

Situation Analysis for Improving Gender Inclusiveness and Participation in Papua New Guinea's National REDD+ Strategy and Policies

Executive Summary

Introduction

A significant source of atmospheric greenhouse gases (GHGs) contributing to global climate change comes from the conversion of tropical forests to non-forests as well as the degradation of such forests, for example, when vast stores of carbon stored in living biomass (and peat) are burned or decompose faster than new growth can absorb carbon from the atmosphere. In Papua New Guinea (PNG) there is substantial potential to ameliorate climate impacts by preventing further forest conversion and improving carbon sequestration on existing degraded and former forests.

Parties to the United Nations Framework Convention on Climate Change (UNFCCC) have developed a climate change mitigation approach designed to incentivize developing countries to reduce carbon emissions from deforestation and forest degradation. This mitigation approach is known as REDD+ and is defined as “reducing emissions from deforestation and forest degradation in developing countries, and the role of conservation, sustainable management of forests and enhancement of forest carbon stocks”. REDD+ aims to incentivize developing countries to contribute to climate change mitigation actions in the forest sector.¹

There are four elements in the UNFCCC Warsaw Framework for REDD+. Two deal mainly with technical aspects of measuring and monitoring forest changes: Forest Reference Emission Levels (FRELs) and National Forest Monitoring Systems (NFMS). Two deal with the mechanics of REDD+ policies, actions and protections and involvement of people in REDD+: National Strategies/Action Plans (NS/APs), and Safeguards/Safeguards Information Systems (SIS).

REDD+ in PNG

PNG is one of nine initial pilot countries under the UN-REDD Programme, and now one of 40 countries in the REDD+ Readiness Phase (to be followed by Demonstration and Implementation Phases). PNG has begun steps toward REDD+ Readiness, such as with the formation of the Climate Change and Development Authority (CCDA) through the Climate Change (Management) Act 2015, and its National Climate Development Policy and Strategy for Responsible Sustainable Development, both derived from the Vision 2050 Strategic Plan. PNG committed to GHG reductions through REDD+ in its 2015 Intended Nationally Determined Contribution under the UNFCCC.²

The CCDA and the PNG Forest Authority (PNGFA) have begun steps to develop REDD+ in PNG. These efforts have included the formation of Technical Working Groups to advise on the process, drafting policies on social safeguards and carbon assessments and initiating pilot projects. These steps are mainly preparatory for a broader national REDD+ program, which entails development of a national strategy for REDD+ followed by national policies for REDD+. With the support of the UN-REDD Programme, the Forest Carbon Partnership Facility (FCPF) and several other international agencies, these national REDD+ processes are now underway.

¹ UN-REDD Programme (2016). “About REDD+”. Factsheet. Available at <http://bit.ly/2fcTm6W>

² For more information, see Papua New Guinea's 2015 INDC located at http://www4.unfccc.int/Submissions/INDC/Published%20Documents/Papua%20New%20Guinea/1/PNG_INDC%20to%20the%20UNFCCC.pdf

Rationale for gender in REDD+ in PNG

Careful consideration of gender issues and full and effective stakeholder engagement during the development and implementation of PNG's REDD+ Strategy can complement and promote PNG's existing gender goals and obligations and act as a broader national catalyst for greater social inclusion and gender equality. It is important to integrate a gender perspective early in the process of developing PNG's national REDD+ Strategy and policies because the REDD+ Strategy will influence subsequent components of REDD+.³ In this regard, gender considerations and full and effective stakeholder engagement practices should be developed in tandem with the primary REDD+ objectives to meet PNG's targets for GHG emissions and goals for sustainability.

To help in this process, a situation analysis on improving gender responsiveness and stakeholder participation in PNG's national REDD+ Strategy and policies was undertaken in order to identify gaps, needs and corresponding recommendations for consideration by the architects of the REDD+ Strategy and policies. This analysis involved taking stock and reviewing the current status of gender and stakeholder dynamics within the country, including within both informal and formal (e.g. policies, institutions, etc.) spheres as well as formulating a set of recommendations, which could help address the identified gaps and needs for promoting fair, effective and gender-responsive stakeholder engagement in the REDD+ process.⁴

PNG has an ongoing history of improving gender policies and support for women in efforts to counter its low rankings in gender equality and parity. Reasons to incorporate gender considerations and full and effective stakeholder engagement in PNG's REDD+ Strategy and policies fall under three broad categories: legal, practical and ethical.

1. Legal considerations include the multiple UNFCCC decisions⁵ that refer to gender, and which PNG needs to consider as it develops REDD+ programs intended to comply with UNFCCC standards. PNG is also a signatory to several additional international human rights treaties on gender equality, such as the UN Conventions on the Elimination of Discrimination Against Women and the 1995 Beijing Declaration and Platform. Moreover, there are a number of PNG national statutes and policies, dating back to PNG's Constitution, that both guide gender inclusion, and dictate gender requirements that should be met in PNG's REDD+ Strategy. Such national laws and policies include the Gender Equity and Social Inclusion Policy, PNG Vision 2050, and the Strategy for Responsible Sustainable Development for PNG. As REDD+ is rolled out in PNG, it will also need to comply with these gender-related requirements at the provincial level and eventually with local level governments where projects are undertaken.
2. Practical reasons include a multitude of factors which, if properly considered, will increase the efficiency, effectiveness and sustainability of REDD+ action within the country. For example, women's and men's differentiated needs, uses, skills, and knowledge on forests and natural resources can provide critical data that can then inform and aid in the successful planning and implementation of REDD+ programs. REDD+ workloads and benefits that are unequal among women and men can destabilize REDD+ programs and can lead to difficulties or even outright failure. Given PNG's diverse cultures often segregate gender roles and expectations in different

³ Forest Reference Emission Levels (FREL), National Forest Monitoring System (NFMS), Safeguards Information System (SIS)

⁴ Particularly in the earlier phases of developing the National REDD+ Strategy, because additional measures will become apparent as the Strategy takes form and key stakeholders are identified.

⁵ For more information on the UNFCCC decisions and conclusions that specifically pertain to gender please see: UNFCCC (2015), "Draft Compilation of Decisions, Subsidiary Body Reports and Adopted Conclusions Related to Gender and Climate Change", available at http://unfccc.int/files/meetings/bonn_jun_2015/application/pdf/gcc_drc_2015_1.pdf

ways, REDD+ will need to adapt to and work with local cultural contexts, such as land tenure traditions, among others. To the extent these contexts are gender-specific, REDD+ must be prepared to adapt to the gender contexts or risk alienating stakeholders and project failures.

3. Ethical considerations include aspects of gender equality and full and effective stakeholder engagement, among others. Women and men across different stakeholder groups will potentially be impacted differently by the REDD+ Strategy and corresponding policies. Given that substantial gender inequities already exist in PNG, from education and health to economics and politics, these potential impacts demand careful consideration during REDD+ design and implementation. Flexibility in this process is also needed, to help adapt REDD+ policies if unfair or undesired outcomes develop or become apparent during implementation. As a major initiative, REDD+ has an ethical obligation to work to correct inequity where it can and avoid perpetuating inequity where it exists.

General Findings

The empowerment of women and gender equality are core issues for PNG's development. In PNG women are generally underrepresented as decision makers and in positions of power but they play key roles in the economy and resource management and often significantly impacted by any changes in resource management policies. Women rank well below men in almost all measures of health, education, employment, access to economic resources, political voice and decision-making. The Gender Development Index has regressed since 2000. In PNG natural resource use is a gendered practice. Women are often mostly responsible for specific subsistence needs of the family. Over 80% of PNG's food is produced by women and women contribute more than 60% of the effort involved in the country's food production. Since REDD+ directly links to forest use and local food production in PNG, the importance and roles of women in REDD+ must be emphasized.

However, gender-sensitive participatory approaches in REDD+, and natural resource management in general, have often been lacking for various reasons including: poor policy, underfunding, cultural inertia, insufficient data, lack of political will, corruption, inadequate technical capacity, poor access to information, and lack of inter-agency coordination. Thus, in terms of gender and stakeholder participation, REDD+ in PNG cannot follow business-as-usual and expect to comply with established international standards and criteria for REDD+. Moving forward, implementing REDD+ will require better outreach and participation than has been seen in past conservation and payment-for-ecosystem-services projects within the country. Success of REDD+ in PNG depends upon greater inclusion of women, as well as men and youths, from planning through implementation.

Summarized below are the key findings of the report organized across three main themes: 1) policies, laws and regulations, 2) institutional arrangements and 3) REDD+ implementation. These findings have informed the recommendations, which are presented in the following section.

Policies, laws and regulations

PNG's diverse cultures can create obstacles for REDD+ reforms that try to change gender perceptions and roles, or for REDD+ policies that require women in roles outside of traditional norms and practices. Insufficient funding and government support also constrains execution of existing gender policies.

The analysis revealed that the majority of REDD+ actors do not have gender responsive stakeholder consultations adequately captured in guidelines or policy. Despite lacking such formal gender sensitive stakeholder engagement guidelines, the contributors interviewed in this assessment did exhibit awareness of gender implications in their stakeholder engagement activities. Thus, it was also found that cultural

familiarity and experience can help bridge the gap between policy development and implementation. To ensure consistency, policy frameworks or guidelines for inclusion of women are necessary for success and should allow for adaptation and capture informal practical knowledge and skills on how to address gender dimensions within stakeholder engagement processes.

Institutional arrangements

A 2014 assessment by CCDA confirmed stakeholder understanding was weak and information on REDD+ was not freely shared. As such, current practices of gender inclusion (in outreach and participation) in REDD+ can be improved. Technical Working Groups (TWG) have been the foundation for stakeholder engagement working with the CCDA in the early formulation of the national REDD+ Strategy and corresponding policies. However, to date, composition of participants within these TWGs has been about 20% female.

Information sharing among partners—government, international markets, donors, NGOs and the rural owners of carbon stocks—is also difficult. Poor communication has fueled unrealistic expectations and other misconceptions that can derail REDD+ activities before they begin to deliver. All departments and organizations interviewed also employ the same basic stakeholder consultation approaches (e.g. focus groups, community meetings, and one-one interviews). However, their approaches are influenced to a great extent by the cultural context of the people or communities they work with. Most had no specific department policy or guidelines that adequately captured gender considerations within their consultation approaches.

Improving the gender sensitivity within stakeholder engagement REDD+ can be facilitated through strategic collaborations with existing women's groups and other stakeholder advocacy groups. Cooperation and coordination across sectors and agencies is weak, which in turn has a ripple effect on all components of REDD+ efforts, including those promoting fair, effective and gender-responsive stakeholder engagement. The national REDD+ Strategy will need to unite the many stakeholders in REDD+ and improve cooperation among them equitably and fairly, in order to develop mutually shared and understood REDD+ objectives. To help guide these stakeholder engagement efforts, key stakeholders are listed in the main report to provide a foundation for building such collaborations (not intended as a comprehensive listing).⁶

REDD+ Implementation

Existing mechanisms and status of consultation and inclusion are insufficient to meet the expectations for adequately promoting gender equality and women's participation. For example, assessing the current status of the gender sensitivity, fairness and effectiveness around stakeholder participation is in part hindered by lack of sex disaggregated data and mechanisms to analyze such data. Additionally, in the interviews that were carried out, most participants felt that stakeholder consultations (at the national and community level) had minimal to no youth involvement.

Even if REDD+ practices are begun in good faith, they will fail if people perceive they are not deriving the expected and deserved benefits. Any exclusion of women, for instance, plants the seed for discontent because their roles managing natural resources are not recognized. Furthermore, over reliance on

⁶ Including 63 that could provide information, 15 that could help in developing the national REDD+ strategy and policy, 34 that could be partners in execution of gender components of REDD+ policies, 38 that have an emphasis on gender issues, 44 that have an emphasis on environmental issues, and 24 possible partners to help execute and guide gender mainstreaming in REDD+ projects and activities.

Incorporated Land Groups (ILG)s⁷ in REDD+ activities, without mechanisms to monitor inclusion of women, presents a significant risk to the success of the project.

The study also revealed that fundamental levels of capacity building are needed in PNG. For example, experience from REDD+ demonstration projects within PNG revealed that some communities are poorly informed of what REDD+ is or what the demonstration project will entail. There are also serious limitations among community members in understanding information on REDD+ that is provided, as well as problems due to language issues, and general disinterest in REDD+. There was a general expectation of future income from their forest. Women interviewed had the least understanding of REDD+, and male leaders had the best. Thus, having participatory, inclusive and gender responsive capacity building and training early in the REDD+ policy cycle and throughout the REDD+ policy implementation with both women and men across all relevant stakeholder groups (government, CSOs, local communities, indigenous people, etc.) will be a key factor in promoting the success of REDD+. And while general deficiencies in education cannot be fixed by REDD+ policy, targeted training with these key stakeholders can go a long way to correcting some problems and increasing the likelihood that REDD+ action will succeed and be sustainable.

Recommendations

A main enabling driver to help promote participatory and gender-sensitive stakeholder engagement in REDD+ will be partnering with a wide range of stakeholders, including existing gender-oriented organizations, during the development of PNG's REDD+ Strategy. Guidance that is particularly relevant for the development of national REDD+ Strategy, and potentially corresponding REDD+ policies, is available from many sources compiled in the main analysis.⁸ General recommendations relevant to gender-responsive and participatory stakeholder participation include:

- Within the institutional arrangements, operationalize PNG's National REDD+ Steering Committee
- Develop an online information resource and feedback mechanism free to the public on the National REDD+ strategy
- To help address issues of poor communication and information sharing, strengthen communication and satellite/cellular internet access in rural communities. While digital stakeholder participation alone will not engage the full target pool, it does provide a powerful, affordable, and non-gender biased tool for stakeholder engagement
- Use existing gender policies and measures to support REDD+ gender-related targets
- Improve gender equity in forestry and REDD+
- Reform land-related policy and legislation to promote direct participation of landowners and forest users, including equitably men and women, in REDD+ allocation of incentive mechanisms
- Improve gender equity by mainstreaming gender considerations in policies, laws etc.
- Dedicate funds allocated for gender-specific activities and groups
- Ear-mark funds for gender under each REDD+ funding window
- Incorporate gender criteria in fund allocation

⁷ An Incorporated Land Groups (ILG) is defined by the Department of Lands & Physical Planning (DLPP) as “...an organized customary group legally given recognition to their corporate nature under the ILG Act. It is a legal mechanism whereby customary groups are empowered to do business, hold, dispose, manage, and deal with land in their customary name. It is a corporative vehicle that enables landowners to participate in the economic development and run their business affairs on their customary land” [p.1] (Department of Lands and Physical Planning, 2012).

⁸ A database of over 200 documents was prepared and delivered to CCDA as part of the review and is available upon request until such information is made freely available on line.

The CCDA has broad powers over all climate related activities in PNG and will be the overseeing agency on REDD+ programs and policies. As such, CCDA is positioned to also help guide gender mainstreaming and participatory stakeholder engagement activities, from requiring collection and use of sex disaggregated data to stipulating inclusion of stakeholders, including those more marginalized, such as women, youth, local communities, etc., in REDD+ capacity building, consultation, and demonstration activities. Such recommendations have been enumerated in the main report, which outline steps that could be taken by the CCDA and other partner organizations, who will be involved in development and implementation of PNG's National REDD+ Strategy. This is not a comprehensive list of recommendations, and as the strategy is designed new options for promoting full, effective and gender-responsive stakeholder engagement will most likely surface. It is also not expected that all these recommendations can or will be executed. Rather the recommendations provide a menu of options for how full, effective and gender-responsive stakeholder engagement can be promoted in the country. The architects of the National REDD+ Strategy should identify those recommendations they feel are most feasible and relevant, then prioritize them accordingly as the REDD+ Strategy, needs and capacities evolve.

The recommendations are grouped in six categories and are consistent with PNG's national gender guidance and UNFCCC decisions on gender, as well as the broader goals of REDD+ partners, such as the UN-REDD Programme and Forest Carbon Partnership Facility (FCPF). This breakdown helps show generally how the recommendation would fit with broader activities and goals in REDD+:

- Capacity building: These recommendations address needs of gender empowerment, mainstreaming and working toward gender equality. Incorporating capacity-building early will help build the ability of the country to study, interpret and act on gender data and issues as REDD+ progresses from planning to implementation. Extensive capacity building is needed for many aspects of REDD+, such as monitoring and evaluation, so incorporating gender considerations in such capacity building can broadly benefit REDD+ in PNG.
- Collaboration: These recommendations are important because REDD+ is not a stand-alone thematic area – it will cut across multiple sectors and agencies. Gender issues cross all lines in society, including the private sector and government. Thus improving gender equality through REDD+ will be most feasible by working with experienced collaborators who can facilitate gender mainstreaming within REDD+ agencies and activities. Building cooperation among REDD+ collaborators can first be addressed by CCDA and PNGFA through their respective TWGs. The most efficient routes involve selection of strategic partners with existing capabilities to advance gender-responsive REDD+ objectives.
- Data Collection and Analysis: These recommendations are provided to improve data for monitoring, evaluation, decision-making and adaptive management. There also needs to be capabilities for proper analysis and interpretation of data, and willingness by relevant parties to use analyses to modify operations at any point in implementation cycles. Without rigorous data (and with it analytic capacity) it is not possible to identify where interventions are necessary, to predict where complications will arise, or to assess progress and effectiveness of existing interventions.
- Leverage: These recommendations could help REDD+ leverage gender-related performance and objectives with its wide range of partners such as NGOs. There will be grants, contracts, payment for services, etc., that REDD+ agencies might be able to use to encourage partners to improve their participation and gender approaches. Although REDD+ primary objectives are about reducing greenhouse gas emissions, in the process of pursuing these goals there is significant potential to drive other development goals, including gender, in the process. To the extent REDD+

can leverage such positive changes, it increases its impact, even in situations where ambitious targets for emissions might not be met.

- **Operations and Policy:** These recommendations center around activities which REDD+ agencies can do as part of their operations, or incorporate into internal policy, that can promote gender mainstreaming. These are the more direct steps that can be taken as part of REDD+ execution to directly move toward gender goals of REDD+ as stated by REDD+ guidelines and policy. Implementing and meeting recommendations such as these will be part of documenting success in REDD+ to qualify for REDD+ payments.
- **Outreach:** These recommendations focus on the substantial outreach REDD+ efforts will employ in PNG to build national and stakeholder understanding of REDD+. This outreach can be capitalized upon to promote gender mainstreaming with little or no additional costs to REDD+ budgets. Since REDD+ will be a national program, it will necessarily entail a great deal of communication with the public, including various stakeholder groups and local communities. Consideration of gender during such outreach will not only benefit REDD+, but it can advance the nation's broader gender policies and objectives.

The recommendations are also grouped into the following three categories for timing of execution across the REDD+ policy cycle:

- **REDD+ Development:** The recommendations that are most appropriate for execution, or to begin execution, during the development phase of PNG's National REDD+ Strategy. These would be most appropriate for initiation early in the overall life of REDD+ in PNG.
- **Crosscutting:** The recommendations that are generally applicable in both the development and implementation phase of PNG's National REDD+ Strategy. These can be considered for initiation early in the overall process, as well as throughout implementation.
- **REDD+ Implementation:** The recommendations that are most appropriate for execution during the implementation phase of the National REDD+ Strategy. These might best follow after the National REDD+ Strategy has been established and shifts into implementation.

Recommendations for the Development of the National REDD+ Strategy

Recommendations	Level of Priority (low, medium, high)
<i>Capacity Building</i>	
Develop a gender issues training module mandatory for REDD+ program managers	high
CCDA, in partnership with the appropriate women's groups in PNG, should apply for funding to support gender mainstreaming and capacity building in REDD+.	low-medium
Use ties with International Agencies, such as AusAID, FAO, to lobby for more scholarships and tuition support for forestry students, especially women. As REDD+ grows in PNG there will not be sufficient trained expertise to meet programmatic demands without supplemental training.	low
Liaise with the existing UPNG Strengthening Conservation Capacity Project (SCCP) program and develop training modules on REDD+; include gender components.	low
<i>Collection and Analysis</i>	
Identify and build a database of women's groups and networks as well as other organizations which represent marginalized groups in communities and provinces that can play roles in leading REDD+ activities and support for REDD+ activities	high
Collect gender aggregated data on current status of women in forestry – numbers of women in different roles in all layers of forestry; learn the foundation representation in the sector,	medium

then identify paths to improve. Require that PNGFA and partners begin to collect data on women in the formal forestry workforce.	
<i>age</i>	
Parliament has begun to establish a Parliamentary Committee on Gender and Social Inclusion. Lobby to have it include a representative for resource management, REDD+, and climate change.	high
Perform active reviews of relevant programs that can inform REDD+ and create a library of project case histories as recommended (and some required) background for REDD+ policy makers and project implementers. Include lessons of what to avoid and emulate based on experience from past Integrated Conservation and Development Projects.	low-medium
<i>tions and Policy</i>	
Create a gender/social TWG with representatives from Office for the Development of Women (ODW), National Council of Women (NCW), etc.	high
Technical Review Panels administered by CCDA have 10 members representing “all stakeholders” that review REDD+ projects. These panels are not stipulated to include women; this should be changed.	high
National REDD+ policy could require, or at least encourage, women representation on Provincial Forest Management Committees (PFMCs) developing provincial REDD+ activities.	high
The CCDA is piloting the establishment of Provincial Climate Change Committees (PCCC) and these committees will work on developing the policies and plans that the other sectors can adopt. The CCDA should stipulate and encourage strong representation by women and consideration of gender issues as it establishes the PCCCs	high
Policy development agencies should explicitly state a policy to establish a target which states that women, at a minimum, should at least make up 30% of staff teams (e.g. M&E field teams) and any decision-making body, committee, workshop, etc.	high-medium
CCDA should create a fulltime position and hire a trained gender expert dedicated to promoting gender and other "plus" components of REDD+.	medium
Include specific mention in policies and explicit protections for forest resources women disproportionately use and rely upon.	medium
Mechanisms should be included in REDD+ national policy to prevent sexual harassment or gender-driven violence by participants in REDD+ activities	medium
Adapt and use the 55 specific steps for gender mainstreaming recommended in the National Gender Equity and Social Inclusion (GESI) Policy	medium
<i>ach</i>	
Gender mainstreaming should be conducted in close coordination with the Papua New Guinea National Policy for Women and Gender Equality and identify opportunities for coordination between the various policies and institutions including the National Council of Women.	high

Cross-cutting Recommendations for the National REDD+ Strategy

Recommendations	Level of Priority (low, medium, high)
<i>ity Building</i>	
Actively promote and build capacity of women in leadership and management roles in REDD+. Use REDD+ management as an example and model for broader REDD+ participants to emulate.	medium-high

Train and build capacity of stakeholders, including REDD+ agencies, institutions (e.g. CCDA, PNGFA, etc.), networks, platforms, etc., on how to integrate gender considerations and socially inclusive stakeholder participation efforts within their work on REDD+.	medium
<i>Collaboration</i>	
REDD+ Programs and agencies should link to appropriate existing women's and youth groups and organizations, particularly any of those also focused on natural resource management sectors.	high
<i>Collection and Analysis</i>	
Develop a central database for REDD+ activities that includes provisions for storage and easy access to sex disaggregated data. Ensure data is easily accessible to anyone involved in REDD+ programs, REDD+ management, other government agencies, and anyone undertaking independent or external review of REDD+.	high
Collect sex disaggregated data (presence/absence) on participation in all REDD+ activities (meetings, outreach activities, training, employment, etc.). Record not only how many women and men participated, but also how many were invited to participate. Also collect data on age, home province, level of participation, etc. Store data on hard copy and transfer to a digital database promptly	high
All specific REDD+ programmes should include measures to address gender inequalities, just as they include measures to reduce carbon emissions or increase carbon capture. Like monitoring carbon stocks, the administering agencies should also track gender performance through sex disaggregated data to compare such data to stipulated gender benchmarks.	medium
Establish a database of female researchers, scientists and social scientists. Consult that database when creating and filling positions. Well-trained and capable graduates need to be channeled into the right departments early, i.e., more proactive recruiting of graduates with advanced degrees.	low
<i>Age</i>	
Where organizations (e.g. CCDA, etc.) that oversee projects or supply funding for REDD+ activities, use that leverage on contracted parties to require inclusion of women and other marginalized groups and comply with REDD+ gender policies.	high
Expand mechanisms through which REDD+ relevant sex disaggregated data are made available to the broader development and governance community.	medium
<i>Institutions and Policy</i>	
As policies are developed, incorporate mechanisms that facilitate feedback and communication between women's groups and grassroots women and policymakers and program implementers (e.g., regularly-scheduled discussion forums for women and REDD+ representatives).	high
Use social and gender criteria in decision making about where to establish REDD+ pilot and full projects. This increases the chances of success and enables chosen sites to serve as models for other communities. Criteria (demonstrated performance standards) should include the treatment and equality of women in communities.	high
Consider gender specific requirements when planning activities, e.g. timing, location, etc., so women can participate equally with men.	high
Ensure women are compensated directly at equal pay as men for comparable positions/work.	high
As new committees are set up, a place should be reserved for at least one women representative, ideally one already active in an existing women's and/or gender focused organization	high
Include and encourage active participation by women in all stages of REDD+ activities and on equal footing as men. Ensure gender-sensitive, socially inclusive and participatory processes are integrated into such activities as well.	high

In the process of revising any existing laws and policies, ensure such revisions sufficiently integrate gender considerations and socially inclusive stakeholder participation aspects.	medium-high
Share gender-relevant information across the spectrum of REDD+ activities.	medium
Include a stage of editorial review wherein draft reports and publications get feedback from gender and stakeholder engagement experts and are revised to optimize the publications efforts to mainstream gender and integrate fair and effective stakeholder engagement processes. Draw on the ODW and/or other national gender and stakeholder engagement experts for reviews.	medium
<i>ach</i>	
Promote the overall priority of women's issues in REDD+ and endeavor to change perceptions about gender roles and capabilities with all the communities and stakeholders involved in REDD+.	high
REDD+ policy implementers could advance gender issues by seeking out the designated women representatives and gender focal points and champions of government agencies, ministries, etc., on boards most active in gender mainstreaming, and invite them to participate and help.	medium
Develop an annual meeting/stock-take on gender mainstreaming, wherein the meeting is guided by women in REDD+ agencies and programs.	low-medium

Recommendations for Implementation of the National REDD+ Strategy

Recommendations	Level of Priority (low, medium, high)
<i>ity Building</i>	
Provide support for female staff in REDD+ programs to attend conferences and participate in capacity building and networking activities outside the office and their normal routine.	high
Train equitably male and female REDD+ staff and strive to achieve that trained women represent 30% of positions of conflict resolution.	medium-high
Increase the number and capacity of women agricultural and forestry extension officers. Women once were more common as agricultural extension officers (didimeri) but less so now. Also provide REDD+ training to such extension officers, as it will yield multiple benefits.	medium
Develop guidelines for the Landowner Awareness Program that is written in as part of the process for approval of a Forest Management Agreement (FMA). These should include training on REDD+, gender and fair and effective stakeholder engagement.	medium
Train national REDD+ resource management and forestry personnel to do social mapping.	low-medium
Include training on gender, REDD+ and climate change issues in core training for PNG's agricultural extension workers. The people trusted to help landowners with their coffee or sugar cane can also help build understanding of REDD+.	low-medium
Utilize existing women in forestry for outreach and to promote forestry as a career for younger women. Develop materials and outreach to promote and encourage women to enter the forestry sector.	low
Encourage development of a REDD+ professional certificate program at UniTech or other academic partner.	low
Provide scholarships and find mechanisms to generate scholarships for women in forestry programs, both in PNG (Unitech) and for advanced training overseas; and support for professional certification if available.	low

<i>poration</i>	
Within the Consultative Implementation and Monitoring Council (CIMC), develop a sectoral committee on REDD+ that would include gender and socially inclusive and participatory aspects.	medium
Support partners undertaking research or documenting best practices as part of gender mainstreaming in REDD+.	low-medium
<i>Collection and Analysis</i>	
Strengthen capacities to interpret and utilize sex disaggregated data to improve gender-responsive REDD+ policies and activities by hiring or training staff on gender-sensitive data analysis.	high
Develop means of assessing women's and other marginalized groups (e.g. youth, ethnic minorities, etc.) inclusion in any Incorporated Land Groups (ILGs) working with REDD+.	medium
<i>tions and Policy</i>	
A GESI toolkit for gender equity and inclusion is in preparation that can be expected to facilitate context-specific guidelines and support material for mainstreaming gender in REDD+ within PNG.	high
Ensure that REDD+ activities, particularly benefit sharing, include a range of activities and benefits that reach women and take into account their roles and perspectives and any barriers they face.	medium-high
REDD+ trained foresters will need to work with PFMCs when developing projects. Some of the REDD+ forestry trainers working with PFMCs should be women and all forestry trainers should help incorporate context-specific gender considerations into each new PFMP.	medium-high
Review PFMPs for inclusion of gender-responsive, socially inclusive and participatory processes and make recommendations for improvement. Make such requirements obligatory for renewal/approval of PFMPs (reviewed every five years). With each phase of renewal, strengthen these aspects in the PFMPs.	medium-high
Encourage stronger representation of women in ILGs. Require fair representation of women, with at least 30% representation of women on partner ILG boards/officers.	medium-high
At the project or demonstration project level, include a paid GESI coordinator among the staff.	medium
Develop gender guidelines for the PNGFA to require in Provincial Forestry Management Plans.	medium
To simultaneously build the strength of the PFMCs and the role of women, develop a training program for women in the PFMCs and for all members of PFMCs with a strong gender mainstreaming component.	medium
Encourage primary partners like Conservation and Environment Protection Authority (CEPA) and PNGFA to develop explicit gender policies (as done by Education and Health).	medium
Encourage REDD+ agencies to develop GESI focal point committees as GESI national policies are rolled out.	medium
Incorporate components in REDD+ programs that explicitly employ women with opportunities for promotion, greater responsibilities and pathways to leadership roles (e.g., capacity building, leadership training, etc.).	medium
<i>ach</i>	
During planning, outreach, and participation utilize gender specific focused groups and/or one-on-one woman to woman interviews of stakeholders.	high
On a broader societal level the media can play a strong role in gender mainstreaming. REDD+ activities and partners will interact with society through many forms of media, from social media to EM-TV. As such, REDD+ publications, press releases, postings,	medium-high

interviews, outreach materials, education modules, etc., should also mainstream gender and highlight both women's and men's role in REDD+.	
Train a corps of REDD+ outreach officers (with at least 30% representation of women) to work with Provinces.	medium