
Gender Assessment

FP128: Arbaro Fund – Sustainable Forestry Fund

Ethiopia, Ghana, Sierra Leone, Uganda Ecuador, Paraguay, Peru | MUFG Bank | B.25/02

18 February 2020



Annex to the GCF Funding Proposal

Gender assessment and action plan

1 Gender analysis/assessment

1.1 Methodology

The gender analysis/assessment has been prepared based on the “Gender Analysis/Assessment and Gender and Social Inclusion Action Plan Templates” and covers “Part I: Gender Analysis/Assessment: Template (Project/Program Level)” based on the guiding questions listed therein and the Gender Policy of the Arbaro Fund. The gender analysis/assessment is based on quantitative data and qualitative evidence derived from a desk review of existing literature and secondary databases, including:

- CIF (2017): Gender and sustainable forest management. Entry points for design and implementation;
- CIFOR (2012): Forests, trees and agroforests. A strategy for gender-responsive research and action;
- CIFOR (2012): Women, men and forest research. A review of approaches, resources and methods for addressing gender;
- FAO Gender and Land Rights Database;
- FAO (2007): Gender Mainstreaming in Forestry in Africa;
- FAO (2011): Governing Land for Women and Men. Gender and Voluntary Guidelines on Responsible Governance of Tenure of Land and Other Natural Resources;
- FAO (2013): Forests, food security and gender: linkages, disparities and priorities for action;
- FAO (2013): Governing Land for Women and Men. A Technical Guide to Support the Achievement of Responsible Gender-Equitable Governance Land Tenure;
- FAO (2014): State of the World’s Forests. Enhancing the socioeconomic benefits from forests;
- FAO (2016): How to mainstream gender in forestry. A practical field guide; and
- World Bank Development Indicators Database.

Specific analysis of gender issues in the forestry sectors of the target countries is largely not existing. Where available the conclusions do not differ significantly from the outcomes of more general gender analyses for the forestry sector in developing countries. Therefore, the gender analysis/assessment is separated into two broad sections. Section 1.2 analyses wide-spread gender issues in the forestry sector in developing countries that are relevant to the Arbaro Fund’s operations. Section 1.3 provides a gender analysis/assessment for each target country with a special emphasis on national gender strategies/policies and gender issues in land rights.

1.2 Sector analysis: gender issues in forestry

Methodology and overview

While the forestry sector is clearly not gender-neutral, data is scarce – especially on country level. The presented gender issues (Table 1) were identified through a desk study of secondary literature and data mainly furnished by the FAO and CIFOR. Most reviewed studies analyse rather general gender issues in forestry. While the conclusions apply to the Arbaro Fund’s target regions and will very likely apply to most of the investments, country- and project-specific aspects will need to be considered, too. However, gender analyses for the forestry sectors in the Arbaro Fund’s target countries are largely not available – and where available do not provide significantly different insights compared to the meta studies. Moreover, most of the presented conclusions were derived from qualitative rather than quantitative evidence. In 2016, the FAO published a practical field guide about how to mainstream gender in forestry. The authors note:

“There is a major lack of sex-disaggregated and socioeconomic data in the forestry sector – only some employment data exist for the formal forestry sector. Moreover, women’s activities in the forestry sector are often concentrated in the informal sector, particularly those related to wood energy, SMEs, and NWFP value chains. ... The gap in sex-disaggregated data has posed a significant challenge to policy planning.”

TABLE 1: IDENTIFIED GENDER ISSUES IN FORESTRY RELEVANT TO THE ARBARO FUND

Issue	Data type	Source
Informal economies and markets are the dominant source of livelihoods in rural areas; the engagement in forestry value chains is often crucial for rural women’s livelihoods and the well-being of their household	Qualitative	FAO
The share of formal female employment in forestry sector is low (9% in Africa, 17% in Latin America and the Caribbean) and significantly lower than in the overall economy (42% in Africa, 40% in Latin America and the Caribbean)	Quantitative	FAO
Women employed in the forestry sector tend to earn lower wages and to suffer from bad working conditions	Qualitative	FAO
Formal forestry management is dominated by men, particularly in Africa	Qualitative	FAO
In Africa, female foresters have limited chances to advance in forestry organisation due to cultural constraints; women’s work is appreciated less than men’s	Qualitative	FAO
Women tend to prefer flexible working conditions that do not clash with their day-to-day household responsibilities	Qualitative	FAO
Women’s time poverty and physical safety concerns limit their access to and use of forest resources and related activities	Qualitative	CIF
In Africa, forestry is influenced by patriarchal and socio-cultural norms and the division of labour between the sexes,	Qualitative	FAO

which makes it difficult for some women to enter the forestry sector and remain in it		
In Africa, employment opportunities for women tend to be constrained to areas considered suitable for women such as tree nursing or planting	Qualitative	FAO
In Africa, women working the forestry sector sometimes suffer from sexual harassment	Qualitative	FAO
Women play a minor role in the formal forest sector and in informal activities that generate income; their role is confined to the collection of forest products for subsistence use; typically, rural women rely on forests for products such as firewood, fodder and non-timber items such as honey or medicinal herbs for household consumption, while men generally view forests as a source of timber for construction or trade	Quantitative	FAO
Changes in tree cover and loss of community access to forests can have a disproportionately adverse impact on women, with indirect impacts on households and consequently on the livelihoods of five to ten times as many people	Qualitative	CIFOR
Women's access and property rights to forest, tree and land resources are insecure, e.g. by exclusion from decision making	Qualitative	CIFOR
(Customary) law and socio-cultural norms prevent women from accessing resources and land, having control and ownership rights and restrict their participation in decision-making processes; lack of tenure rights limits women's access to financial resources and income-generating opportunities	Qualitative	CIF
Customary law represents a challenge to women's land ownership, which is of particular concern in forest restoration and plantation settings, and agroforestry systems; men remain the principal landowners, limiting women's land and tree ownership	Qualitative	CIF
In agroforestry systems, women only rarely share ownership of trees and have little authority over high-value tree products; processing, marketing and many high-value woody goods are considered male domains; men tend to control the use of income generated from tree sales	Qualitative	FAO
In Africa, due to wide-spread patriarchy, gender issues tend to be trivialised; women tend to have no property rights or access to land or forests and the benefits derived from them	Qualitative	FAO
Women lack formal education, employment and personal networks	Qualitative	CIFOR

Sex-disaggregated employment statistics for the forestry sector are not always available	Qualitative	FAO
Non-participatory approaches might not address the specific local constraints of women effectively	Qualitative	CIFOR
Issues such as HIV/AIDS, prostitution and childbirth might be comfortable for managers to analyse and address	Qualitative	CIFOR
Women often have highly specialized knowledge of trees and forests in terms of their species diversity, management and uses for various purposes, and conservation practices; women often have a strong body of knowledge and expertise that can be used in climate change mitigation, disaster reduction and adaptation	Qualitative	FAO
High illiteracy rates among women limit their participation in capacity programmes; technical or written communication or the use of non-native languages can hinder women's understanding	Qualitative	IUCN
Inappropriate gender advocacy, such as confrontations, will hamper the support of men for gender mainstreaming	Qualitative	IUCN

Synopsis

Women rarely formally own land or trees. Women are generally underrepresented in forest user groups, such as village forest committees or community forest associations. Women's participation in stakeholder consultations is often nominal (see country analysis) and women tend to be enlisted for decision making only when resources are degraded.

In rural areas of the target countries women tend to mostly engage in subsistence activities such as cultivating food crops and collecting fuelwood and non-wood products from natural forests. Women tend to disproportionately bear the costs of subsistence tree and forest management – yet realise only a fraction of the benefits. Climate change, deforestation and loss of community access to forests can have a disproportionately adverse impact on women, with indirect impacts on female-headed households and their extended members.

Gender equality is not only a social and moral imperative, but also an economic need. Women represent nearly 50% of the world's population, yet they account for only about 41% of the formal workforce. In forestry, this share is much lower; forestry is often perceived as a male sector. Formal female employment in the forestry sector is low and comparable to other land use sectors such as agriculture or mining, ranging from 9% to 27%, with the lowest values in Sub-Saharan Africa (9%) and Latin America (17%) (Figure 1).

FIGURE 1: FEMALE EMPLOYMENT IN THE FORESTRY AND SELECTED WOOD PROCESSING SECTORS (2011)

Region	Female employment as a proportion of total employment (%)				
	Forestry	Sawnwood and panels	Pulp and paper	Forestry sector	All economic activities
Africa	n.a.	8	10	9	42
Asia and Oceania	21	30	28	27	39
Europe	15	20	27	20	46
North America	n.a.	16	24	20	47
Latin America and Caribbean	10	14	28	17	40
World	18	23	27	24	41

Source: FAO

Officially, the global forestry sector employs almost 14 million formal workers. However, especially in developing countries, the share of the informal workforce in the sector is significant and assumed to be many times higher than the formal workforce. In the forestry sector of the target regions women tend to participate in informal subsistence or non-cash activities significantly more than men, as seen in wood fuel and charcoal production statistics (Figure 2).

FIGURE 2: WOOD FUEL AND CHARCOAL PRODUCTION BY GENDER AND ENGAGEMENT (2011)

Region	Full-time (in millions)		Part-time (unpaid) (in millions)	
	Men	Women	Men	Women
Africa	19	<1	23	152
Asia and Oceania	11	<1	110	521
Latin America and Caribbean	7	3	2	33
World	37	4	135	706

Source: FAO

1.3 Country analysis

Methodology

Despite its focus on natural forests, available sector level analysis illustrates key gender issues in forestry and subsistence activities in rural communities in developing countries. This section augments these considerations with quantitative and qualitative data related to general national gender issues in the Arbaro Fund's target countries. Selected comparative gender related development indicators such as national employment rates disaggregated by sex will be presented. In addition, national gender strategies/policies, the legal framework and gender issues in land rights will be discussed separately for each target country. Gender in land tenure is of great relevance to the Arbaro Fund because the targeted reforestation/afforestation projects will require relatively large areas of land. In many cases, these areas will be rented or leased from local communities. Gender issues resulting from disparate land rights create one of the biggest gender challenges in rural communities in developing countries, as land use tends to be the main economic or subsistence activity, especially of women. However, women tend to

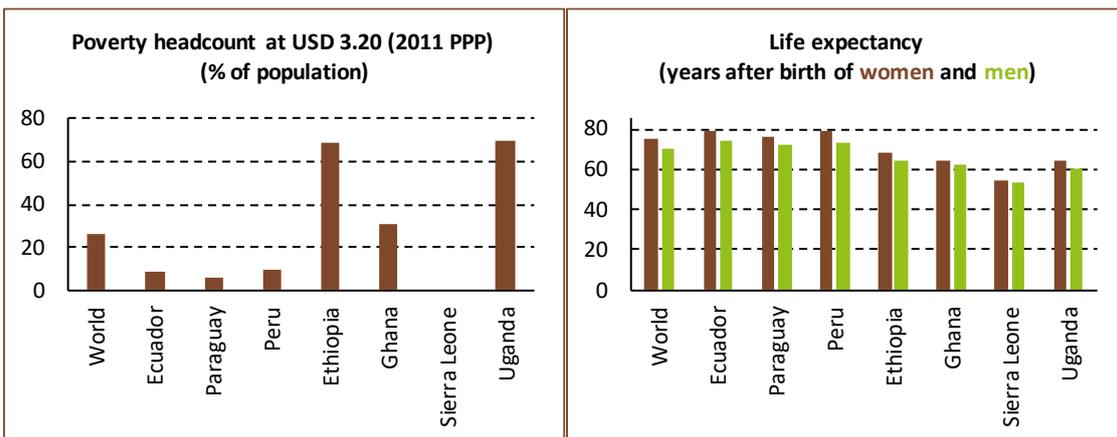
have less land rights than men. In addition, the Arbaro Fund will oftentimes consult community councils when leasing land, where women tend to have only limited decision-making power.

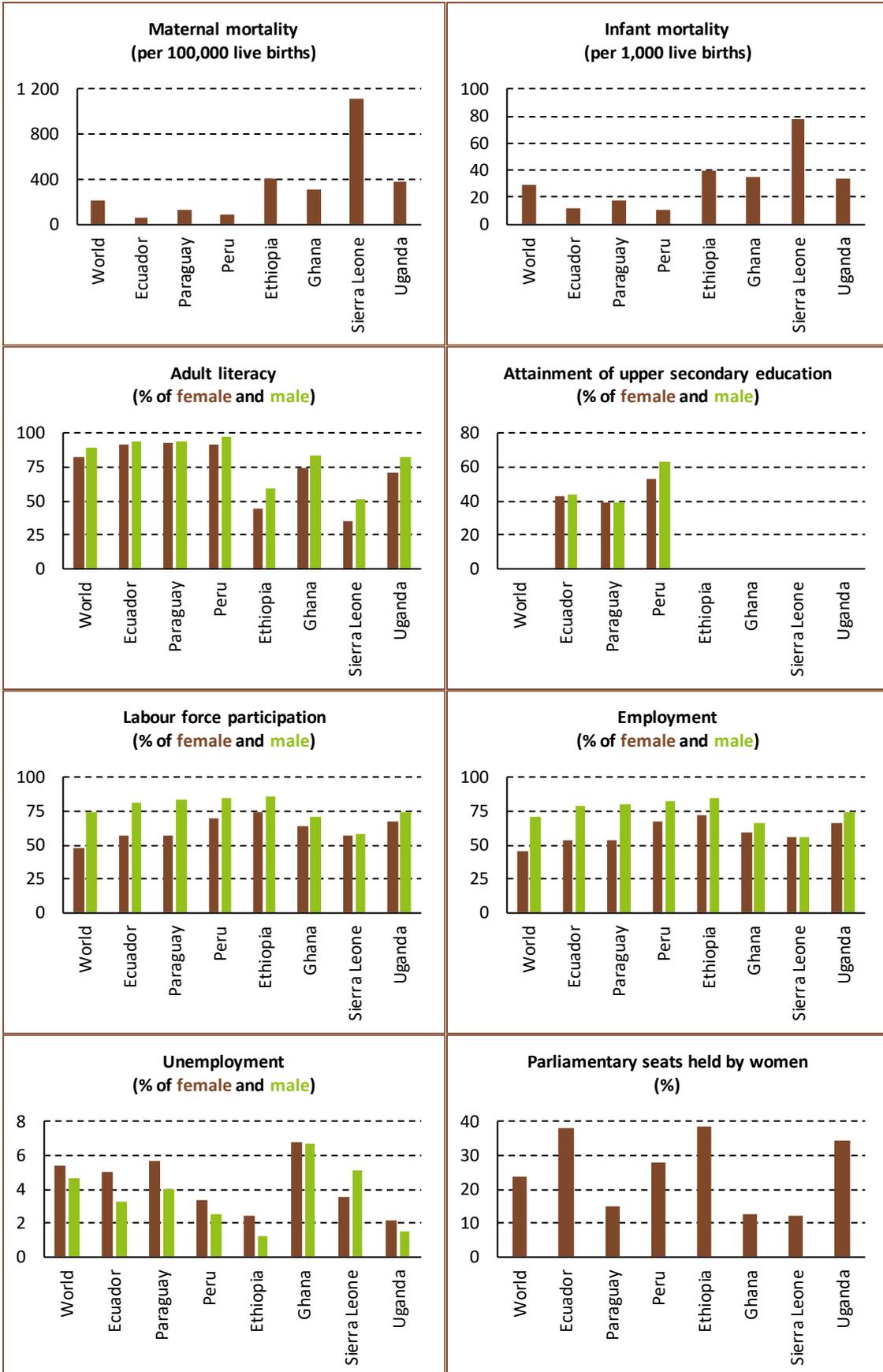
National gender related development indicators

Several national development indicators show significant gender inequality in the Arbaro Fund’s target countries (Figure 3). While women have a higher life expectancy than men in all target countries, the risk for pregnant women to die at birth is still elevated in the Sub-Saharan African target countries, especially in Sierra Leone with 1 120 deaths per 100 000 live births. Educational data is fragmented and not available for the Sub-Saharan African target countries. In the Latin American target countries, adult literacy is high and comparable between women and men, but the attainment of at least upper secondary education is low. Peruvian men achieve the highest value in the sample with ca. 60% compared to ca. 50% for Peruvian women.

Gender inequality becomes most obvious in economic and political participation indicators. Labour force participation and employment rates are roughly equal only in Sierra Leone. Inequality is significantly higher in the Latin American than in the Sub-Saharan African target countries, where both the labour force participation and the employment rate of women is between 15 (Peru) and 27 (Paraguay) percentage points lower compared to men. Similarly, the unemployment rates of women in the Latin American target countries are significantly higher than the unemployment rates of men, however at a lower scale. Only in Sierra Leone, the unemployment rate of women (4%) is slightly lower than of men (5%). The share of seats held by women in the national parliament is less than half in all target countries, but the average of ca. a quarter compares with the world average. The countries with the highest political participation of women in the sample are Ethiopia (39%), Ecuador (38%) and Peru (28%), the countries with the lowest values are Sierra Leone (12%), Ghana (13%) and Paraguay (15%).

FIGURE 3: SELECTED GENDER RELATED DEVELOPMENT INDICATORS FOR THE TARGET COUNTRIES





Source: World Bank

Ethiopia

The constitution prohibits gender-based discrimination. Ethiopian government has set a National policy on Ethiopian women in 1993 with the goal of improving the conditions of women in political, social and economic life. In 2006 the Ministry of Women's Affairs (MOWA) developed a National Action Plan for Gender Equality for the period from 2006 to 2010. Additionally, as part of Growth and Transformation Plan II (GTP II), one of the Major Targets is to "Develop Women empowerment, participation and ensure their benefits". The National Forest Sector Development Programme mentions gender mainstreaming as a key component to be considered. Ethiopia's National Adaptation Plan (NAP) identifies gender as a key consideration and recognizes women as particularly vulnerable to climate change due to socio-economic inequalities that hamper their adaptive capacity.

The country is a federation of ethnically-based administrative states. Eighty-three% of the population lived in rural areas in 2005. Women accounted for 50% of the rural population in 2004. Agriculture is the main source of livelihood for more than eight out of ten people. Agriculture accounted for 44% of GDP in 2009; industry and services accounted for 13% and 43% respectively. In 2005, the agricultural sector employed 85% of the economically active population. Although the country has a potential for agricultural development, only about 20% of the total arable land area is cultivated.

Additionally, agricultural production is extremely vulnerable to climatic conditions and the disruptive impact of war and civil conflict, which have led to several policy reversals since 1990. Subsistence, rainfed farming system dominates agriculture. Almost 12 million smallholder farmers produce about 95% of agriculture's share of GDP; more than half of the country's smallholders have 1 ha or less of land. The main crops include coffee, cereals, maize, sorghum, wheat, barley and millet. Cereals account for about 70% of the agricultural GDP. In 2005, 12 753 000 women were active in agriculture, accounting for 45% of the agricultural labour force and 77% of all economically active women.

Land reform was implemented in 1998. As a result, systematic registration and user-right certification have taken place in four regions: in the Tigray region since 1998 and in the Amhara, Oromiya and Southern Nations, Nationalities and People's Region since 2002. Since 1998, more than 5 million certificates have been delivered, which is the largest delivery of non-freehold rights in such a short time period in Sub-Saharan Africa. The new federal and regional land-use proclamations are the basis of the land reform and they include more detailed rules and regulations for improving tenure security for land users, promoting land conservation and facilitating investment.

Land is state property and citizens have user rights. Inheritance of user rights is allowed, but land use rights may not be mortgaged. Foreign investors are permitted to mortgage leased land. Unlike the rest of the country, the Tigray regional state has a gender-progressive land proclamation and progressively implements it. Here, land registration took place very early and both husbands and wives have equal rights to land: land is registered under both of their names and upon separation and dissolution of marriage, they take away equal shares of the land.

Nevertheless, despite the legal provisions of federal and regional laws envisaging joint land certification of husbands and wives, rural women still do not have effective access to land

resources. In certain areas, such as the southern part of the country, land reforms have not yet been fully endorsed because of traditional patriarchal practices or beliefs centred on male domination, where women's access to land is not officially recognized.

Women's rights to land are sidelined despite the legal provisions that envisage joint ownership of husbands and wives. In practice, issues related to the rights of widows, divorced women and polygamous wives are ignored. Although the Constitution guarantees women's rights upon dissolution of marriage, in reality the only way for widows or divorced women to secure their rights to land is to enter into marriage with one of their brothers-in-law. Indeed, if women return to their natal homes, they will not be provided for because traditional inheritance and marriage practices envisage that a woman's right to land resides with her husband.

Laws related to marriage, ownership and inheritance rights remain ineffective because they often conflict with predominant social practices. For example, although the Constitution prohibits bigamy, polygamous marriages are very common in the southern region. Only the first wife is given the right to place her name beside her husband's on land registration and certification forms, while the right to land ownership for polygamous wives remains marginalized.

In addition to being excluded from land and other natural resources, women have limited access to farm inputs. This is a special concern for women-headed households because their livelihoods and the sustainability of their land depend on such inputs.

Although land reforms promoted an intensive process of decentralization and regionalization in order to improve tenure security for land users, land conservation and land distribution, the levels of confidence in local authorities vary across regions. Tenure insecurity is particularly influenced by issues such as land redistribution and land expropriation on the part of the government. Moreover, a user's absence from land, for a period which varies from two to ten years depending on the regional area, results in the permanent loss of land rights. This causes greater tensions among de facto female-headed households.

Even though land reforms have contributed to egalitarian land distribution, land rental markets are very active and are dominated by sharecropping arrangements. Moreover, land reforms in the form of registration and certification which aim to improve tenure security for women are not yet fully enshrined in practice; the traditional gender bias against women cultivating their own land leads single women to depend on male assistance or on renting and sharecropping their land.

Ghana

The constitution prohibits gender-based discrimination. The overarching goal of the national gender policy is "to mainstream gender equality and women's empowerment concerns into the national development process; in order to improve the social, legal, civic, political, economic and cultural conditions of the people of Ghana, particularly women and men, boys and girls in an appreciable manner and as required by national and international frameworks". In consequence, gender issues in climate change are a focus area of the national climate strategy and gender sensitivity a guiding principle of the national adaptation strategy. Ghana's INDC identifies gender as a key adaptation challenge and an NDC support programme to gender

mainstream Ghana's climate action is ongoing. Similarly, another ongoing project aims to gender mainstream the national REDD+ strategy.

About half of the female workforce engages in agriculture, accounting for 44% of the agricultural labour force. Women produce around 70% of food crops, covering 40% of all the cultivable land. About 90% of women are self-employed or work as unpaid family labour in farming, agricultural enterprises or small-scale manufacturing in the informal sector; only a minority of women working in agriculture are independent farmers.

The 1992 Constitution vested all public lands in the President in trust for the people of Ghana and divided land in to two broad categories held under public and customary tenure systems. Public land is vested in the President and managed by Central Land Commissions. Customary land is vested in the customary governments, called stools or skins, on behalf of and in trust for the subjects of the stool. It is estimated that 80% of the country's lands are held under customary land tenure. The various forms of customary tenure cause widespread disputes over land as a result of the difficulty of traditional authorities in identifying the extent of land boundaries.

The system that regulates customary land ownership and land security varies widely across regions, but it generally ascribes men the exclusive property right to land. Women have access to land mainly through the male members of the family, but they might be allocated plots or cultivate their husbands' fields. Moreover, most women are not aware of the existence of the Intestate Succession Law that strengthens their land inheritance rights. Even when women are aware of the law, they often lack support in the process for claiming their rights. Women seldomly participate in lineage, clan or stool meetings where men take most decisions on land issues. If women do participate, they are generally listeners or resource people.

The expansion of commercial agriculture has driven women out of crop production forcing them into petty trade in order to provide food for their family. Furthermore, women are more likely to be allocated less fertile customary land, where it is not possible to cultivate cash crops.

Rural women have less access than men to training and technical information because extension services usually target men as heads of the household. Traditional biases limit women's access to education and decision-making roles in the family and public life. Women's limited participation in politics and public service does not allow their full integration into national decision-making.

Sierra Leone

The constitution prohibits gender-based discrimination. Empowering women belongs to the policy clusters of the national development strategy. In 2000 the National Policy on the Advancement of Women and the National Policy on Gender Mainstreaming were developed to implement the Beijing Declaration and Platform for Action of 1995. The national forestry policy targets gender sensitive stakeholder education and the NAPA identifies raising public awareness and mainstreaming gender perspectives into climate change issues as priority activity "for urgent and immediate adaptation". The G7-Sierra-Leone Partnership for the Implementation of the Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security (VGGT) aims at "addressing issues of gender

inequality across all sectors and issues, including, but not limited to land ownership, inheritance, information, inclusive negotiations and security of tenure”.

In 2010 the agricultural share of the economically active population was estimated at ca. 60%. The female share of the economically active population in agriculture was ca. 62%. Typically, women harvest cassava and process it while men manage rice and tree plantations for cash income. Farms managed by women usually rely on inter-cropping systems that aim to protect the household against crop failure, and vegetable gardens, which provide micro-nutrients, vitamins, minerals, fibre, and slow-release carbohydrates. Women are generally expected to carry the expenditures associated with school fees and medical costs. This makes them prone to entering exploitative debt relationships and being subject to labour exploitation. Traditionally, women are also the primary care-givers in the household. Domestic and farm work mean that there is little leisure time for women or opportunity for their participation in political processes, community activities and training.

The government’s policy on agriculture provides that “there would be an increase and direct access to extension services to women farmers for institutional, information, financial, technical and advisory support”. However, due to the low levels of education, most rural women engage in agricultural activities with no active participation in extension services. Most rural women are self-employed in agricultural activity.

Sierra Leone has a dual system of land tenure: the communal land system where land is vested in the Government and the customary land system where land belongs to a family in the community. The customary system of land tenure is remarkably complex and stems from the historical, cultural and political background of the various communities. In the Provinces, women’s access to land is determined by traditional and religious customs that remain deeply rooted in patriarchal values.

The World Health Organization estimates that more than 90% of Sierra Leonean girls are initiated at puberty into “Bondo”. As part of the rite, a woman known as a “sowei” in the Mende language cuts the clitoris and prepares the girl for adulthood through singing, dancing and teaching domestic skills. This is followed by a three-month initiation in the bush where she is taught how to be a good wife and a good mother. Early marriages hamper the advancement of women and keeps subjugating girls by reinforcing women’s inferior position. Poverty and the premium put on virginity propel many parents into marrying their daughters early, shortly after the “Bondo” initiation rites at puberty.

Uganda

The constitution guarantees gender equality. Several chapters contain provisions that are directly related to women’s equal right to land and that specifically outlaw customs that are against the dignity of women or that undermine their status. Women’s equal right to inheritance has not yet been recognized in national legislation. Regarding the rights of widows, the Succession Act is in violation of the constitution and the country’s international obligations as signatory state to treaties prohibiting sex-based discrimination.

Uganda developed a Gender Policy in 2007 and a roadmap to gender mainstream the REDD+ process. The INDC seeks to “mainstreaming gender into development policies, plans and

strategies as well as observance of human rights in all climate change adaptation and mitigation actions". It is a key priority of the national climate strategy to "mainstream gender issues in climate change adaptation and mitigation approaches in order to reduce the vulnerability of women and children to the impacts of climate change and recognise their key role in tackling the issue" and gender is recognised as a cross-cutting issue. The policy further notes that "climate change response policies and activities must be gender sensitive, and the capacity of relevant stakeholders at national and local levels to promote gender-sensitive approaches to climate change adaptation must be strengthened". Similarly the national forestry policy aims at gender equity, stating:

"The government will ensure that women, youth and poor people are particular beneficiaries in the development of the forest sector. It recognises that there are sections of society that are often marginalised in development processes, and that these groups are frequently the most dependent on forest resources for their livelihoods. The government will ensure the integration of gender concerns and issues into the development of the forest sector. Strategies for implementing the Forestry Policy will specifically account for gender differences in the perceptions and uses of forest products. This will include efforts to:

- increase security of tenure over forest resources for women and youth;
- encourage active participation of women and youth in decision-making, resource management and sharing of benefits;
- promote changes in attitudes and organisational cultures, to break down gender barriers and to provide mutual respect and dignity for all people irrespective of social group, gender or background".

There is a traditional gendered division of labour in the household, with women being responsible for cooking, cleaning and taking care of children and other members of the household. In productive work, women and men have assigned traditional roles, particularly in agricultural production and marketing; men are considered mostly responsible for land clearing and women are responsible for weeding and post-harvest processing. Women also are often responsible for providing food for the household while men are responsible for providing other consumption goods.

Some crops, particularly plantains and tubers, are considered women's crops, while others – mostly cash crops – are considered men's crops. However, the extent to which traditional gender divisions of labour are adhered to varies by region, socioeconomic status and rural/urban and household categories. For example, in households headed by women and in some polygamous households, women perform tasks normally done by men. Women are among the worst affected by poverty because they have scarce access to resources and little or no control over the food they produce. Nationwide, 72% of all employed women and 90% of all rural women work in agriculture. Women are responsible for the production of about 80% of food crops and more than 50% of cash crops.

Customary tenure systems regulate 75% of the total land and are still the most common form of tenure in the country. Customary tenure applies to former public land that has not been registered. Cultural practices related to land dictate that women can access land through their male relatives, such as a father, husband or brother, but in most communities they cannot own land. They can plough the land to produce food crops, but they may not plant perennial crops, sell the land or use it as collateral without permission from men. They may be displaced from

their land or allocated small fragmented plots or marginal lands. Men are also primarily responsible for marketing agricultural products, even those primarily grown by women. Although legal constraints to women's land ownership were eliminated in the new Constitution, women are not always aware of their rights and cultural practices inhibit their access to land.

According to government data, 97% of women have access to land; however, in practice, only 8% of women own land and 7% have property rights. Between 1991 and 1997, 29% of the total female population headed households. As a result of the HIV/AIDS pandemic, many female-headed households are being created following the death of the husband. The country's HIV/AIDS infection rate is 4% and for women it is 3%. Between 1998 and 2003, female-headed households reduced their landholdings by 11%, or 0.3 acres on average, because of the increasing number of distress sales following the death of a husband.

Most women who were being threatened with eviction did not have the necessary documentation as rightful owners of the land upon the death of their husbands. In some cases, it was evident that although women were struggling to keep their land, they were not fully aware of the boundaries of the land for which they were struggling. As land becomes more of a commodity for sale, some women have been able to access user rights and ownership rights from purchasing land. However, this is true for very few women because the cost of land is so high that very few women can afford it.

The consent clause of the Land Law demands that a person who wishes to use a land title as security should seek consent from the spouse and children if the land title in question is the one on which they live and from which they earn their living. However, some women feel that the consent clause would work only in a monogamous setting. In a polygamous setting where most of them live, it would cause conflict. Agreeing or not agreeing to use the land titles could make the other woman or women unhappy, causing them to behave accordingly. Women also feel that the consent clause does not really empower women or protect their land rights. The fact that the woman does not own the land remains. If she consented and somehow the land was taken, she would be landless. If she did not consent, she would still be landless because the mere fact that she has not consented does not give her ownership. In any case, refusal to consent in a rural setting can expose women to violence.

Ecuador

The constitution prohibits gender-based discrimination. Ecuador has developed a national gender policy, the "Política para la Igualdad de Género"; its overarching goal is to gender mainstream policy making. One of the overarching goals of the national development plan is to tackle problems faced by women. The national climate strategy "Estrategia Nacional de Cambio Climático del Ecuador" recognises that women are particularly vulnerable to climate change. The INDC seeks a gender responsive approach to addressing climate change. The national REDD+ strategy targets to pay special attention to the role of women.

In 2005 the participation rate of women in economic activity was 48% compared to 83% for men. An estimated 37% of the female labour force is active in rural agriculture, of which only 4% under formal employment. Employed women earn ca. 10% less than men under similar conditions.

Particularly young women tend to migrate from rural areas to the cities or to neighbouring countries due to a lack of employment opportunities.

The agrarian reform initiated in 1964 awarded land in usufruct to cooperatives. The law gave priority to heads of household, typically men, whose main activity was agriculture and who did not own land or only had very small property. In 1973, another comprehensive agrarian reform maintained these provisions, which effectively excluded women from the allocation of land as a result of cultural impediments that did not recognize women as farmers or heads of households. In addition, then effective regulations exacerbated the situation by stipulating that the husband was the administrator of marital property. The agricultural development act “Ley de Fomento y Desarrollo Agropecuario” of 1979 limited these effects and prioritised smallholders. The mountains and the coast have very different property patterns. Women and couples own a higher share of land in the mountains than on the coast, where land ownership is dominated by men. This is partially explained by the higher share of indigenous people in the mountains.

Paraguay

The constitution prohibits gender-based discrimination. Paraguay developed a national gender in climate change strategy, the “Estrategia Nacional de Género ante el Cambio Climático”; its overarching goal is to promote the active and effective incorporation of gender issues in national climate policy making. Similarly, the national forest strategy aims to reduce gender imbalances in the forestry sector through tailored measures. The INDC intends to pay particular attention to women’s needs.

In 2007 labour force was 2.9 million people, of which ca. 1.1 million (38%) women. Of the female labour force 22% is dedicated to agriculture, 69% to services and 9% to industry. Many women adopt leadership of rural households when men are forced to migrate to the cities for work. It is estimated that 1 of 5 rural households is lead by a woman. In rural areas women are typically active in subsistence agricultural and to some extent small agricultural trade. However, most of these activities are not part of the formal economy. Women in rural areas have only very limited access to education, credit and land.

Almost 9 of 10 productive agricultural units are less than 5 ha large and a tenth of all farms own 80% of the agricultural land. The rapid expansion of intensive agriculture, deforestation, the degradation of natural ecosystems as well as the limited income generation capacity of smallholder farmers are quoted as elevated threats to women in rural areas, as they tend to be relatively more dependent on subsistence agriculture than men.

Peru

The constitution prohibits gender-based discrimination. Peru has developed a national gender in climate change strategy, the “Plan de Acción en Género y Cambio Climático del Perú”; its overarching goal is to gender mainstream national climate change mitigation and adaptation efforts. The national forest and climate strategy “Estrategia Nacional sobre Bosques y Cambio Climático” identifies women as particularly vulnerable to deforestation and lists gender equity

as a strategic principle. The INDC recognises gender as a cross-cutting issue to effective climate change adaptation.

In 2006 the labour force was estimated at ca. 13 million people, of which 43% female. The female labour force was distributed to 33% in agricultural, 8% in industry and 59% in services. On average, women in urban employment earn 30% less than men. The role of women in agriculture varies by region. For example, on the coast, women participate mainly in harvesting activities, while in mountain areas women participate in all agricultural work from livestock, land preparation to irrigation and harvest. In the Amazon region, women participate mainly in subsistence agriculture and in the production of household food. A common element in all regions are numerous household responsibilities of women. In some regions, women became heads of household due to the migration of men and armed conflicts.

The agrarian reform of 1969 allocated almost half of all agricultural land and jungle to one third of rural households. Very few women in rural areas benefited directly from the agrarian reform because the selection criteria effectively favoured men as heads of household. The most recent public policies on access to land aims at supporting the land market. Among the goals are a clarification of rural property rights, modernizing the rural cadastre system and creating an automated system for registering rural property.

Factors that hinder women's access to land are:

- The forced displacement of many women, mainly female heads of household, resulting in marginalization and poverty;
- The limited knowledge of communities and women of women's rights and the limited information disaggregated by gender;
- The strong illiteracy rate mainly of rural women; and
- The absence of identity documentation preventing the exercise of citizenship and civil, political, economic, social and cultural rights, as well as access to numerous basic services.

2 Gender and social inclusion action plan

The Arbaro Fund seeks a gender responsive approach to its investments as described in its Gender Policy. Moreover, the Arbaro Fund is expected to contribute to gender mainstreaming as a co-benefit of its operations. This section describes the intended actions to gender responsiveness on fund level based on prevailing gender issues in the forestry sector and the target countries as identified in the gender analysis/assessment (section 1) as well as the approach at investment / project level.

2.1 Project specific Gender Assessment and Action plans

As part of the investment process, gender issues, following the Arbaro Fund's gender action plan, will be considered in the due diligence where the potential investment is assessed. This due diligence process, which is in detail described in the ESMS of the Arbaro Fund, includes an on-site and location specific due diligence, including stakeholder consultations on women's and men's views of the proposed project.

As a result of the due diligence, project specific requirements are developed using the fund level action plan as guidance. These may include requirements of further assessment or analysis in order to develop a project level action plan.

The project level gender action plans are a requirement as part of the legal documentation with the investee companies. Gender action plans include clear timelines and responsibilities for achieving them as well as remedies in case of non-compliance.

It is envisaged that the Arbaro Fund will make between 8-12 investments. A location specific, on-site gender assessment will be conducted for each of these, leading to a project specific gender action plan. Where necessary, Arbaro Advisors will provide support for the investee companies in developing the action plans and fulfilling the gender targets of the Arbaro Fund. The gender action plans of each investee company will feed into the overall gender action plan and meeting of gender targets of the Arbaro Fund. These will be reported as part of the Arbaro Fund impact reporting.

2.2 Budget and resources

The Arbaro Fund allocates a due diligence budget for each potential investee project. The allocation for gender assessment is part of this due diligence budget. The budget varies from project to project but generally varies from 15-25% of the overall social due diligence budget, overlapping partly with the general stakeholder consultations.

The gender action plan budgets are at the investee company level. Arbaro Fund supervises the appropriate level and allocation of such budgets.

Arbaro will ensure that the necessary capacities are available either internally or with external expert support to conduct the assessment and implement the action plans.

2.3 Fund level action plan

Specific gender issues and the degree to which the Arbaro Fund and its investee companies can mitigate these will differ based on the local context. For example, depending on ethnic, cultural or customary circumstances, organising separate women's groups as means of participation may be more effective than setting representation targets. Particularly cultural and customary barriers belong to the strongest impediments to gender equality, but they tend to differ strongly on regional level, particularly in Sub-Saharan Africa. Therefore, gender issues are analysed as part of the E&S due diligence of an investment opportunity to tailor the presented fund-level action plan (Table 3) to the local circumstances of the investee companies.

Arbaro will use its best endeavours to ensure that the social and economic benefits that the stakeholder groups of its investee projects derive from their operations will be distributed on an equal basis considering the needs of the various groups and noting that such needs may vary between the groups. The Arbaro Fund commits to

- Advance gender equality;
- Advance women's empowerment;
- Minimize gender-related risks and safeguard women's rights; and

- Promote a gender-responsive approach.

The gender analysis/assessment shows that gender inequality and the disproportional exposure of women to climate change is particularly high in rural areas in the target countries. Women mostly engage in subsistence activities and have only limited access to benefits derived from assets such as land or trees. In addition, women rarely participate in decisions over such assets and earn only little to no cash income. Women's formal employment in forestry is marginal and their knowledge and capacity to improve their situation is limited.

The FAO identifies four pillars to mainstream gender in forestry: participation, capacity development, institutions and data collection. The Arbaro Fund can contribute to all areas except for institutions, as it is not involved in public policy making. The Arbaro Fund is expected to contribute most to gender mainstreaming through the four key action areas presented in Table 2. These action areas are mapped against the gender mainstreaming pillars identified by the FAO.

TABLE 2: KEY GENDER ACTION AREAS OF THE ARBARO FUND MAPPED AGAINST THE FAO PILLARS TO MAINSTREAM GENDER IN FORESTRY

Action areas	FAO pillar			
	Participation	Capacity development	Institutions	Data collection
Offer formal employment to women, respecting their specific needs, including on-the-job training opportunities	X	X		
Collect and report gender-disaggregated data on the Arbaro Fund investments				X
In the context of Arbaro Fund's investments promote women's participation in decision making related to land and ensure that benefits derived from by the communities from the Arbaro Fund's operations are distributed equitably	X	X		
Implement community programmes such as training or outgrower schemes in a gender responsive manner	X	X		

The highest impact of the Arbaro Fund is expected in participation and capacity development. Hence, the Arbaro Fund will support tackling several of the most fundamental gender issues in forestry as identified by the FAO:

“Increasing women’s participation in community forest management groups, small- and medium-scale enterprises (SMEs), NGOs, and village administration, as well as in the marketing and sale of non-wood forest products (NWFP) are often the principal entry points for empowering women in the forestry sector. However, aiming for a minimum number of women to be represented among stakeholder groups is not always enough. Women also need higher-level institutional decision-making powers, i.e. at the local and management levels. This will often require a socioeconomic shift that starts with women being empowered through education, training and support for income generation in order to have a say in dialogue and in transformative decisions.”

Based on these considerations the gender and social inclusion action plan (GAP) presented in Table 3 has been developed for the Arbaro Fund. It will serve as a basis for the project specific GAPs of the different investee companies.