of integrating a gender approach into business processes and operations. For example, McKinsey, in its study *Diversity Matters* (2015), found that companies in the top quartile for gender or racial and ethnic diversity are more likely to have financial returns above their national industry medians. For more information, please visit: <https://www.mckinsey.com/business-functions/people-and-organizational-performance/our-insights/why-diversity-matters>

BOX 2: COMMON GENDER TERMS

Women's empowerment:

The ability and agency of every woman to shape her own destiny, exercise her rights, and make her own choices. Women's empowerment has five components: a sense of self-worth; the right to have choices and to determine them; the right to have access to opportunities and resources; the right to have the power to control their own lives, both within and outside the home; and the ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.⁴

Gender mainstreaming:

The process of assessing and integrating the implications for women and men of any planned action, as well as the inclusion of specific provisions for gender equality, including in legislation, policies and programs. Gender mainstreaming is a systematic approach for ensuring that the concerns and experiences of women and men are an integral part of the design, implementation, monitoring, and evaluation of policies and programs in all political, economic, and societal spheres so that women and men benefit equally and inequality is not perpetuated. The goal of gender mainstreaming is to accelerate and achieve gender equality.⁵ The degree of gender mainstreaming within an action can vary (see the definitions of 'gender-sensitive' and 'gender-responsive' below).

Gender-sensitive:

Gender-sensitive means understanding and consideration, in attempts to redress existing gender inequalities, of the sociocultural factors underlying gender-based discrimination. In practice, gender sensitivity entails differentiating between the capacities, needs, and priorities of women and men; ensuring that the views and ideas of both women and men are taken seriously; considering the implications of decisions on the situation of women relative to men; and taking action to address inequalities or imbalances between women and men. In practice, using a gender-sensitive approach has come to mean 'do no harm'.⁶

⁴ European Institute for Gender Equality. Glossary. "Empowerment of Women", available at: <https://bit.ly/4eftZxs>

⁵ United Nations Economic and Social Council Agreed Conclusions, 1997/2, available at: <http://bit.ly/1TiO3kU>.

⁶ Adapted from UN Women's Glossary of terms, available at: <http://bit.ly/1TiNHKZ>; Aguilar, L., Granat, M., & Owren, C. (2015). Roots for the future: The landscape and way forward on gender and climate change. Washington, D.C.: International Union for Conservation of Nature and Global Gender and Climate Alliance, available at <http://bit.ly/1mClb9b>; and REDD+ Social & Environmental Standards and Women's Environment and Development Organization (2013), "From research to action, leaf by leaf: Getting gender right in the REDD+ Social and Environmental Standards", Booklet 1, available at <http://bit.ly/214xPyo>.

BOX 2: COMMON GENDER TERMS

Gender-responsive:

Gender-responsive means actions taken to address gender gaps and overcome historical gender biases in policies and interventions that are proactively identified, understood, and implemented. In practice, using a gender-responsive approach entails attempting to redefine women's and men's gender roles and relations and proactively and intentionally contributing to the advancement of gender equality. More than 'doing no harm', a gender-responsive policy, programme, plan or project aims to 'do better'.⁷

Gender gaps:

The differences in any area between women, men, or other gender in terms of the outcomes they experience and their levels of participation, access, rights, remuneration, or benefits.⁸



⁷ Adapted from UN Women's Glossary of terms, op. cit., and Aguilar, L., Granat, M., & Owren, C., op. cit.

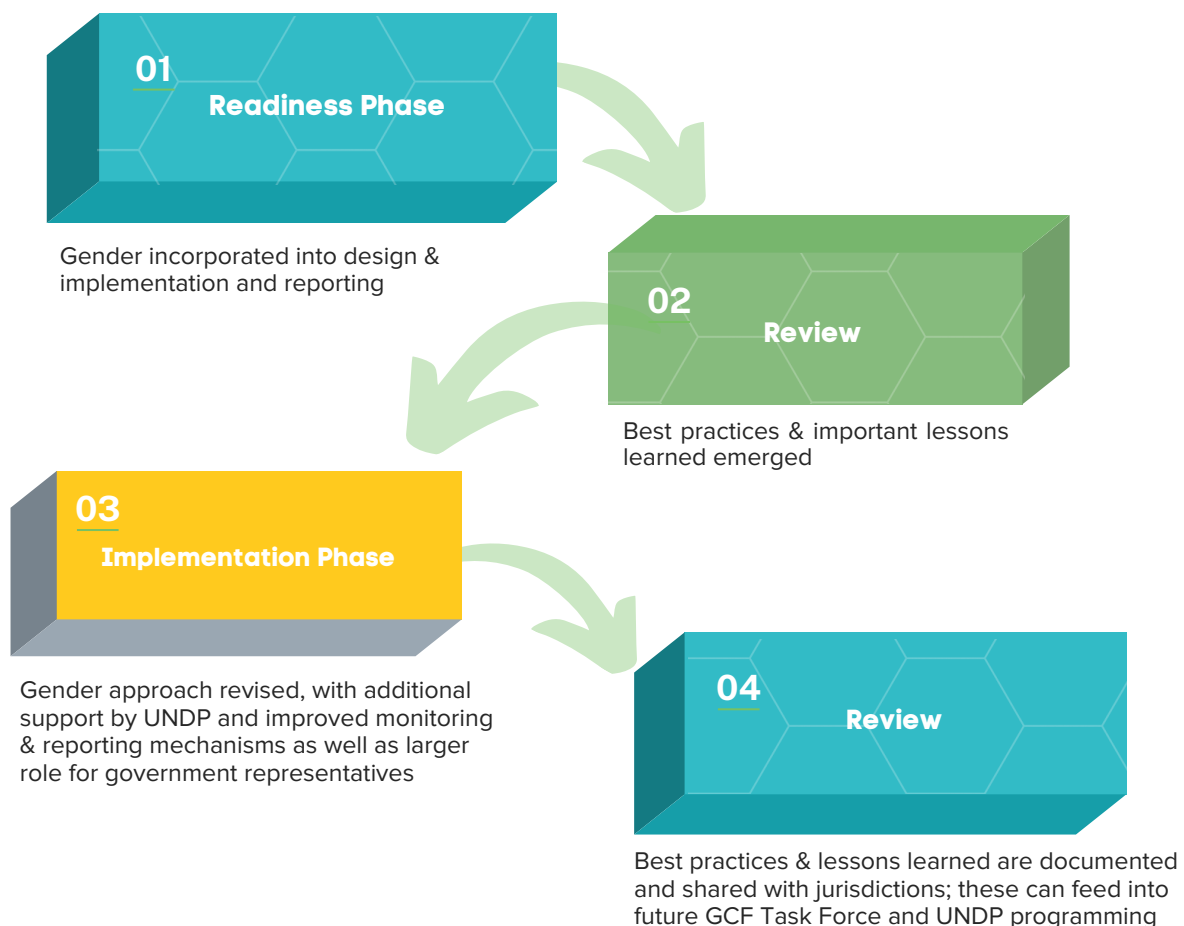
⁸ Adapted from the European Institute of Gender Equality Gender Mainstreaming Glossary, available at <https://bit.ly/3B39J3J>

Tackling Gaps: Gender-Responsive Approaches at the Subnational Level

Acknowledging the gender gaps and the critical linkage between gender equality, women’s empowerment, and sustainable and effective climate action, a gender approach was fully integrated into the requirements to access funding under both the readiness and implementation phases of the Norway Pledge to the GCF Task Force. UNDP supported jurisdictions to effectively integrate a gender perspective and promote women’s empowerment within their forest-based climate initiatives. The specific gender approach of the readiness phase of funding was detailed in the first report, “End of Business as Usual: Mainstreaming gender in jurisdictional REDD+ approaches”. In addition, this first report highlighted good practices and lessons , and provided a range of recommendations (Box 1) for future actions of GCF Task Force jurisdictions, including those supported by UNDP, as well as other jurisdictions within or outside of the GCF Task Force network.

Building on these recommendations, as well as results of independent evaluations and an internal review of the work conducted under the readiness phase, UNDP adjusted its focus on and strategies for gender equality accordingly for the implementation phase.

Figure 2: The gender-responsive approach used in the Norway Pledge



Under the implementation phase, UNDP supported partners and jurisdictions to integrate gender throughout the project cycle. A summary of how a gender approach was integrated into this support is provided below, with illustrative examples from the jurisdictions outlined in the following section.

Project design:

Developing gender-responsive activities, indicators, and targets within the project design documents (see samples in Annexes I – II), as well as establishing corresponding tools and management capacity to promote their effective implementation, were essential to ensuring a gender approach was integrated during project design. Gender risks were also included in the social and environmental risk assessment and monitoring framework, with appropriate gender-related mitigation measures, and gender indicators, which were then reported against in quarterly monitoring reports. As part of project design, all partners were also required to include gender-responsive activities and monitoring in the budget as well as have gender specialists as part of the project management unit.

Implementation:

UNDP worked closely with the gender specialists on the project teams and gender focal points for the jurisdictions, supporting them to find creative solutions to overcome gender-related implementation challenges. Many jurisdictions created their own gender guidelines and protocols, based on UNDP’s best practices, to help in these efforts. Specific efforts undertaken by jurisdictions include ensuring representation and active participation of women and men in consultations, training, and meetings. Several jurisdictions also had specific activities designed to address gender inequalities, such as efforts to increase women’s property rights or access to credit lines. Jurisdictions aimed for more gender-inclusive hiring approaches to ensure project management units included both women and men. Finally, jurisdictions made improvements in gender-responsive approaches to policy-making by incorporating gender into state-level policies and strategies.

Monitoring & reporting:

UNDP supported jurisdictions and partners to help them track gender data and monitor gender indicators. UNDP shared gender monitoring tools and worked with the project management teams on how to use them, as well as gender-related resources from UNDP and the UN-REDD Programme.⁹ The purpose was to help project management staff to record gender-based data that went beyond meeting attendance and looked at active participation data of women and men more broadly (including whether women were voicing opinions and whether these were taken into account by others), as well as using surveys to measure whether women found that activities met their needs. A selection of templates and tools are included in Annexes I – III of this report and additional examples from jurisdictions are highlighted in the sections below.

⁹ Resources include the UN-REDD Methodological Brief on Gender (available at https://www.un-redd.org/sites/default/files/2021-09/UNREDD_Methodological_Brief_Gender_Final.pdf) and tools such as those contained in Annexes I – IV

Evaluation:

Each grant included gender considerations in the terms of reference for the final, independent evaluation of project activities. Some partners also carried out specific gender evaluations at the end of the grant.

Government ownership & empowerment:

Each jurisdiction was asked to identify a gender and safeguards focal point who would regularly liaise with the gender expert in the project management team and participate in the design, implementation, and monitoring of gender-related activities and indicators. This was a new measure to further integrate gender into government policies and actions, as well as build the capacity of and empower civil servants to take a gender-responsive approach in their work beyond the GCF Task Force.



Figure 3: The gender-responsive approach to the implementation phase and its expected results



As a result of the support provided to jurisdictions and their partners to incorporate a gender-responsive approach in the readiness phase, jurisdictions in the implementation phase demonstrated significant progress, not only integrating gender within their projects but then also in the results they achieved. This was evident in the level of understanding, commitment, and capacity of jurisdictions and their civil society partners to design and enact gender-responsive actions, as well as monitor activities, and report on results. Without exception, every partner and jurisdiction under the implementation phase understood the need to include gender equality and allocated adequate resources to these budget lines without being requested. The work and its results are captured in the next section.

Putting Best Practices into Action

In applying a gender-responsive approach to the GCF Task Force implementation phase, it was essential to take into account the recommendations from the readiness funding phase (Box 1). In response to the [findings and recommendations from readiness funding phase](#), the following section highlights the progress made in the implementation phase round of funding.

Ensure early, consistent, and sustained support on gender throughout project lifecycle


As noted above, all jurisdictions demonstrated a marked improvement from the readiness to implementation phase. All five jurisdictions, and their civil society partners, independently incorporated gender-responsive approaches into project design. This included allocating sufficient gender budget to ensure consistent support by gender experts throughout the project cycle. UNDP provided support to help partners develop a social and environmental risk register at the start of the project, which included potential gender-based risks and associated mitigation measures to minimize such risks. Project results frameworks also included gender indicators and targets. Together, these gender-based risks and indicators were monitored quarterly throughout implementation.

Final project evaluations noted the importance of having gender experts contracted as part of the team to provide continued support. In addition, to help provide further support, some jurisdictions also carried out specific capacity building on gender. In **Pará**, activities included regular gender training for government and project management staff in response to the need for increased capacity in gender-responsive implementation and effective monitoring. In **Pastaza**, the government and project staff were supported by the [ProAmazonía](#) program to increase their capacity to incorporate gender-responsive actions at the provincial level.

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Issues of gender and race were integrated into all stages of the project, from planning to evaluation. This ensures that the approach was genuine and not just a superficial addition to the project, with promise for application in future projects, public policies, and initiatives.

FINAL EVALUATION REPORT, PARÁ.



“

We as women need to know that there are places that exist that listen to us. In the project, we value ourselves as women, we were motivated in the training and activities, through group work, we have learned to be better producers.

PROJECT PARTICIPANT INTERVIEW IN FINAL
EVALUATION REPORT, YUCATÁN.

Understand women's and men's roles in forest management and forest-related value chains

The five jurisdictions demonstrated a better understanding of women's and men's roles in forest management and forest-related value chains. Actions ranged from including references to gender in state-level funding programs and mechanisms, to carrying out targeted productive programs for women, to enhancing the legal recognition of the roles that women and men have in forest management and value chains. In **Yucatán**, one output aimed to increase the land titles held by Indigenous and local communities, with a specific focus on transferring the title to ejidal (communal) property to women and young people (in Yucatán, less than 20% of ejidal or communal property is held by women).¹⁰ Through information sessions and trainings, proceedings were commenced for at least 21 women and 8 young people (from a total 83 participants). This includes succession transfers as well as title transfers from communal to private property. The goal was to increase the recognition women's role in agricultural and forest-based activities and strengthen women's participation in these areas.

¹⁰ For more information on property rights in Mexico, see InMujeres (May 2020), "Desigualdad en Cifras" available at http://cedoc.inmujeres.gob.mx/documentos_download/BA6N05.pdf

Foster women's active and equitable participation in activities

Each jurisdiction used methods to increase women's participation that were culturally relevant. In **Jalisco**, civil society partner, Fondo Noreste (FONNOR), developed a guide for facilitators on how to include women and youth, which included instructions on inclusive language, and provided fun activities for children who were accompanying their parents. In addition, staff asked in what areas women wanted training and then included those topics in the final sessions. For example, they found that women were interested in business management and finance, as well as sweets and dairy production. These were then included as specific training sessions. Jalisco also recorded how many of the women's proposals were incorporated into the final training module. They carried out the same exercise with young people. Examples of Jalisco's satisfaction and evaluation surveys are included in Annex V.

Jurisdictions also used methods that were socially and culturally appropriate, particularly for Indigenous and rural women. They targeted their actions to reflect the diversity and intersectional nature of the communities in which the activities took place. In **Yucatán**, in order to encourage the participation of women from Indigenous and rural communities, partners extended invitations verbally to women and men, used female facilitators for trainings (including women from local communities), brought in Maya interpreters, created women-only spaces for women to feel comfortable, collaborated with the state women's agency, invited women as presenters (not just participants), and conducted participatory sessions for decision-making where women were invited to develop initiatives for their own benefit.



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The involvement of staff from Indigenous Nationalities in the project, both at the level of the liaison officer and the community promoters, according to interviewees, was fundamental to achieve a better understanding of the project towards the community and of community demands towards the project's implementing partners.

FINAL EVALUATION REPORT, PASTAZA.



Foster women's influence and leadership in decision-making

The Indonesian province of **West Kalimantan** continued to lead by example in this area, ensuring women were in critical positions within the project management team and government. Moreover, when the main focal point had to step back for personal reasons during the project, the provincial government supported two other women to take on her role within the project to ensure that women's leadership was recognized and that women within government were getting access to the opportunity to learn. In **Pastaza**, recognising that many of the leaders in the Indigenous Nationalities were men, women leaders were also selected to represent each of the seven groups and to participate in project activities, including decision-making.

Data is power!

All jurisdictions increased the quantity and quality of gender-based data in the implementation phase. More frequent and better monitoring of social and environmental indicators meant jurisdictions and their partners could be more agile in addressing risks and issues. In **Pastaza**, the team noted how valuable it was to incorporate gender from the project design stage, including in the development of social indicators at the beginning of the project, to help monitor not only the gender plan but also stakeholder and Indigenous Peoples plans throughout the implementation grant. This built upon Pastaza's earlier work in the readiness phase.

West Kalimantan also expanded upon the gender work undertaken in the readiness phase to collect data that went beyond the simple participation of women and men, to better understand whether women were voicing their concerns and whether these were being heard and taken on board. Project staff collected information on the number of men and women who expressed an opinion during discussions and whether those opinions were influential and whether their proposals or propositions were then agreed to by other participants (or, conversely, was this proposal or opinion dismissed by other participants). The project management team collected this data across events, meetings, and training workshops over the course of the implementation phase. This method of data collection is relatively simple but yields valuable insights on the quality of participation by women and men. Table 2 demonstrates what this looks like in practice, noting that this data was collected at each meeting or workshop and was then aggregated on a quarterly basis for reporting and analysis purposes.

Table 2: An example of gender-responsive monitoring results for meetings and workshops in West Kalimantan

Period	Gender	Participation	Opinion expressed	Opinion agreed
July-Sept 2021	Women	38%	38%	75%
	Men	62%	29%	77%
Oct-Dec 2021	Women	38%	54%	84%
	Men	62%	61%	81%
Jan-Mar 2022	Women	41%	34%	57%
	Men	59%	30%	64%

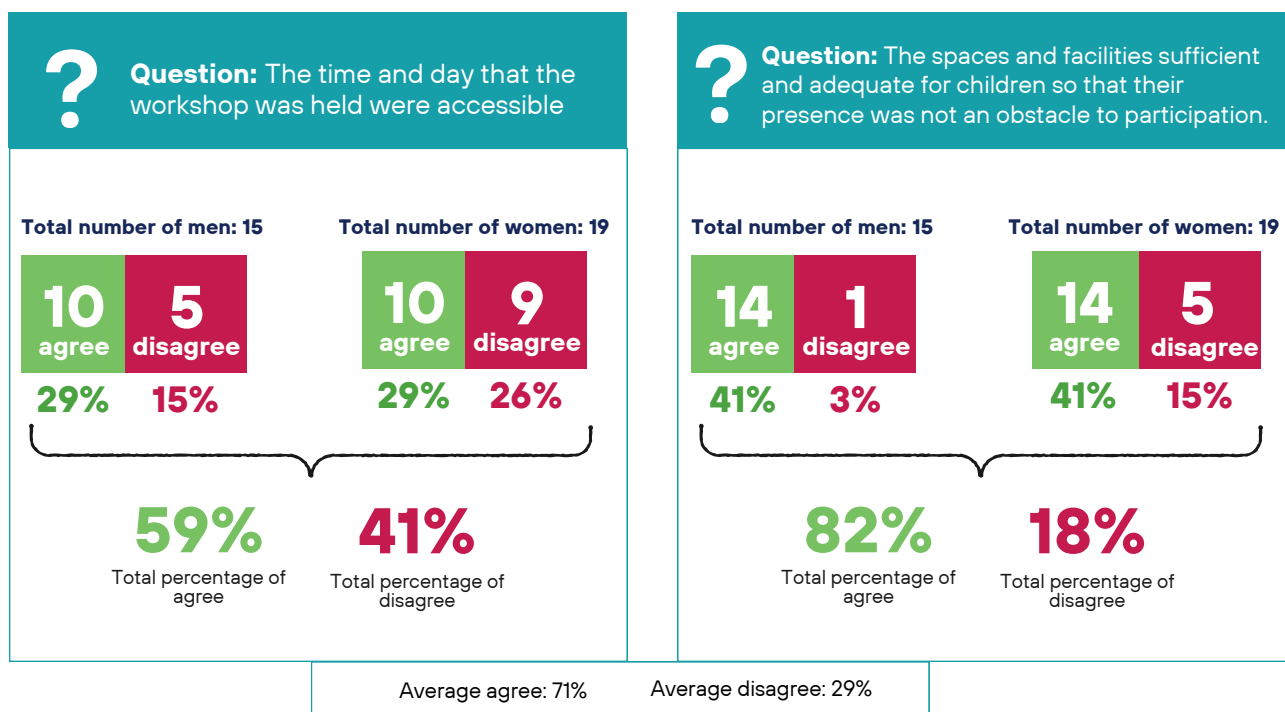
Source: IDH quarterly reporting to UNDP

Several jurisdictions also used perception surveys to measure women and men’s level of satisfaction with activities. In **Jalisco**, perception surveys were used after training to ask about gender-specific results. Sample questions included whether participants felt that the training considered women’s perspectives, whether the training made women’s economic and community contributions more visible, and whether women and youth were active participants in the sessions (for example, through making proposals). To address the issue of post-training fatigue and the reluctance (or difficulty) for participants to complete surveys, Jalisco relied on simplified forms to collect results. Annex V contains an example of a form using smiley symbols across a four-point range, from satisfied – smile – to dissatisfied – frown. These tools helped Jalisco to regularly monitor their gender-based indicators, such as the percentage of women who felt the training met their needs. In the case where gender targets were not being met, project staff were able to go back to the stakeholders and make adjustments. This data was disaggregated by both gender and age to better understand young people’s perception of activities as well.

In **Yucatán**, several methods were used to collect responses from women and men on the gender outcomes of workshops or meetings, without relying on written responses, recognizing these can be difficult due to language or cultural barriers, particularly in Indigenous communities. One solution was to hand out green/red paddles and ask participants if they agreed (green) or disagreed (red) with statements, such as “the time and day that the workshop was held were accessible”; “the spaces and facilities sufficient and adequate for children so that their presence was not an obstacle to my participation”; “the facilitator was inclusive of men and women”; “I felt included in the activities during the workshop”; “the participation of women was good”; “the participation of men was good”.

An example of the data collected is below (Figure 4). For online meetings/workshops, and to help address possible language barriers, facilitator guidelines from the jurisdiction also suggested using the thumbs up/thumbs down function in zoom.

Figure 4: Satisfaction survey data from Yucatán



Project staff in Yucatán developed a detailed but accessible guide for facilitators on how to collect and understand this data, as well as on when and how to adopt corrective measures. For example, in the case where 50% of women disagreed with the statement that the timing of the meeting works for them, facilitators were advised to seek an alternative, in consultation with participants. More specifically, staff used a traffic-light system for determining if the gender-inclusive approach was sufficient or required improvements based on the results of the questionnaire (Table 3 below).

Table 3: Assessment of survey results and corrective measures

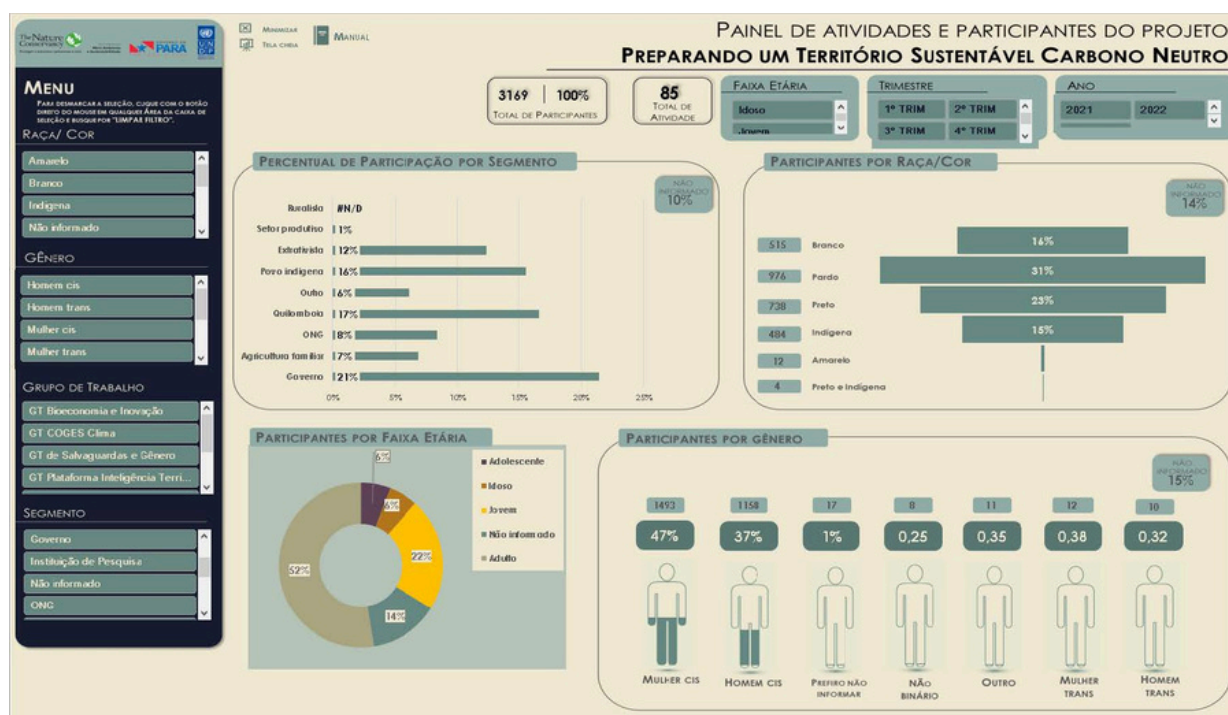
100-80% agreement	Strategies for gender inclusion in the workshop were sufficient
79-60% agreement	Strategies for gender inclusion in the workshop could be improved in some areas; it is suggested to review the questions where percentages were lower and strengthen the approach
59-30% agreement	Strategies for gender inclusion in the workshop could be improved in all aspects; it is suggested to review the questions where percentages were lower and strengthen the approach
29-0% agreement	Strategies for gender inclusion in the workshop were insufficient

Source: WWF Mexico quarterly reporting to UNDP

The complete facilitator's guide developed by WWF México for the implementation phase is [available here](#).

In addition to collecting gender-based data, it is important to be able to use that data to make informed decisions and adjustments. For such data to be useful, it must also be accessible and easy to share so that it can help inform stakeholders or be used in advocacy. In **Pará**, the civil society partner, The Nature Conservancy, developed a dashboard that allowed for effective data management and tracking by activity, gender, race/ethnicity, and stakeholder group (see Figure 5). This makes the results accessible and powerful, not just in reporting to donors but also to government and other stakeholders as an informative and advocacy tool.

Figure 5: Participation data collection in Pará, Brazil



Source: The Nature Conservancy quarterly reporting to UNDP

Integrate intersectionality considerations

The five jurisdictions in the implementation phase demonstrated a better understanding of the multiple identities women may have and the relationship between gender, race, and class and the compound negative effect it can have on already marginalized groups, such as women. All the jurisdictions addressed intersectional concerns by applying resources to focus on rural women, Indigenous women, and traditional communities such as quilombolas (Afro-Brazilian women) in Brazil. In **Pastaza**, the seven Indigenous Nationalities were represented by a man and a woman, while in the Free, Prior, and Informed Consent (FPIC) processes, Pastaza took specific measures to ensure Indigenous women were adequately consulted.

All grants collected data disaggregated by gender as well as race/community. The most comprehensive of these was **Pará** (Figure 5 above), which collected data disaggregated by men/women; cis/trans/nonbinary; Indigenous, quilombola, rubber tappers (extrativistas) and rural communities; as well as also by ethnicity or race, using Brazilian commonly defined categories of black, brown, white, Indigenous, black-and-Indigenous. This is also evident in project results. Pará's Bioeconomy Plan recognizes the need to treat women as a priority group, including those from quilombola and traditional communities, such as rubber tappers (extrativistas) and riverside (ribeirinhos) communities, and rural families (see Case Study box for more information).

CASE STUDY: FROM GENDER-BLIND TO GENDER- RESPONSIVE POLICIES

Mainstreaming gender into policy and legal instruments is critical to improving gender equality outcomes for both women and men. Pará's [Bioeconomy Plan](#) (2021) makes a significant step in this direction in its recognition of women and dedication of specific programs and policies for women as priority beneficiaries. While gender is not a central focus of the plan, the income disparity between men and women is recognized and the plan identifies the need for monitoring on gender. There are also specific initiatives targeting women, including a commitment to offer graduate courses on bioeconomy and gender equality, and to train women in financial independence, specifically Indigenous, quilombola, and traditional communities. Women are also given priority status as a beneficiary group for bioeconomy credit lines.

Unfinished Business

Despite compelling results from the GCF Task Force jurisdictions, there is still more work to be done to address gender inequalities and increase women's empowerment in forest sector climate action at the subnational level. This final section outlines some of the areas identified by jurisdictions and partners for additional financing and subnational actions moving forward.

From implementation to internalization

Several evaluations highlighted the need for additional efforts in moving from project-specific gender-responsive activities (trainings, workshops, etc.) to the internalization of such gender-responsive practices within institutions. In the case of **Pará**, the legal establishment of a technical group to work on gender was considered an important step in this regard. The inclusion of gender in recent regulations, such as the Bioeconomy Plan in Pará, is in part a result of the efforts made since 2018 under these two grants. Evaluations also noted the importance of embedding gender commitments and capacities beyond the department responsible for women and youth, and ensuring that gender equality is a cross-cutting theme for environment, climate, agricultural production, etc. UNDP is supporting this effort at the national level through the [Gender Equality Seal: Public Institutions](#).

Social and cultural norms remain structural barriers

The power structures in both government and society remain critical barriers that cannot be easily dismantled, particularly within the timespan or scale of these projects. In **Pará**, the evaluation noted that structural racism and sexism made it difficult to make the long-term changes needed to integrate race and gender into public processes and that sustained efforts would be required after the end of the grant. This presents a major barrier to implementation, as even though gender-responsive actions were embedded in the Bioeconomy Plan, for example, gender-based discrimination and bias will likely limit full implementation of those actions. In **West Kalimantan**, the social and cultural norms and barriers were important considerations when attempting to increase women's participation in activities. Nevertheless, ongoing efforts are needed to address these deep-rooted obstacles to ensure that women have, as well as feel confident in having, sufficient knowledge and capacity to actively engage – and that men support and champion women's engagement as well.

“

Some women hesitated to join as they felt they lacked capacity. Thus, to increase the women's participation, affirmative action is needed such as inviting women to join when they are not identified by their government/stakeholder group to participate, and/or conduct pre-training sessions to equalize knowledge.

FINAL EVALUATION REPORT, WEST KALIMANTAN.

Local and cultural expertise

Several jurisdictions, while making significant efforts to bring gender expertise into project activities, noted that ensuring these experts had relevant local knowledge and cultural understanding would further improve engagement with women from diverse stakeholder communities. In the case of **Pastaza**, while the engagement of Indigenous leaders was critical, the evaluator recommended an Indigenous gender expert on the project management staff would have further enhanced results.

“

Interviewees highlighted the complexity of gender mainstreaming in the project, as well as the identification and participation of Indigenous communities, particularly in the interest of making these disadvantaged sectors visible.

FINAL EVALUATION REPORT, JALISCO.

Engage men as partners for gender equality

An important recommendation coming from the readiness phase was the need to engage men as partners for gender equality. This remained a challenge during the implementation phase, given the lack of data available to analyze whether sufficient improvements were made in involving men within gender-specific activities. While data demonstrates that men's participation in some gender-specific activities was adequate – in **Pastaza**, men's participation in workshops on "women's rights and new masculinities" reached 56 percent – in other instances, this type of data was not always collected, or if it was, it was not always reported. Engaging men on gender is essential help address gender inequalities, mitigate negative reactions and violence toward women, and drive cultural and systemic change on gender. Simply put, gender equality and women's empowerment efforts are most successful when men are also involved and have a seat at the table. Moving forward, additional steps must be taken, and corresponding data collected, to ensure that men, in addition to women, across all stakeholder groups, including from Indigenous communities, are involved gender-responsive approaches and actions.



Conclusion

The results from the GCF Task Force grants for the implementation phase present an opportunity to reflect on the gender methodologies and tools that have worked at the subnational level. The five jurisdictions discussed in this report built on their results from the readiness phase to make improvements in the implementation phase, using innovative tools and targeted approaches most appropriate for their specific subnational contexts and communities, as well as the drivers of deforestation they were seeking to address.

There is still work to be done. The results show that advancing gender equality takes time and capacity - but that investment in a gender-responsive readiness phase led to a fuller, more impactful implementation phase that could deliver gender equality outcomes. In short, it set jurisdictions up for success.

Future funding and partnerships should focus on reinforcing the approaches that have shown the most promise, while continuing to invest in the areas that need additional support. Moreover, these best practices and lessons should be shared among forest jurisdictions, both within the GCF Task Force, and beyond. All the tools and approaches that were successful here can be translated and adapted to national forest and climate actions, in a way that promotes gender equality while bringing positive and sustainable development outcomes for everyone.



ANNEXES: TOOLS FOR MAINSTREAMING GENDER INTO CLIMATE & FOREST ACTION

The following annexes present a series of tools and templates that are cited in the main report above. This toolkit is not exhaustive but rather provides several ways that gender-responsive approaches can be incorporated into design, implementation, monitoring, and evaluation of climate and forests activities at the subnational or national level.

ANNEX I: SAMPLE GENDER OUTCOMES AND INDICATORS

The following template presents sample gender outcomes and indicators for projects on sustainable development and climate change. It is adapted from Asian Development Bank (2013), "[Toolkit on Gender Equality Results and Indicators.](#)"

Country and Sector Level Outcomes and Indicators:	
Gender Equality Outcome: Reduced vulnerability of poor women to climate change impacts, and strengthened capacity to manage these changes	
GENDER EQUALITY DIMENSION	SAMPLE GENDER INDICATORS
Human Capital	<ul style="list-style-type: none"> • Number of community-based adaptation activities that strengthen women's access to resources for sustainable food production, renewable energy, and clean water sources • Number and percentage of poor women and men with increased resilience to deal with climate changes (e.g., use of climate-resilient crops and farming techniques, improved land management, clean technologies, increased knowledge and strengthened networks on climate change issues) • Time saved in collecting and carrying water, fuel, and forest products due to environmentally sustainable and climate change adaptation activities
Economic Empowerment	<ul style="list-style-type: none"> • Number and percentage of women and men who access employment or increase their incomes due to climate change adaptation or mitigation activities
Voices and Rights	<ul style="list-style-type: none"> • Evidence that climate change policies, strategies, and plans require the participation and involvement of poor women and men in developing and managing local adaptation and mitigation plans

GENDER EQUALITY DIMENSION	SAMPLE GENDER INDICATORS
<p>Gender Capacity Building</p>	<ul style="list-style-type: none"> Evidence that policies, strategies, and plans are based on gender analysis of the different impacts of climate change on poor women and men, and include gender equality objectives for each sector of climate change adaptation and mitigation
<p>Program and Project Level Results and Indicators:</p>	
<p>Gender Equality Dimension: Human Capital</p>	
SAMPLE RESULTS	SAMPLE INDICATORS
<ul style="list-style-type: none"> Increased fuel, water, and food security for poor women and men Increased capacity of poor women and men to adapt and respond to environmental changes 	<ul style="list-style-type: none"> Number and percentage of women using renewable, sustainable, and efficient household energy sources Number and percentage of women and men trained in energy-saving and sustainable agricultural technologies (e.g., adaptations to land management practices in marginal and fragile lands, adaptations related to changed rainfall patterns) Number of households with improved access to water for agricultural and household uses Changes in women’s workload compared with men’s due to environmental changes and adaptation activities Percentage of women and men involved in environmental protection or adaptation activities Women’s and men’s views on the impact of project activities on their fuel, water, and food security and the viability of communal and other natural resources
<ul style="list-style-type: none"> Women and men benefit equitably from project training 	<ul style="list-style-type: none"> Number and percentage of women and men who receive training, by type of training (e.g., community-based early warning systems and procedures) Number of training sessions targeted at women and men, by content area

Gender Equality Dimension: Economic Empowerment

SAMPLE RESULTS	SAMPLE INDICATORS
<ul style="list-style-type: none"> • Equal employment for women and men in forest, land use, coastal and inshore fisheries, and marine management projects. • Targets met for women's employment in climate change agencies and projects 	<ul style="list-style-type: none"> • Number and percentage of jobs (person-days) generated for women and men in the community • Proportion of women employed in unskilled, technical, management, and supervisory roles, by sector • Number and percentage of women and men employed in climate change agencies and as project and field staff • Evidence of the type of incentives designed to recruit women, increase their capacity, and provide career development
<ul style="list-style-type: none"> • Equal access by women to small grants for climate change projects 	<ul style="list-style-type: none"> • Number of awareness activities providing targeted information to women on climate change small grant opportunities • Number and percentage of women and men who receive finance for climate change small projects • Evidence that climate finance facilities include special windows for funding activities with women's groups and gender-sensitive guidelines for all funded activities, and employ women and men in fund management

Gender Equality Dimension: Voice and Rights

SAMPLE RESULTS	SAMPLE INDICATORS
<ul style="list-style-type: none"> • Women and men participate equitably in the development of local climate change adaptation and mitigation plans 	<ul style="list-style-type: none"> • <i>Number of community-based agreements and adaptation plans that have input from both women and men</i> • <i>Number and percentage of women and men who attend community-based meetings on natural resource management (e.g., land, forests, coastal and inshore, marine, water supply)</i> • <i>Changes in adaptation or mitigation plans and initiatives due to consultation with women</i>
<ul style="list-style-type: none"> • The rights of women and men displaced by climate change problems are protected 	<ul style="list-style-type: none"> • Evidence of the number and type of activities specifically targeted at women and men who have migrated due to degradation of natural resources caused by climate change

Gender Equality Dimension: Voice and Rights

SAMPLE RESULTS	SAMPLE INDICATORS
<ul style="list-style-type: none"> Strengthened capacity of women’s organizations to analyze climate change policy, regulatory frameworks, and programs (including their impact on women’s and men’s time burdens and access to natural resources) 	<ul style="list-style-type: none"> Number of research activities that involve women in documenting women’s and men’s local knowledge of resource management and changes in resource availability and use Number of women’s organizations involved in the assessment and management of environmental hazards Number and percentage of women and men in civil society organizations trained in gender analysis of environmental impacts and climate change adaptation and mitigation programs Number of women’s groups engaging in national debate and analysis of environmental impacts, and climate change policy, regulatory frameworks, and programs

Gender Equality Dimension: Gender Capacity Building

SAMPLE RESULTS	SAMPLE INDICATORS
<ul style="list-style-type: none"> Strengthened capacity of environmental agencies and other stakeholders to ensure that women and men benefit equitably from climate change adaptation and mitigation investments Increased capacity to consult with women and men on climate change impacts, and respond to women’s needs and priorities Increased understanding of the different impacts of climate change and adaptation and mitigation strategies on poor women and men 	<ul style="list-style-type: none"> Evidence that sex-disaggregated information on women’s and men’s access to and use of natural resources (land, waterways, forests, fisheries) and their links to environmental challenges is documented and applied to program planning and implementation Amount of research funding dedicated to natural resource management and adaptation focused on activities undertaken by poor women, including crops farmed by women, forest products, fibers, coastal fishing, and water uses Number of training sessions held with environmental agencies and other stakeholders on participatory techniques to involve women and men; and number and percentage of women and men attending Evidence that contracts with implementing agencies (e.g., nongovernment organizations) require consultation with women, employment of female staff and community facilitators, and implementation of gender strategies based on gender analysis Number of executing and implementing agencies that employ staff with specialist expertise on gender and climate change Number of training and awareness sessions with environmental agencies and other stakeholders on gender issues in environmentally sustainable development and climate change; and number and percentage of women and men attending

ANNEX II: SAMPLE GENDER INDICATORS & TARGETS FOR ACTIONS ON CLIMATE, FORESTS & LAND

The following gender indicators and targets have been developed by UNDP. They have been tested, evaluated, and updated based on the results from climate, forests, and land projects, including initiatives financed through the UN-REDD Programme, Green Climate Fund, and GCF Task Force.

Sample Gender Indicators

- 01** — % and # of women and female youth involved
 - 1) in workshops, consultations, trainings, etc., and
 - 2) consulted with in any validation process
- 02** — % and # of women participants who felt they
 - 1) could actively participate
 - 2) understood the activities being undertaken
 - 3) had their perspectives taken into account
- 03** — % of employed staff in REDD+ agencies as managers, project & field staff who are women
- 04** — # of training/workshops sessions designed to account for women's constraints (e.g., safety issues, childcare, women's only groups, etc.).
- 05** — Evidence of inclusion and/or improvement of women's resource & tenure rights in laws or regulations.
- 06** — Evidence that sex-disaggregated information on women's & men's access to & use of forests integrated to REDD+ design and implementation.
- 07** — Identify PES participants by gender, age group, race, type of family, number of children
- 08** — % and # of women recipients who report that the knowledge and support obtained from training and extension services was helpful. Measured 1 year, 2 years and 4 years after they were given

Sample Gender Targets

- 01** — Women represent at least **40%** of workshop participants & those in decision-making bodies & management/support teams
- 02** — REDD+ Strategy integrates explicit gender considerations in all of the following areas:
 - 1) objectives/goals;
 - 2) activities;
 - 3) institutional arrangements;
 - 4) safeguards, etc. (to be further defined pending scope of strategy)
- 03** — **90%** of women participants felt they at least 'adequately'
 - 1) understood the topic being discussed
 - 2) could actively participate and
 - 3) had their perspectives taken into account
- 04** — **30%** of REDD+ lending or investment in projects and private sector businesses are earmarked for women-led businesses/projects (e.g. women entrepreneurs, women's groups, women co-ops, etc.)

If baseline is not known, gender targets can still be established using a year 1 of the project as the baseline. For example:

Year 1: Baseline

Year 2: 20 to 30% increase in women participating in social forestry activities over baseline

Year 3: 30% increase in women participating in social forestry activities over baseline

ANNEX III: BEYOND HEADCOUNTS: MONITORING EFFECTIVE PARTICIPATION IN MEETINGS AND WORKSHOPS

The table below is a tool for analyzing gender equity in meetings and workshops, not only considering the balance of men and women taking part, but also the quality of their participation and contribution to dialogue and decision making. The use of the tool is simple: Ask at least one person to complete this sheet during the meeting/workshop. After the event, the results are presented to the participants with a reflection on possibilities to maintain or improve the quality of participation in the future, depending on the level of equitable participation results achieved. This UN-REDD table is adapted from CIFOR (2014): "Field guide to Adaptive Collaborative Management and improving women's participation".

	Women	Men	Observations
# of participants			
# of participants who present or express their opinion			
# of participants who propose something that is accepted or adopted			

ANNEX IV: CHECKLIST FOR GENDER-RESPONSIVE WORKSHOPS

This simple checklist has been developed by UNDP and the UN-REDD Programme in order to help workshop organizers design and implement gender-responsive workshops, whether at the regional, national, or local levels. Depending on the scope, location and target audience of the workshop, the exact activities to be undertaken will vary slightly from workshop to workshop. Please contact the staff listed at the end of this checklist for any additional questions or assistance. Available [here](#).

PREPARATION/DESIGN FOR THE WORKSHOP

- In any terms of reference prepared for workshops, include requirements that they be designed and implemented using a gender perspective.
- Identify workshop facilitators/organizers that have experience on gender. When possible promote the use of a male-female facilitation team.
- Discuss importance of integrating a gender approach with the facilitators/organizers.
- Ask organizers to encourage a sufficient number of women to attend (at least 30%).
- Consult with women/gender-focused organizations and ministries/departments to help identify 1) who the potential key women stakeholders might be and 2) potential gender dynamics that might exist which should be addressed in workshop design (e.g. need for mixed groups, women/men only groups).
- Make note in the invitation letter that women are encouraged to attend.
- Design workshop information in a manner that is also relevant for women's use and conservation of forest resources.
- To help promote their availability to participate, arrange workshops at a time and location that works well and is safe for women, as well as organize childcare options and meal arrangements, if possible, to avoid conflict with women's daily responsibilities (particularly for those workshops held at the community/local level).
- Assess if women participants have capacity gaps and provide extra support to them prior to the workshop so that they can actively participate.
- For workshops at local level, support from village leaders can have a catalyzing effect in promoting women's participation. Speak with them to raise their awareness on the value of women's active participation and ask them to support women's participation.
- Set clear targets for women's participation – with at least 30% female participation. It is recommended to promote that women make up at least 40%.
- Develop gender indicators to, at a minimum, measure women's and men's attendance and active participation.

DURING THE WORKSHOP

- At the start of the workshop, undertake a gender responsive pre-workshop survey, to help collect data on women's and men's existing knowledge and the dynamics they face around REDD+. See the UN-REDD workspace [here](#) for links to sample surveys.
- Prepare a sign-in sheet that requests participants to identify sex, with the choices of 'male', 'female' or 'prefer not to specify'.
- Integrate (as relevant) gender considerations within the technical content of the workshop. This will vary depending on the theme of the workshop.
- Use materials (e.g. photos, graphics) that highlight women's role and contributions.
- Document perspectives shared by women/men. Record number of interventions made by men/women and how their ideas are handled. (Click [here](#) and view p.44 for a helpful table to record such information.) This can help identify if corrective measures need to be taken to promote active participation from women and/or men.
- Take photos of women actively engaged that can later be disseminated.
- At the end of the workshop, undertake a gender responsive post-workshop survey to assess women's and men's perspectives on workshop content, usefulness, etc. See the UN-REDD workspace [here](#) for links to sample surveys.
- Collect any data necessary during the workshop that is needed for the gender indicators and targets that were developed in planning, if any.

AFTER THE WORKSHOP

- Compile and analyze results of any pre- and post-workshop surveys, including any potential differences in responses from women and men.
- Debrief with the organizers on the gender aspects of the workshop, including any cultural issues or gender gaps that occurred. List ideas for improvement.
- In any reports and articles related to the workshop, highlight the gender aspects of the workshop and any notable achievements/progress.

ANNEX IV: PERCEPTION SURVEYS FOR MEASURING GENDER RESULTS

The following two surveys are adapted from the GCF Task Force implementation grant in Jalisco and were developed with the support of FONNOR.

Sample Survey I: Perception of the Session: Escuelas de Campo (Rural Training Programme)

Town: _____ **Municipality:** _____

Meeting Location: _____ **Duration:** _____

Name of the Session: _____

Objective of the Session: _____

Question	Yes	No
Do you believe that the session was designed with you in mind?		
Why?		
Did the course taken into consideration women's views on problems and solutions?		
Did the course make visible women's contributions to the family and community economy?		
Did the invitation and timing make your participation feasible?		
Were any themes proposed by the female participants?		
Which one(s)?		
Were any themes proposed by the young participants?		
Which one(s)?		

Gender: _____ **Age:** _____

Do you identify as Indigenous?

Yes No

Náhuatl
Mixteco
Other

Thank you for your excellent participation!



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ANNEX IV: PERCEPTION SURVEYS FOR MEASURING GENDER RESULTS





Sample Survey II: Evaluation Survey: Training Course

The purpose of the following instrument is to collect information to evaluate the course _____ in order to identify opportunities to offer training that meets participants' expectations and is useful to their work.

Course name: _____ **Facilitator name:** _____

Session date: _____

Instructions: Read the following, calmly, and mark with an X the response that best corresponds:

				
On the session				
Met the objectives				
The theme was adjusted to your needs				
Met your expectations				
The content was				
The duration was				
It was useful for my work				
On the facilitator				
Started promptly				
Outlined the objectives of the session				
Understands the topic area				
Answered questions				
Promoted the participation of women and youth				
Used examples to clarify concepts				

Suggestions: What topics do you propose to increase the participation of women and young people?

Gender: _____ **Age:** _____

Thank you for your excellent participation!



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