



Inclusion of Gender Issue in REDD+: Experiences from REDD+ Pilot Implementation in Nepal

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Abstract

Reducing emissions from deforestation and forest degradation (REDD+) is being prepared for implementation in Nepal with the concept of mitigating climate change impacts as articulated by United Nations Framework Condition on Climate Change. Nepal is in the forefront in the Hindu Kush Himalaya Region in REDD+ readiness, however, there are many challenges including Gender Inclusion and REDD+ safeguards. The country is participating in REDD+ since 2008 and has implemented number of pilot projects in its readiness phase and is moving towards implementation phase, for which it has endorsed and established most of the Warsaw REDD+ Framework, including National REDD+ Strategy, Forest Reference Level and National Forest Monitoring System. The REDD+ Himalaya project is one of the projects implemented to support piloting of Nepal's readiness by building capacity of REDD+ stakeholders at subnational level. In this background, the study attempts to evaluate the gender inclusion in REDD+ piloting in Nepal through the assessment of governance of activities under REDD+ Himalaya. We conducted an open-ended interview with 26 key informants engaged during REDD+ implementation at local level in Dolakha, Gorkha and Chitwan districts. Also, we reviewed the decisions of several REDD+ stakeholders' meetings. The findings were organized in principle framework of meaningful participation and productive deliberation. The qualitative analysis of information, gathered through primary and secondary data, revealed that there are many crucial factors that the project had considered for gender inclusion in REDD+. The study showed that environment of decision making forum, nature of decision making process, response to social and gender differences, communication protocol, existing policy and institutional framework, adopted strategies for capacity development of local REDD+ cadre, use of available resources, power distribution/devolution and the behavior of counterparts are some governance attributes that dictate meaningful participation and productive deliberation of women in REDD+ program. As gender integration has become a crucial part in forestry and REDD+ initiative in Nepal, there are still some challenges for its proper incorporation and implementation in the years to come.

Key words: Decision-making, Gender integration, Meaningful participation, productive deliberation, participatory planning and monitoring, REDD+

INTRODUCTION

Reducing Emissions from Deforestation and Forest Degradation (REDD+) is a global initiative under United Nations for Climate Change Convention (UNFCCC) which aims to reduce greenhouse gases emissions through reducing deforestation

and forest degradation, enhancement and conservation of forest carbon stocks and sustainable forest management. Although the primary goal of REDD+ is to maintain and enhance forest carbon stocks, REDD+ framework also requires due attention

to community wellbeing (Larson *et al.* 2018). UNFCCC's Cancun safeguards and Warsaw Framework respectively have made the REDD+ participatory countries to be obliged for addressing and respecting the social issues and provide the information on how all the safeguard related issues are being addressed and respected while implementing REDD+.

Women's participation has been recognized in climate policy in recent years, through the emphasis on a gender-responsive climate policy, including in the Paris accord (UNFCCC, n.d.) and the 2016 decision 21/CP.22 on gender and climate (UNFCCC, n.d.). Furthermore, some multi- and bilateral donors and third-party certifiers require additional standards for demonstrating high social and environmental performance, such as the World Bank Forest Carbon Partnership Fund and the Climate Community and Biodiversity Alliance (Duchelle *et al.* 2017). At the same time, UN-REDD has also been actively involved in gender integration since its formulation in 2008 by establishing linkages and connections with other thematic areas of REDD such as governance, REDD+ national strategies/action plans, policies and measures (PAMs), safeguards, multiple benefits and stakeholder engagement (UN-REDD 2017). The United Nations, on the other hand, has also aimed to achieve the Gender Equity and Women Empowerment- Goal 5 of Sustainable Development Goals (SDGs) so as to fully maintain gender equality in world's development within 2030. All these remind us to integrate gender as an integral part in any global initiative, including REDD+ (Larson *et al.* 2018).

Nepal's forestry sector seems fully committed to respect and address gender

related issues at least in the policy arena. For example, Forestry Sector Gender and Social Inclusion Strategy 2007 acknowledges the gendered roles in forestry and have recommended to reform several areas to make more gender inclusive and sensitive policies, programs and institutions (MoFSC 2007). Likewise, Strategic Environmental and Social Assessment (SESA), and Environment and Social Management Framework developed for Nepal's REDD+ Strategy and Emission Reduction Program Documents have both documented the likely impacts and envisioned strategic options for mitigating REDD+ related social and environment related issues (REDD FCCC 2014; REDD-IC 2016; REDD IC 2018).

Furthermore, Nepal's National REDD+ Strategy 2018 shows clear commitment on integrating and ensuring social and environmental safeguards in REDD program and activities, and establishment and strengthening of gender-related grievance redress mechanisms (MOFE 2018). These documents have however cautioned us to address the possible gender discrimination against women and social exclusion of Indigenous people, dalits and other marginalized communities in forestry-cum REDD+ program, and recommended exclusively to encourage and mandatorily include women at all level - from policy making to programme formulation, implementation, monitoring and reporting, and evaluation.

Despite these policy provisions, broad participation of women in the development of policy documents was not evident and their concerns were not included in policy process and program implementation (Brown *et al.* 2011; Larson *et al.* 2018). Particularly, critical analyses of how genders issues are considered by

REDD+ initiatives in Nepal are very limited (Khadka *et al.* 2014). Failure to recognize and address the gender issues in REDD+ will have multiplier effects in REDD+ program, depriving women from accessing benefits to putting them in socially, economically and politically backward position (Gurung 2010; Gurung and Bisht 2014). Therefore, it is high time that the gender related issues in the REDD+ program or project assessed, recognized and timely addressed so as to make the program widely acceptable to the all sections of the community.

REDD+ Himalaya Initiative, a regional level project supported by the German Federal Ministry for the Environment, Nature Conservation, Building and Nuclear Safety (BMUB), and jointly implemented by ICIMOD and Deutsche Gesellschaft fuer Internationale Zusammenarbeit (GIZ) GmbH, with the objective of improving the conditions for implementing REDD+ measures to mitigate climate change that are socially and environmentally sound in the four Himalayan countries of Bhutan, India, Myanmar, and Nepal. In Nepal, the project focuses on strengthening capacities of the actors for REDD+ implementation at subnational level and also exchanging experience and mutual learning on good REDD implementation practices for South-South Cooperation.

This paper- based on a case study in Nepal- aims to assess the nature and extent of gender integration in REDD+ Himalaya Project by following institutional governance assessment model, and tries to explain the key factor affecting the gender dynamics of participation and deliberation in REDD+ related program planning and implementation. The study has also drawn some policy implications so as to

ensure gender equality in the REDD+ related policy instruments, institutions, and programs.

METHODOLOGY

The study was carried out by collecting data through Key Informant Survey (KIS), and minute and report study and field observation. A set of open-ended and semi-structured questionnaire, covering the parameters of meaningful representation and participation, transparency and accountability, decision making and dispute settlement, and deliberation and impacts was developed for the Key Informant Survey. The questionnaire was prepared in Nepali language. Before undertaking the KIS, Free Prior Informed Consent was taken from the informants. In addition, the informants who agreed to respond were given a brief orientation on the content of the questionnaire. The responses were collected in a written format and were translated into English for data quantification and analysis. Data quantification of each parameter was carried out to get an accurate result on basis of the questions addressed by the key informants. The key informants (n=26) were the various women personnel, including the Local Resource Person (LRP), member of District and Ilaka REDD+ Working Group from three districts (DFO Dolakha, Gorkha and Chitwan), who engaged in the program planning and implementation of REDD+ Himalaya Project. Along with the questionnaire, minutes of all the REDD+ working group meeting held at Ilaka and district level were also assessed and analyzed to validate the response of the informants and get additional information on gender integration approach taken by the project.

The key sources of data for the analysis were KIS, meeting minutes and annual report. We adopted both descriptive and categorical aggregation approach for analyzing the data where we firstly grouped the data categorically and analyzed it surrounding the themes and compared the answers against the respondents. Throughout the analysis, we tried to find the REDD+ and forestry related institutional governance parameters focusing gender issue from the reviewed documents and related it to the study. Similarly, terms of references for the LRPs and the project progress report (produced by REDD Implementation Centre) were also assessed and referred for the comparative analysis.

RESULTS

We adapted Institutional Governance Assessment model from Cadman (Cadman

2011). Tim Cadman's governance assessment model is a comprehensive and robust approach to analyse and assess the component by engaging all stakeholders as well as covering all the parameters to give a meaningful and accurate result. The model has acted as a baseline for our study and has contributed largely in our methodology and approach of this study. We grouped issues raised during interview process where we measured gender inclusion under two main principles i.e. meaningful participation and productive deliberation. As suggested by Cadman 2011, under meaningful participation, we adapted two criteria i.e. Interest representation and organizational responsibility, and under productive deliberation, we adapted three criteria i.e. decision making, implementation and impact.

Table 1: Principle, Criteria and Indicators of Institutional Governance Assessment

Principle	Criterion	Indicators
Meaningful participation	Interest representation	Involvement in meeting Equality Resources
	Organizational responsibility	Involved activities Transparency Accountability
Productive deliberation	Decision-making	Democracy Dispute settlement Agreement Influence in decision making process
	Implementation and Impact	Leadership development Problem solving Support and partnership development Behavior change Long term engagement

Adapted from (Cadman 2011; Cadman and Maraseni 2012)

Meaningful Participation

Interest Representation

36 per cent of the informants mentioned that REDD+ related meetings were organized on ad hoc basis, 28 per cent mentioned that meetings were organized on annual basis, 20 per cent mentioned that meetings were organized monthly and 16 per cent informed that meetings were organized on bi-monthly basis. According to 46 per cent informants, LRPs were invited for REDD+ related meetings through telephone calls, whereas 17 per cent mentioned that they received messages and 11 per cent mentioned that they were invited based on word of mouth. Surprisingly, according to 26 per cent informants, LRPs themselves have to make such inquiries.

Of 26 informants, 13 mentioned that women are treated equally while implementing REDD+ activities in district. According to all 26 informants, attending activities with overnight stay bring sense of insecurity in them. They also mentioned that less priority was given to the agenda raised by women in community level REDD+ meetings, therefore, there is a need to empower women to put their REDD+ related agendas strongly. All of the informants believed that gender sensitization training in REDD+ context should spread in each ward (tol) to encourage participation of women at equal level.

We categorized the responses from informants into six thematic areas: i) capacity building, ii) timely and sufficient salary, iii) field allowance, iv) material supply, v) equal benefit sharing, and vi) special programme to targeted group. 27

per cent of informants thought that they need to be equipped with materials supply for effective REDD+ implementation. Similarly, 23 per cent informants expressed that salary should be sufficient and provided timely to LRPs so that they can implement REDD+ activities with high level of motivation. However, only 17 per cent of respondent expressed capacity building needs.

Of total informants, 22 per cent mentioned that they are involved in REDD+ awareness activities. About 72 per cent mentioned that they are engaged in forest management and monitoring work as per the District Forest Office's (DFO) annual plan. Only 6 per cent of the informants mentioned that they are involved in safeguard related activities.

All 26 informants agree that decisions of meetings are announced to all members by secretary of the meeting. This practice is followed in the meetings of Community Forestry User Groups (CFUGs) and DFOs. Following the meeting, the decisions of meeting were implemented through Ilaka forest offices and LRPs are directed under these forest offices. According to the informants, they are involved in submitting the progress reports to the concerned District Forest Offices, which are submitted through Ilaka Forest Offices.

The result revealed that LRPs were leading assignments related to forest management, forest monitoring, safeguard and REDD+ awareness. Of 26 informants, 31 per cent mentioned that they led forest monitoring activities such as boundary demarcation and growing stock assessment. 30 per cent mentioned that they led REDD+ awareness related activities, 29 per cent

informed that they led regular forest management activities that includes facilitating the regular meeting including general assembly of Community Based Forestry Management (CBFM). Furthermore, collaborative works with key stakeholder and local government together with other forest conservation activities such as plantation in barren land, cleanliness programme, discussion programmes in community were major activities. However, only 13 per cent replied that they led REDD+ safeguard related activities.

Apart from this, few LRPs claimed that they played role of Messenger of CFUGs by taking their agendas to DFOs, and then negotiate for the budget allocation and finally implement and monitor in the field. Similarly, few LRPs expressed that they were involved for Scientific Forest Management with activities like monitoring the carbon mapping and reporting, management of degraded land, plantations, monitoring of private community forest activities. The LRP have increased their reporting capacity. In total, 11 LRPs and 2 LRPs from Leasehold Forests (LFs) submitted reports monthly, 1 LRP submitted reports bi-monthly, 1 DFO submitted annual report, three LRPs from LFs submitted annual reports.

Productive Deliberation

Decision-making

We revealed that REDD+ activities were first scheduled by the District Forest Office and informed field office and staff for the implementation which has limited the participation of LRPs in planning phase. However, mostly open discussion were organized at local level to plan and

implement REDD+ activities. Informants believed that participation of women have to be increased from planning to implementation and monitoring phase which will make REDD+ implementation more democratic. Furthermore, all informants mentioned that consensus of everyone including community based forest user groups should be the way to make decisions.

Agreement is method to reach the decisions (e.g. voting or consensus). All 26 informants thought that open discussion is the most effective way to reach to a common agreement. However, one informant mentioned that separate committee/meeting have to be organized to resolve such disputes.

Dispute settlement indicates capacity to manage conflict when there is no agreement, or there are challenges to make agreed decisions. Of 26 informants, 11 mentioned that they were involved in dispute settlement in their working environment, for example, disputes related with forest demarcation, benefit distribution etc. According to informants most of the disputes were settled through open dialogue during general assembly. However, sometimes they had taken advice from elderly people to resolve disputes. The LRPs expressed that they tried to know what and where conflicting subjects are located and accordingly bringing them to agreed decisions.

A total of 22 informants mentioned that they had been able to express their opinion at communities based forest management user groups, out of which 20 believed their suggestions were acknowledged and 19 reported that their suggestions were included in minutes.

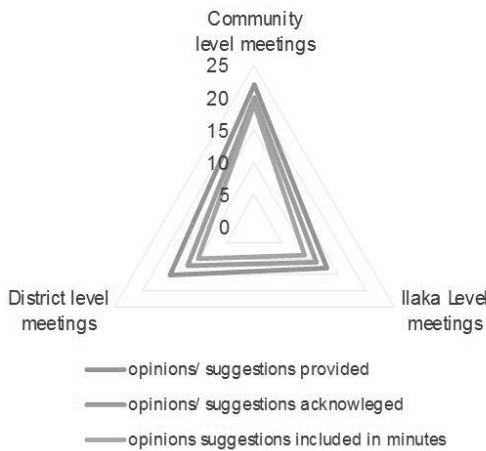


Figure 1: Opinions Provided by Informants at Various Levels

As the task allocated to them are to sensitize the local communities in REDD+, and LRP and member of REDD+ working groups felt more comfortable in community group than in Ilaka and district level. However, they were also engaged in decision of different REDD+ activities in Ilaka and district level.

Implementation and Impact

During the engagement in REDD+ piloting, 11 informants believed that their skill on forest management has increased. Similarly, 10 informants now feel comfortable to speak openly in any type of forum, this indicates leadership development. Similarly, 6 informants mentioned that their networking skills have increased significantly. Additionally, 3 informants acknowledged that REDD+ programme build their capacities to conduct and facilitate training and workshop. Moreover, the study revealed that the programme has also contributed to sustain their livelihood.

The informants had listed several activities that are needed to solve the problem

of deforestation and forest degradation in their working areas. Among those, 22 informants thought that awareness raising and sensitization programme through Radio and TV are most effective to decelerate deforestation and forest degradation. The informants explicitly mentioned that DFO should move to implement Scientific Forest Management focusing on forest fire management and controlled grazing. They also highlighted incentives should be provided on equitable manner.

Of the total informants, 10 expressed that they received high level of support from forest user groups during implementation of REDD+ activities. Similarly, 12 mentioned that they receive moderate support from user groups. The study revealed that the level of support depends primarily on the type of REDD+ activity carried out. For example, those resource persons who were engaged to implement the activities demanded by user groups received higher level of support. The support was low for forest fire control activities and that of meeting/workshop/training was moderate. The informant mentioned that material support should be provided along with training and awareness programme.

Most of the respondent believe that their capacity to implement the programme on active forest management has increased. They advised that capacity development programs should be continued to sustainably fulfill REDD+ objectives at community level. According to them, mobilization of women in REDD+ programme has also enhanced women empowerment. An example from LFUGs of Dolakha showed that women groups are capable to request REDD+ activities

from DFO. Additionally, income generation and livelihood improvement programme/ project for forest dependent women in CBFM will be long-term option to develop the positive attitude on forest conservation. Similarly, the exposure visit could be an effective way to change the behavior on REDD+ implementation.

Out of total, 2 respondent believe that women inclusion is very good at user group level, however not satisfactory in Ilaka level and district level. For this sensitization of both men and women groups should be done by bringing them together in same venue. Similarly, 15 informants thought that women inclusion is increasing in CBFM as:

- women are participating more than before
- representation in committee is increasing
- participation of women in general assembly is increasing

All the informants expressed that they were satisfied with their engagement in REDD+ piloting and want to engage further in similar forest management activities. After working in REDD+ piloting, 4 respondents of Dolkha have attained Forestry Level-2 exam, conducted by National skill test board-CTEVT, out of which one had passed the exam. This showed that they desperately want to develop their professional career in forestry sector.

DISCUSSION

Participation is meaningful when platforms to learn and involve in planning, designing and implementing REDD+ have conducive environment; meetings, for example, in our case. Attending

meeting is also means of representation of particular group, therefore, respondents were asked about their involvement in REDD+ meeting organized in district, Ilaka and community level. Local Resource Persons were involved in field to implement REDD+ activities at local level. However, participation of these LRPs at decision making forum is yet to achieve their standards. The communication channels used for communicating LRPs were unofficial and ad hoc. The main reason behind the gap may be a result of not integrating gender and socially differentiated interests and behavior in the project design and implementation, and lack of gender responsive indicator in the project document, gender-sensitive monitoring and evaluation system, and well-established mechanism that promptly redresses gender related issues that surfaced during project implementation. Similar kind of issues was also documented by (Khadka *et al.* 2014) where they found that the strategic forestry sector and REDD+ document of Nepal lacks critical analysis of gender issues despite the provision in existing government policy and document.

For a meaningful participation, deliberative facilitation is necessary, while standard communication protocols is also equally important to be set up and complied by concerned stakeholders. Our findings are related with Reed and Varghese, (2007) that effective participation are essential for which the level of power balance or the weightage provided to women's voice has to be increased. This will enhance the REDD+ governance quality. In addition, we also revealed that participation of women in REDD+ also depends upon how we organize available resources that make working conditions more conducive.

These are mainly related to tangible resources like sufficient salary, field allowance and field gears. The intangible resources are related with guarantee of security, building capacities in the areas they are working and also supporting their individual development goals that ultimately influence their performance.

Similarly, organisational responsibility should be equally valued to ensure meaningful participation. The results showed that the concerned authorities are able to provide responsibility to local resource persons; this has definitely built sense of accountability in LRPs. Since they have to report back to their higher authorities for documentations. Similarly, transparency in announcing decisions to the stakeholders and translating those decisions to the user groups is also significant in the project areas. This also helps smooth implementation of REDD+ programme, minimise risk and maximise benefit among stakeholders, and at the same time maintain power relations and cultural norms as also suggested by (Brown *et al.* 2011). In addition, it also helps building trust amongst stakeholders by enhancing uniform understanding of the problem. The leadership role provided by concerned authorities for the plans endorsed and announced in the REDD+ related meetings are commendable, as they help to increase the position of the LRPs in the sector. The lessons from REDD+ Himalaya Project are indicating that how can we make our actors more equipped and efficient. Scholars have mentioned that limited capacity and interest are main reasons of hindrance for gender integration in REDD+ programme implementation (Khadka *et al.* 2014). Therefore, we suggest that equipping local REDD+ cadre like

LRPs with REDD+ knowledge, and skills and expertise is a prerequisite for accelerating REDD+ implementation at sub-national level.

Productive deliberation is related to the decision making process and implemented activities and their associated impacts. Women's participation in decision-making processes and the extent to which they can influence policy outcomes depend on numerous, complex and interlinked factors. This requires a holistic approach, not simply addressing a single factor alone (Pham *et al.* 2016).

In regard to the decision making process, the results have indicated that women LRPs and REDD+ working group members are more comfortable in local level and ilaka level meetings in comparison to the district level meetings as their opinions are not only acknowledged but also included in the minutes. But in the district level, their opinions though acknowledged are not included in all matters. This shows that all the major decisions which is taken in the district level is dominated by men, which hinders the development of leadership in women in such processes. It is very important for the forestry sector that women are empowered as they have very important roles especially in the ground level where REDD+ implementation has a crucial value (ADB 2012). For this purpose, informants were also asked about their personal leadership development in regard to their involvement in REDD+ projects. The study provides insights on the impact of the REDD+ activities in their personal development as well as on their future and long term engagement in forestry sector. According to the information provided by the respondents of this study, REDD+ project has

enhanced their skills and understanding of this concept to some extent. It was also seen that there was an increase in interest and participation in REDD+ activities and Representation of women in different layers of decision making forum, including district REDD working group and ilaka level REDD working group is increasing as well. Though their representation is increasing, the real impact can only be measured in their representation at decision making level. The interest for their long term engagement clearly shows that their representation should not only be limited to local or ilaka level but also be a priority in high level or district level meetings. Government of Nepal has strong GESI strategies in place but there is weak implementation due to lack of proper guidelines and budgeting plans (Gurung 2017). It is a positive impact that the interest and participation has increased in years but at the same time it can also be seen that their representation is limited to lower level and their level of influence has not been incorporated in higher level decisions.

As revealed in our result, it is important that women should also participate meaningfully in planning phase and engage in open discussion to reach to a common agreement that helps to settle if any types of disputes arise. Similarly, development of leadership supports in implementation of activities in the field is important for ensuring significant impact. The engagement of women, as a local resource person was found to have enhanced their capacity in various forms such as increasing motivational power, networking skills, facilitation skills and also contribution to their livelihoods. However, the skills of women in relation to safeguards was

not much realized. Our finding coincides with the report on assessment of gender inclusion in Nepal's ERP (WOCAN 2017) that indicated women engagement in REDD+ implementation is seen the most in ground-based activities but not in program design and planning. The project has to some extent contributed to enhance the capacity of LRPs in solving problems of deforestation and forest degradations, however, these success based on motivational aspects are not factored in during design and planning phase. To augment women's participation in REDD+, our recommendations are in line with Larsan *et al.* (2018), that suggest women's participation can be exponentially increased by engaging them in designing implementation and decision making phase/process of the initiatives to fight climate change in rural communities, implementation and decision making associated with initiatives to fight climate change in rural communities. We also suggest that explicit strategies and enabling environment in the workplace is equally important to empower women, increase their control over assets and safeguard their rights. Similarly, gender issues need to be prioritized in REDD+ design and implementation to better understand gender and socially differentiated interests, behavior, involvement, constraints and opportunities (Arwida *et al.* 2016). Behavioral change is another necessary element to be considered for REDD+ implementation for which continuous deliberation of capacity building events have to be carried out by the concerned authorities with sufficient consideration of gender dimension (ADB 2012). Change in behavior, however, takes longer time and is governed by many factors. We suggest that

undertaking gender sensitization program to both male and female stakeholder on the same platform can make male stakeholders recognize the differences and feel the gender gap, and motivate them for combine advocacy for gender mainstreaming in forestry cum REDD+ program planning and implementation to the larger extent.

Our study was based on assumptions that involving women as local resource person would enhance their capacities and ultimately augment REDD+ governance, nonetheless there are still numerous issues that need to be addressed for the country to get prepared for REDD+ implementation. Our study was mainly driven by the fact that assurance of social safeguards are key for REDD+ implementation and these can be achieved through building capacity of primary stakeholders of REDD+ i.e. they are local resource persons (LRPs) in this study. We generalized that institutional code of behavior must be maintained at high standards to make REDD+ stakeholder's participation meaningful to ensure that these participations can make good deliberations for more productive output. Along these broad lines, our study has shown that existing working protocols for women are less favorable as evidenced by our study that they hesitate to commute to work in condition they feel insecure. Our study results are in line with the findings of Pham *et al.* (2016), where they have mentioned that women's participation in decisions making level are affected by many interlinked factors which requires holistic view.

With regards to the methodological perspective, this study has adopted purposive methodological bias and has

only accommodated the observation of the project's implementers/partners but did not collect the perspectives of other stakeholders. At the same time, the author's team attempted to look at only the women LRPs as the major respondents for this study. Therefore, the study would have some methodological bias for not being able to reflect the voice of men and other concerned higher authorities and would have inflated the positivity of project's results.

CONCLUSION

This study gives a brief assessment of gender inclusion issues in REDD+ project in three districts by following Institutional Government Assessment Model. At the same time, the study has tried to address some pertinent gender integration issues: What factors affect the most in the meaningful participation and productive deliberation of women in REDD+ related project and program? And how should the concerned authority respond to it? The study found that environment of decision making forum, nature of decision making process, response to social and gender differences, communication protocol, existing policy and institutional framework, adopted strategies for capacity development of local REDD+ cadre, use of available resources, power distribution/ devolution and the behavior of counterparts dictates meaningful participation and productive deliberation of women in REDD+ program. As gender integration has become a crucial part in forestry and REDD+ initiative in Nepal, there are still some challenges for its proper incorporation and implementation. The learning of this study may have some implications while designing and

implementing the REDD+ project and program in Nepal.

- Integration of gender and socially differentiated interests and behavior in the project design and implementation, and development of gender responsive indicator in REDD+ project document is crucial for meaningful integration of gender in REDD+.
- Establishment of gender-sensitive monitoring and evaluation system and well-functioning gender-related grievance redresses mechanism is equally important while implementing REDD+ program.
- Standard gender favored communication protocol, adequate distribution of resources, enabling environment in decision making forum, transparent and interactive decision-making process and dissemination and delivery of the authority are some prominent factors that need to be considered to build long lasting trust and sense of belonging of all stakeholders, particularly the women in REDD+.
- Capacity and leadership development program, and gender sensitization to both male and female stakeholders on same platform is also pivotal for mainstreaming gender in REDD+ program at sub-national level.

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