



# Gender Analysis of Lam Dong's Provincial REDD+ Action Plan

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## Table of Acronyms

CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
COP	Conference of the Parties
CSO	Civil Society Organizations
DARD	Department of Agriculture and Rural Development
DOLISA	Department of Labor, Invalids and Social Affairs
ESMP	Environment and Social Mitigation & Monitoring Plan
IPs	Indigenous Populations
LEAF	Lowering Emissions in Asia's Forests
MARD	Ministry of Agriculture and Rural Development
NGO	Non-governmental Organizations
NRAP	National REDD+ Action Program
NSGE	<i>The National Strategy on Gender Equality for the period 2011 – 2020</i>
PIAM	Participatory Impact Assessment and Monitoring
PPC	Provincial People's Committee
PRAP	Provincial REDD+ Action Plan
REDD+	Reducing Emissions through Reducing Degradation and Deforestation and Sustainable use of Stocks
UNFCCC	United Nations Framework Convention on Climate Change
UN-REDD	The United Nations Programme on Reducing Emissions from Deforestation and Forest Degradation
USAID	United States Agency for International Development
VNFF	Vietnam Forest Protection and Development Fund
WOCAN	Women Organizing for Change in Agriculture and Natural Resource Management



# 1. INTRODUCTION

Over the last few months, the Lam Dong province of Vietnam has been in the process of finalizing its REDD+ Action Plan. USAID LEAF and UN-REDD Programme have been working with parties involved in this process to ensure that gender equality, which is a core component of the REDD+ negotiation process under the United Nations Framework Convention on Climate Change (UNFCCC), is addressed. The need for gender equality in REDD+ programming has been highlighted in the Cancun Agreements:<sup>1</sup> *"... requests developing country Parties, when developing and implementing their national strategies or action plans, to address, inter alia, the drivers of deforestation and forest degradation, land tenure issues, forest governance issues, gender considerations and the safeguards identified in paragraph 2 of appendix I to this decision, ensuring the full and effective participation of relevant stakeholders, inter alia indigenous peoples and local communities."*

The Vietnam National REDD+ Action Program (NRAP) complies with the policies and laws of Vietnam and is consistent with the provisions of UNFCCC and relevant international conventions to which Vietnam is a party. This means that the Lam Dong Provincial REDD+ Action Plan needs to be consistent with the national plan, the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) and other international agreements related to gender equality that Vietnam has signed onto. With the support of the UN-REDD Programme and USAID LEAF, an analysis was conducted to identify shortcomings in empowering women and integrating gender into the Lam Dong Vietnam Provincial REDD+ Action Plan (PRAP) and to provide specific recommendations to promote gender integration into the PRAP.

This report highlights the key national strategies and international regulations on gender equality and women's empowerment related to REDD+ and their relationship to the evolving PRAP for Lam Dong. Information has been gathered from a literature review, a gap analysis, and interviews with key members of PRAP formulation team<sup>2</sup>. Preliminary findings from this assessment have been shared, adapted and validated through PRAP consultation workshops in October 2014<sup>3</sup>. The findings of the report provide clear and concise recommendations on adjustments that should be made to the Lam Dong PRAP to help ensure it is consistent with the national plan and other governing documents.

## 2. KEY GENDER EQUALITY ISSUES IN VIETNAM AND REDD+

Multiple legal documents have begun to address gender equality and women's empowerment in Vietnam. At the highest level, *Resolution No. 11-NQ/TW of the Communist Party dated 27-4-2007* explicitly states the need to address women's issues in the planned period of accelerated industrialization, indicating that by 2020, "women will be empowered in all aspects, be educated to meet the requirements of industrialization, modernization and international economic integration; have jobs, have lives improved

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<sup>1</sup> The 2010 United Nations Climate Change Conference was held in [Cancun, Mexico](#), from 29 November to 10 December 2010. The conference is officially referred to as the 16th session of the Conference of the Parties (COP 16) to the [United Nations Framework Convention on Climate Change](#) (UNFCCC) and the 6th session of the Conference of the Parties serving as the meeting of the Parties (CMP 6) to the [Kyoto Protocol](#). The resulting agreement, in Paragraph 72 on "Safeguards" addresses gender in REDD+ programming.

<sup>2</sup> See Annex 1

<sup>3</sup> See Annex 2

and participate more and more in social work, equality in all areas; make greater contribution to the society and family<sup>4</sup>.”



The *Law on Gender Equity 2006* states that women have rights, responsibilities and roles in society and family life equal to those of men. The law states that "gender discrimination as restriction, exclusion, refusal to recognize or appreciate the role and position of men and women will result in inequality between men and women in all areas of social life and family life." This statement is derived from the concept of "discrimination against women" articulated in CEDAW Article 1. The Law provides fundamental principles of gender equality as

follows: "1) Men and women are equal in all fields of social and family life; 2) Men and women are not discriminated against in terms of gender; 3) The measures aimed at promoting gender equality are not considered gender discrimination; 4) Policies aimed at protecting and supporting mothers are not considered gender discrimination; 5) Ensuring gender equality mainstreaming in legislation and law enforcement; and 6) Exercising gender equality is the responsibility of agencies, organizations, families and individuals<sup>5</sup>."

The *Decree No. 70/2008/ND-CP on the implementation of Law on Gender Equality* assigns the responsibility to different levels, where the ministries and local authorities are responsible to review, revise and issue or submit to higher levels for approval the legal documents that ensure gender equality within their own management areas.

*The National Strategy on Gender Equality for the period 2011 – 2020 (NSGE)* sets the overall objective of ensuring equality between men and women in a substantive manner, in particular opportunity for, participation by, and benefits to both men and women in the fields of politics and economics and in cultural and social contexts. According to this strategy, ministries and provinces are responsible for creating and issuing Action Plans that address gender equality and focus on five key areas: 1) Gender equality in decision making (politics); 2) Gender equality in access to jobs, labor and income generation opportunities (economics); 3) Gender equality in education and training; 4) Gender equality in health care; and 5) Capacity building of government institutions in charge of ensuring gender equality. The *National Action Program on Gender Equality for the period 2011-2020* promotes the implementation of gender mainstreaming in planning and enforcement of law and policies. The *Ministry of Agriculture and Rural Development (MARD) Action Plan on Gender Equality for the period 2011-2020* sets concrete targets to make sure women have secured legal rights and benefits. It also ensures the equality of women to participate in and benefit from agriculture and rural development. Gender equality has also been taken into account in other legal documents such as Labor Code 2012, Land Law 2013, Law on Real Estate Registration 2006, and the Law on Forest Protection and Development 2004.

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<sup>4</sup> Resolution No. 11-NQ/TW of the Communist Party dated 27-4-2007

<sup>5</sup> The Law on Gender Equality 2006



The Cancun Agreement established five core pillars related to REDD+: reducing emissions from deforestation; reducing emissions from forest degradation; conservation; sustainable management of forest resources; and enhancement of forest carbon stock. All of these involve both men and women. In some activities related to drivers of deforestation and forest degradation, women are more involved given their roles in family and society. These include slash and burn, fuel wood collection for household use, and non-timber forest harvesting. Due to the large numbers of women involved in these activities, they have a unique opportunity to actively address drivers of deforestation and forest degradation and contribute to sustainable natural resource and forest management. In the context of REDD+, the immediate challenges are determining ways to recognize and credit women's contribution to REDD+ performance, and thereby, create possibilities for equitable decision-making and benefit sharing between women and men.

As the Lam Dong PRAP is being developed, it is important to integrate gender equality issues from the very beginning to further ensure that gender issues are integrated during PRAP's implementation. Some immediate issues that needs to be addressed in PRAP include women's participation in the policy making process, opportunities for their employment, participation in training and access to education and access to health care services. Additionally, it is equally important to identify gender disparity in existing policies, strategies and plans, institutional and capacity building needs in relation to the development of specific six PRAP components (legal and practical framework; objectives, scope, stakeholders and key activities; policies and measures; budget; implementation arrangement; and monitoring and evaluation) to map out further recommendations to integrate gender into the provincial REDD+ policy framework in alignment with *The National Strategy on Gender Equality for the period 2011 – 2020* and *MARD Action Plan on Gender Equality for the period 2011-2020*.



### 3. RESULTS OF GAPS ANALYSIS ON LAM DONG'S PRAP

#### 3.1 Strengths and gaps in existing status of gender integration and women's empowerment into PRAP's six components

##### Strengths:

- The workplan for PRAP formulation details the need to ensure safeguards in national and international regulations. It also indicates the need for the LEAF REDD+ and gender expert to support the compliance with national strategy on gender equality and MARD Action Plan on Gender Equality (Para 4-5, Pg 2 under Article III on the key tasks).
- The workplan also stipulates support of MB-REDD+ in integrating safeguards into PRAP (Para 1, Pg 14). The overall objective of PRAP includes poverty reduction and sustainable development (Para 1, Pg 22 under Article I on the objective, scope and stakeholders). The PRAP outline also calls for attention to capacity building of local communities, ethnic minorities and women for strengthening their active participation in forestry and REDD+ activities (Para last, Pg 23 under Article II on the key tasks for the period 2014-2015). The safeguard component has addressed the priority of placing specific attention on local communities and vulnerable groups such as women and ethnic minorities.

##### Gaps:

In general, gender equality and women's empowerment considerations have been overlooked in the PRAP formulation and all six components of PRAP, and have not been addressed in the six components reports where gender equality is an essential element and where women play very important roles. No concrete proposals to enhance their roles in addressing drivers of deforestation and forest degradation, conservation, sustainable use and management of forests and forest development have been noted.

The main gaps include:

- Gender equality issues are not properly acknowledged within the PRAP outline. Given that the outline will set the precedent for further development of these issues during implementation, it is vital to integrate gender issues into the PRAP outline.
- Very few women or people tasked with promoting gender equality or women's advancement are involved in the PRAP development processes.
- Many PRAP components lack a specific gender dimension or address gender too generally. There is an immediate need to acknowledge and address gender-specific issues in PRAP and in relation to the individual components.
- Existing groups that have a mandate to address gender issues, such as the Department of Labor, Invalids and Social Affairs (DOLISA) and the Women's Union, have not been assigned clear roles and resources relevant to the PRAP development process. There is an immediate need to address such ineffective coordination among relevant sectors to address gender equality and women's empowerment.

- There is inadequate knowledge and skills to enhance gender integration into policy development at the provincial level. Given that REDD+ and PRAP are new developments, there is an immediate need to enhance the capacity building of key institutions that implement the PRAP to integrate gender issues into the PRAP program cycle. There is a lack of specific guidelines on gender mainstreaming into the provincial policies.

### 3.2 Institutional and governance capacity gaps to implement gender integration in PRAP activities

- There is a lack of representation by DOLISA as the focal point agency in gender equality in the PRAP development process as well as in the PRAP formulation team.
- There is a lack of coordination mechanisms among DARD, the REDD+ focal agency, DOLISA, the Focal Agency on Gender Equality, and the Women’s Union to mainstream gender equality and women’s empowerment into the PRAP formulation process.
- The Action Plan of Lam Dong approved by Lam Dong PPC by decision 1338/QD-UBND on 22 March 2011 to implement the National Strategy on Gender Equality has not been adequately taken into account during the PRAP formulation process.



## 4. RECOMMENDATIONS

### 4.1 Proposed options for improving gender integration within each component of the PRAP framework

Based on the analysis, specific recommendations to integrate gender considerations into the PRAP components have been identified (see Table 1 for details).

#### 4.1.1 Component 1: Legal and practical context

- Include key national legal documents on gender equality and women's empowerment, such as Resolution 11/NQ-TW, Constitution 2013, Law on Gender Equality 2006, Law on Real Estate Registration 2006, Civil Code 2005, Labor Code 2013, Law on Marriage and Family 2014, National Strategy and Action Program on gender equality of the country and of MARD.
- Address key international regulations to promote gender equality and safeguards, such as the Cancun Agreements and CEDAW.
- Address provincial documents on gender equality, such as Provincial Action Plan on Gender equality (Decision 1338/QĐ-UBND).

#### 4.1.2 Component 2: Objectives, scope, stakeholders and the key tasks

##### 1. For objectives, include the following:

- To secure the effective coordination and operation of REDD+, take into account the promotion of the full and active participation of all relevant stakeholders, especially the most vulnerable groups such as women, ethnic minorities and local communities.
- To secure effective and inclusive social and environmental safeguards, conduct an assessment on safeguards, including gender-specific risks and benefits in REDD+ activities and the implementation and REDD+ coordination system.

#### 4.1.3 Component 3: Measures for action plan implementation

- Human resource development: Strengthen capacity for REDD+ governance. Priority is given to ensuring the involvement of local communities and ethnic minorities, including both women and men.
- Review and improve land use planning: Ensure full consultation with local communities and ethnic minorities, including both women and men. Include livelihood improvement options in land use planning.
- Review and improve the contracting, allocation, lease and use of forest and forest land:
  - Secure the full and effective involvement of local communities, ethnic minorities, including both women and men, in the process; ensure equitable distribution of land titles to both women and men.
- When conducting forest monitoring and forest inventory, secure the active involvement of local

communities and ethnic minorities, including both women and men.

- Strengthen dissemination, raise awareness, and mobilize the participation of the local people. Conduct proper consultations with local communities and ethnic minorities, including both men and women, in identifying the appropriate livelihood improvement activities and enhance their active roles in planning and implementation of these activities.
- Call for local and international capital investment and support. In this process, enhance the active role of women as well as the Women’s Union while respecting local experiences and culture.

#### 4.1.4 Component 4: Funding needs for plan implementation

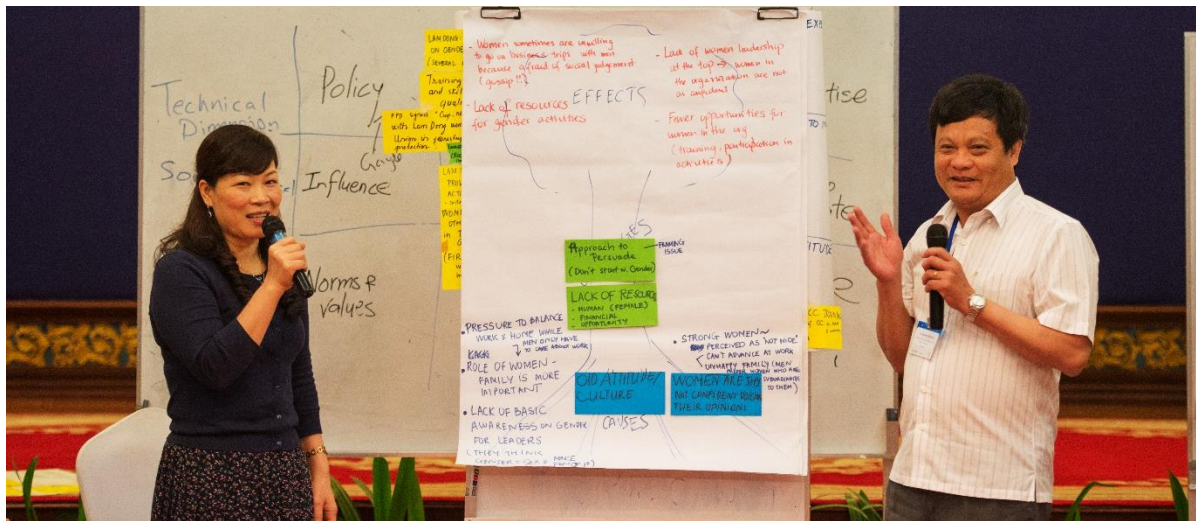
- In-kind and financial contribution of local communities should take into account the enhancement of the capability of women in financial and resource management at the household and community level.

#### 4.1.5 Component 5: implementation organization

- In the Provincial REDD+ Steering Committee, include members/staff from DOLISA, Sub-CEM and the Provincial Women’s Union.
- CSOs, NGOs, and the private sector should be involved when conducting awareness raising, capacity building and training on gender concepts and gender responsive monitoring and reporting to help promote the inclusion of gender equality principles during implementation. In this process, designate clear roles for DARD, DOLISA and the Women’s Union.

#### 4.1.6 Component 6: Monitoring and evaluation (M&E)

- Content of M&E should involve conducting regular monitoring and evaluation of safeguards, including gender equality, and provide recommendations, based on the monitoring plan and its results.
- An indicative gender monitoring framework for Lam Dong’s PRAP is provided in Annex 3.



**Table 1: Suggested outline for collating gender-specific comments on draft Lam Dong’s PRAP components**

Page/ paragraph number	Comment/rationale	Suggested response and text addition
<b>Component 1: Legal and Practical Context</b>		
<b>Article I: Legal context</b>		
<i>Item 1: National legal documents</i>		
Point 1, Pg 6	Add national legal framework on gender equality	Add paragraph noting " <i>Resolution No. 11-NQ/TW of the Communist Party dated 27-4-2007, stating the need to address women’s issues in the period of accelerated industrialization and modernization in country with the aim to have women empowerment in all aspects by 2020. The Law on Gender Equality (2006), which provides fundamental principles of gender equality and notes women have equal rights, responsibilities and roles in society and family life as men, and its related documents, such as National Strategy on Gender Equality 2011–2020, National Action Program on Gender Equality 2011-2020, MARD Action Plan on Gender Equality for the period 2011-2020.</i> "
<i>Item 2: International regulations</i>		
Pg 7, proposed new sub section	Add new sub section/item 2 on “International regulations on gender equality in REDD+” after Item 1 on “National legal documents” because REDD+ is the global initiative that needs to follow international regulations, which includes a commitment to gender equality.	<i>Add text in this new Item 2: "UNFCCC Cancun agreements, Paragraph 72: ‘Also requests developing country Parties, when developing and implementing their national strategies or action plans, to address, inter alia, the drivers of deforestation and forest degradation, land tenure issues, forest governance issues, gender considerations and the safeguards identified in paragraph 2 of appendix I to this decision, ensuring the full and effective participation of relevant stakeholders, inter alia indigenous peoples and local communities’."</i>
<i>Item 3 (current Item 2): Provincial legal documents</i>		
Pg 7	Add provincial legal documents on gender equality.	Add para noting " <i>The Provincial Action Plan to implement the National Strategy on Gender Equality for the period 2011-2020 (QD 1338/QD-UBND dated 22/03/2011).</i> "
<b>Article II: Practical context for REDD+</b>		
<i>Item 1: Local context to REDD+</i>		
Point 1.2.2.1, Pg 10 on UN-REDD	Lack of reference to existing evidence on gender issues in relation to REDD+.	Proposed text: " <i>During UN-REDD Vietnam Phase 1, a gender analysis was undertaken and finalized (June 2013). It analyzes how Phase I mainstreamed gender and provides recommendations of how Phase II should</i>

		<i>incorporate gender considerations within its planning and implementation. The scope of the report was focused at the provincial level, with fieldwork conducted in Lam Dong province<sup>6</sup>.</i>
Table 1, Pg 14-15 on the assessment of deforestation and forest degradation (D and D)	Lack of analysis on the roles of women and men and their impacts on addressing the drivers of D and D. As the drivers of D and D often vary between men and women, given the roles they play, such distinction and discussion is critical to bring in.	Add two more columns on the table after the column on activity (page 14) to highlight the roles of men and the roles of women in each area. (If information is not available, then recommend to note 'not available' in column.)
Point 2.1-2.2, Pg 15-19	Similar rationale as stated above.	Propose to write a conclusion statement on this point at the end of these sections, such as: <i>"Both men and women, with their own physical and technical capacity within their work division and in local culture, can have impacts on D and D. Therefore, each can play a very specific role in addressing drivers of D and D, and uniquely contribute to REDD+ action. The involvement of men and women in these processes is critical and has to be incorporated during D&amp;D assessment as well as scenario analysis."</i>
<b>Article III: Assessment on approach for REDD+ programs and projects in the province</b>		
Point 3.1, Pg 20	Helpful to also illustrate Vietnam's efforts to integrate gender in its previous REDD+ work, where relevant.	Propose to insert here: <i>"During Phase 1 of Vietnam's REDD+ work, a degree of awareness of, and attention to, gender issues was also reflected through the piloting of Free, Prior and Informed Consent (FPIC) and reports to design a Benefit Distribution System. (For more information please see 'UN-REDD Viet Nam Program Gender Analysis)</i>
Point 3.2, Pg 20 on the constraints or shortcomings	Lack of comprehensive capacity building approach, and the need to give explicit priority to both these groups of stakeholders.	The proposed revised text as follows: <i>"While some efforts were made to include gender issues in Phase 1 of the REDD+ work, much of the training and capacity building has not been delivered to a broader audience and many efforts fail to account for the roles, constraints and contributions of both women and men and their potential to affect change in forest protection. Efforts are still needed to identify and develop each group of stakeholders, including men and women, as well as conduct a capacity building needs assessment incorporating gender analysis in both groups."</i>

<sup>6</sup> UN-REDD Vietnam Programme Gender Analysis. 2013. This report is available at [http://www.unredd.net/index.php?option=com\\_docman&task=doc\\_download&gid=11372&Itemid=53](http://www.unredd.net/index.php?option=com_docman&task=doc_download&gid=11372&Itemid=53)

Section 3.3, Para 3, Pg 21	To help promote the inclusion of women and gender equality principles throughout REDD+ activities in the province, gender considerations need to be integrated in all areas of REDD+ projects and key institutions that implement REDD+.	Recommend to add the text noted in bold into this existing sentence: <i>“Develop, revise, and improve multi benefit models associated with specific REDD+ activities; propose and establish a financial management system for <b>the fair and gender-equitable</b> payment and disbursement of REDD+ related payments.”</i>
Point 3.3, Pg 21 on core contents that should be implemented.	Again these tasks should address the above constraints and highlight the need to explicitly promote the contribution of men and women in relevant activities.	The proposed text to add to the end of the Section <i>“Conduct capacity building needs assessment and build capacity to take into account the roles, priorities and constraints of women and men and promote their active involvement and participation in implementing REDD+ activities. This should be done at two levels. First, gender integration should be incorporated into REDD+ projects. Second, gender integration and capacity building of key institutions implementing REDD+ projects on gender methods and tools. Emphasis should be specifically placed on women, given most of them are still lacking the opportunities to access trainings and education on REDD+.”</i>

**Component 2: Objectives, Scope, Stakeholders and the Key Tasks of PRAP**

**Article I: Objectives, scope, stakeholders**

*Item 2: Specific objectives*

Point 2.1, Para 4, Pg 22 for the period 2014-2015	Gender equality was not mentioned in the text of para 4, entitled “Policy development and institutional capacity building.”	Propose to revise this paragraph to state: <i>“Develop and implement necessary activities in formulation of institutional frameworks, policies and related documents to secure the effective coordination and operation of REDD+, taking into account the promotion of the full and active participation of all relevant stakeholders, especially the most vulnerable groups such as women, ethnic minorities and local communities.”</i>
Point 2.1, Para 5, Pg 22 for the period 2014-2015	Gender equality was not mentioned in the text of para 5, entitled “Technical capacity building.”	Propose to revise the text to state: <i>“Based on the results of REDD+ projects, continue to extend technical capacity building equitably within the whole province in order to mobilize participation and resources for REDD+, wherein priority is given to women, ethnic minorities and local communities, and where their priorities and constraints are taken into account.”</i>
Point 2.1, Para 6, Pg 22 for the period 2014-2015	Gender equality was not mentioned in the text of para 6, entitled “Implementation.”	Propose to add the text at the end of the para: <i>“Priority in this process will also be given to women, ethnic minorities and local communities, to ensure they are included in and benefit from such processes.”</i>



Point 2.2, Para 1, Pg 23 for the period 2016-2020	Gender equality was not mentioned in the text of para 1.	Propose to add the text at the end of the para: <i>"...and based on the progress of REDD+ negotiation process at the global and regional level as well as in the national strategies and policies on REDD+, including in the social and environmental safeguards."</i>
Point 2.2, Para 2, Pg 23 for the period 2016-2020	Gender equality was not mentioned in the text of para 2.	Propose to add the text at the end of the para: <i>"...wherein specific attention is also given to women, ethnic minorities and local communities."</i>
<b>Article II: The key tasks</b>		
<i>Item 1: The period 2014-2015</i>		
Point 1.1, Para 5, Pg. 23 on setting up institutional system	No specific composition of Provincial REDD+ Steering Committee clarified. Recommend to add gender representative unit into steering committee.	Propose to add the text at the beginning of the para: <i>"Consider adding members to Provincial REDD+ Steering Committee to ensure the full participation of relevant institutions, including DARD, DONRE, DPI, DoFi, DOLISA, Sub-CEM and other CSOs such as the Women's Union and Farmer's Union, and ensure a minimum of 30% are women members. Pay attention to the competent role of the Women's Union in planning, scenario analysis, forest monitoring and evaluation, in conflict resolution and grievance mechanism for PRAP implementation."</i>
Point 1.1, Para 6, Pg 23	No specific composition of District REDD+ Steering Committee. Recommend to add gender representative unit into steering committee.	Propose to add the text at the end of the para: <i>"ensure representation of the Women's Union, Farmer's Union, etc. in the District REDD+ Steering Committee and at least X% of the members are women. Pay attention to the competent role of the Women's Union at all local levels in monitoring and evaluation, in conflict resolution and grievance mechanism for the PRAP implementation."</i>
Point 1.2, Pg 24 on capacity building for REDD+	No mention on the need for gender analysis, trainings and institutional strengthening, which would then help to implement the PRAP in a gender responsive manner.	Recommend to add one more para: <i>"Develop a two-pronged strategy to address gender integration at both project and institutional levels. This would include i) immediate integration of gender issues into REDD+ projects; and ii) enhancing the institutional capacity for gender integration of key implementing agencies including forestry departments, DOLISA, the Women's Union. Develop training materials, based on gender training needs assessment, and conduct gender training for several groups of stakeholders. Priority should be given to government staff, decision makers, REDD+ focal point agency, gender focal points, and REDD+ policy formulation team on gender analysis and gender mainstreaming into policy development process and PRAP implementation."</i>
Point 1.4, Pg 25-27 on forest	No mention on the role of local community, including women in	Propose to add one more sub-point at the end on PFM highlighting the need to strengthen capacity and

<p>monitoring system</p>	<p>participatory forest monitoring (PFM). Their perspective and involvement in this process is critical.</p>	<p>promote participation of local stakeholders, where the role of local communities, including women is very crucial. Both local women and men’s traditional knowledge and memory of forest aspects can contribute to recommendations for forest restoration and be a cost-effective means of ground truthing, as part of monitoring and reporting.</p>
<p>Point 1.5, Para 1, Pg 27 on PIAM and ESMP development</p>	<p>No specific mention on whether the Participatory Impact Assessment and Monitoring (PIAM) and environmental and social mitigation and monitoring plan (ESMP) would incorporate gender considerations.</p>	<p>Propose to add clarifying text in this paragraph explicitly noting that the PIAM and ESMP would be designed and conducted in a gender responsive manner. Bold text below could be added to existing text:</p> <p>1) <i>“...in collaboration with LEAF projects to develop a <b>gender responsive</b> Participatory Impact Assessment and Monitoring (PIAM) methodologies to assess...”</i></p> <p>2) <i>“...through a series of multi-stakeholder workshops to produce an environmental and social mitigation and monitoring plan (ESMP), <b>in a gender responsive manner</b>, as a complement to the PRAP.</i></p>
<p>Point 1.6, Pg 28-29 on financial management mechanism</p>	<p>No specific mention on gender equality, even though it is very essential in this component and is necessary to help ensure the effective and equitable financial management of the provincial REDD+ Fund.</p>	<p>Propose to add issues noted below, in order to incorporate women’s empowerment and gender equality principles into this sub section:</p> <p><i>* Assess the capacity of provincial Vietnam Forest Protection and Development Fund (VNFF) in REDD+ financial management, such as:</i></p> <ul style="list-style-type: none"> <li><i>- Define the work division between men and women</i></li> <li><i>- Ensure a minimum of 30% are women in Provincial VNFF management system, with at least one leadership position being allotted to women.</i></li> <li><i>- Ensure 100% of women staff to be invited to relevant REDD+ and REDD+ financial management trainings.</i></li> <li><i>- Provide opportunities for job, trainings, the policies on promotion, salary.</i></li> </ul> <p><i>* Define the benefit sharing mechanism at provincial level, taking into account gender equality.</i></p> <ul style="list-style-type: none"> <li><i>- Ensure compensation reaches women and men equitably, wherein those who participate in forest conservation and sustainable management are rewarded.</i></li> </ul> <p><i>-Monitor financial flows to ensure they reach indigenous populations (IPs), communities, and women and men.</i></p>

		<i>* Promote the role of the Women’s Union at all levels in monitoring of financial management and disbursement as well as benefit sharing and grievance mechanisms.</i>
Point 1.7, Pg 28 on REDD+ piloting	No specific mention on gender equality.	Propose to add a text in the sub-point 1.7.1 on principles: <i>"Ensure adequate consultation and the full participation of all stakeholders during the planning and implementation processes, especially local communities, ethnic minorities and women. Hold separate and additional consultations with women if necessary."</i>
<i>Item 2: The period 2016-2020</i>		
Point 2.6, Pg 31 on safeguards	No specific mention on gender equality.	Propose to add one para: <i>"Conduct an assessment on safeguards, including gender-specific risks and benefits in REDD+ activities and on the implementation and REDD+ coordination system."</i>
<b>Component 3: Measures for Action Plan Implementation</b>		
<i>Item 2: Strengthen management institutions and development of human resources ready for REDD+</i>		
Point 2.2, Pg 34 on human resource development	No mention on gender equality in capacity building for governance, PFM.	Propose to re-write the existing statement <i>"Strengthening of capacity for REDD+ governance"</i> to instead state <i>"Enhancing capacity on REDD+ governance, where priority is given to develop a clear roadmap and plan for strengthening women’s participation in REDD+ decision making processes."</i>  Propose to add the following statement to the section: <i>"Priority is placed on ensuring the involvement of local communities and ethnic minorities, including both women and men in developing human resources."</i>
<i>Item 3: Review and improve land use planning, and strengthen the implementation...</i>		
Para 2, Pg 35	No explicit mention of women’s involvement or livelihood considerations in this process.	Propose to add at the end of the para <i>"Ensure full consultation with local communities and ethnic minorities, including women and men, during the review of planning process of current sectors, including three types of planning: forests planning, rubber planning and other sector planning, that have impacts on forest resources management and their own livelihoods. Add additional text "ensure provision of subsistence and livelihood options through land-use planning are provided."</i>
<i>Item 4: Review and improve the contracting, allocation, lease and use of forest and forest land</i>		
Para 5, Pg 36	No explicit mention of women’s involvement or gender equality considerations in this process.	Propose to add the bold text here to the following existing sentence <i>"Continue reviewing area of forests and forest land; improving the contracting, lease, and allocation of forests and forest land in the following direction, with the view to securing the full and effective</i>

		<p><i>involvement of local communities, ethnic minorities, including both women and men in the process".</i></p> <p><i>Propose to add the following text:</i></p> <p><i>"When land titles are to be distributed within communities and individuals, ensure equitable distribution of land titles to both women and men."</i></p>
<i>Item 5: Conduct forest monitoring and forest inventory periodically</i>		
Point 5.1, Pg 38 on forest monitoring	No explicit mention of women's involvement or gender equality considerations in this process.	Propose to add the bold text here to the following existing sentence: <i>"...as a basis for REDD+ implementation in Lam Dong properly and smoothly, it is necessary to conduct some specific activities, <b>with the active involvement of local communities and ethnic minorities, including both women men, as follows."</b></i>
<i>Item 6: Strengthen the dissemination, raise awareness, and mobilize the participation of the local people...</i>		
Pg 38-39	No specific mention on the gender equality. It is very essential in this component for active involvement of women.	Propose to add one more para after the first para under Item 6: <i>"Ensure consultation with local communities and ethnic minorities, including both men and women in identifying the appropriate livelihood improvement activities and enhance their active roles in planning and implementation of these activities to contribute to REDD+."</i>
<i>Item 7: Call for local and international capital investment and support...</i>		
Para 2, Para 4, Pg 39, under Item 7	No specific mention on the competent capability of women and their involvement in financial resource management and support.	Propose to add to the end of second para and of the fourth para: <i>"with a focus on enhancing the active role of women as well as the Women's Union while respecting local experiences, context and culture."</i>
<b>Component 4: Funding Needs for Plan Implementation</b>		
Pg 41	Lack of mentioning the resources mobilized from local communities, with the important role of women.	Propose to add one para: <i>"In-kind and financial contribution of local communities, taking into account the enhancement of the capability of women in financial and resource management at the household and community level."</i>
<b>Component 5: Implementation Organization</b>		
<i>Item 1: Provincial REDD+ Steering Committee</i>		
Pg 42	No representative of DOLISA, the focal agency in gender equality, Sub-CEM and the Women's Union.	Propose to add to the end of the first para under this Item: <i>"DOLISA, Sub-CEM and the Provincial Women's Union."</i>
Point 2.1, Pg 42 on the roles of CSOs, NGOs, companies	No clear roles and responsibilities of these bodies (i.e. between DARD, DOLISA, and the Women's Union) to ensure gender equality are taken. Into account in implementation organization.	Propose to add: <i>"Provide and organize awareness raising, capacity building and training on gender concepts and gender responsive monitoring and reporting to help promote the inclusion of gender equality principles during implementation."</i>

## Component 6: M&E

### Item 1: Monitoring and Evaluation

Pg 46	No specific content of safeguards and gender.	Propose to add one more para in Item 1: " <i>Conduct regular monitoring and evaluation of safeguards, including gender equality, and provide recommendations, based on the monitoring plan and its results.</i> "
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## 4.2 Institutional and governance capacity needs, strengthening measures and priority interventions

Listed below are specific ways to strengthen the gender sensitivity of institutional and governance arrangements and address capacity gaps within the province on gender skills. Such steps will also help facilitate and create supporting frameworks for implementing the recommendations presented in Table 1 above.

### 4.2.1 Institutional and governance arrangements and capacity needs

#### 4.2.1.1 Institutional set up

- Add additional representatives of DOLISA, Sub-CEM, the Provincial Women’s Union and gender experts in the member list of Provincial REDD+ Steering Committee with clear functions and roles for each member.
- Establish a coordination mechanism for enhancing, accessing funds with gender-technical support and monitoring gender equality and women’s empowerment for PRAP implementation involving government, donor and civil society organizations.
- Allocate adequate budget for DOLISA and sub-DOLISA at the district level to enable them to effectively function as the focal unit on women’s advancement and gender equality, as directed by the national strategy on gender equality.
- Through the aid of the Women’s Union and its mandate to promote women’s advancement, establish a volunteer network on gender equality and women’s advancement, especially between donor-funded projects to gather resources to implement gender-specific activities, and at commune and village level.
- Identify specific areas and local communities where the culture produces negative impacts on gender equality and prevents women’s advancement. Develop specific guidelines for integrating gender equality and women’s empowerment in REDD+ planning and implementation to support PRAP implementation in these areas.

#### **4.2.1.2 Capacity Building to address gender gaps and promote women’s leadership in REDD+**

- Conduct an organizational assessment of key institutions such as DARD Lam Dong whose mandate is to implement REDD+ in the province. Such capacity needs assessments should be regularly evaluated and updated.
- Conduct capacity building assessment on women’s empowerment, gender analysis, gender integration in REDD+ planning and implementation process and gender equality monitoring for the members of REDD+ Steering Committee, REDD+ focal agency (DARD), the PRAP team, and government staff of relevant institutions at the district and commune levels.
- Provide Training for Trainers on “Organizational Leadership & Planning,” “Gender Integrated Planning,” “Skill Sets for Gender Equality,” as well as other need-based topics relevant to PRAP implementation such as “safeguard approaches in climate change.”
- Consider piloting the W+ Standard in PRAP work. *W+ Standard* is a unique certification label developed by Women Organizing for Change in Agriculture and Natural Resource Management (WOCAN<sup>7</sup>) that endorses projects that create increased social and economic benefits for women participating in economic development or environment projects, including those that provide renewable energy technologies, time and labor saving devices, forest and climate change activities and employment opportunities.
- Develop demand-based training materials (including topics, modules, methodologies, program agenda and tools) on women’s empowerment, gender analysis and gender integration for the

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<sup>7</sup> <http://www.wplus.org/about-wplus>

members of REDD+ Steering Committee, REDD+ focal agency, PRAP team, and for government staff of relevant institutions at district and commune levels based on the results of the training needs assessment.

- Develop a toolkit including a checklist for Lam Dong DARD to support assessment and implementation of gender-responsive REDD+.
- Develop a database on gender equality to be managed by DOLISA.
- Develop a gender monitoring framework for PRAP. (See draft gender monitoring framework in Annex 3.)

#### **4.2.1.3 Gender-integrated programming of forestry and PRAP related activities**

As the key implementing agency of forestry and REDD+ activities, Lam Dong DARD should take leadership to ensure gender integrated programming in forestry and related PRAP activities. Gender integrated programming means connecting women's strategic interests to forestry and REDD+ activities (like forest monitoring) rather than treating it as a separate topic. Options for moving this integrated approach forward include:

- Hold consultations with the Women's Union and DOLISA to gather their inputs into the technical components of PRAP and REDD+ activities.
- Develop a comprehensive capacity building program to build skills in gender-integrated programming and demonstrate it through pilot activities.
- Train key staff within Lam Dong DARD on gender equality to better train/educate the Women's Union and DOLISA.
- Liaise through projects and donor networks to enlist support for gender-integrated programming.

#### **4.2.2 Priority interventions**

During the workshop on 'Gender considerations and women's empowerment activities within Lam Dong PRAP development and implementation' conducted on 29 October 2014, priority interventions were identified by workshop participants, based on the recommendations from Table 1 as well as gaps in capacity and institutional and governance arrangements presented earlier. These are organized under short term (from 2014-2015) and long term interventions (2016-2020).

##### **4.2.2.1 Priority interventions for 2014-2015**

- Enhance REDD+ Steering Committee membership: add DOLISA, Sub-CEM, the Women's Union and Sub-DOLISA, and the Women's Union at district and commune levels. Proportion of women: at least 30% for provincial level and at least 20% for lower levels.
- Liaise with existing projects and donors and create a system to gather investments and technical support to address gender equality gaps.
- Capacity building for gender equality in REDD+: Conduct capacity building for gender mainstreaming at both project and institutional levels, as well as develop training materials for key institutions (including DOLISA, the Women's Union, DARD) and people tasked with REDD+

implementation.

- Ensure gender-integration into PRAP activities:
  - In participatory forest monitoring, there is a need to strengthen capacity and promote the role of local communities and ethnic minorities, including both women and men. Traditional knowledge and memory of both men and women regarding aspects of forest management can contribute to recommendations for forest restoration and be a cost-effective means of ground truthing, as part of monitoring and reporting.
    - Develop and conduct the Participatory Impact Assessment and Monitoring (PIAM) and Environmental and Social Mitigation and Monitoring plan (ESMP) in a gender responsive manner.
  - Ensure effective and equitable financial management of the provincial REDD+ Fund by conducting a capacity assessment of Provincial VNFF to be gender responsive (work division, % of women staff, opportunities for jobs, training, promotion and salary); ensuring gender responsive benefit sharing; promoting the role of the Women's Union in financial management and monitoring and instituting a grievance mechanism.
- With REDD+ piloting, ensure adequate consultation and the full participation of all stakeholders during the planning and implementation processes, especially local communities, ethnic minorities and women. Hold separate and additional consultations with women if necessary.
- When reviewing and working to improve the contracting, allocation, lease and use of forests and forest land, maintain a view to securing the full involvement of local communities, ethnic minorities, including both women and men in the process.
- Further develop and finalize a gender monitoring framework for PRAP (as a tool, a suggestive draft framework is provided in Annex 3).

#### **4.2.2.2 Priority interventions for 2016-2020**

- Conduct an assessment on safeguards, including gender-specific risks and benefits in REDD+ activity implementation and REDD+ coordination system.
- When encouraging local and international capital investment and support, maintain a focus of enhancing the active role of women as well as the Women's Union while respecting the local experiences, context and culture.
- Continue capacity building on gender equality at all levels according to the gender monitoring framework.
- Develop a gender team of expertise within the province (with key staff from DARD, DOLISA and the Women's Union) that can train others on key issues related to gender equality.

### **4.3 Gender integration work plan and monitoring framework for PRAP for Lam Dong**

Table 2 below provides illustrative actions designed to implement PRAP in a gender-responsive manner. Over time these should be refined and prioritize key gender-specific activities to be implemented with



leadership and support from key implementing organizations.

The monitoring framework (see Annex 3) provides guidance and should be regularly updated. Specific indicators have been proposed in relation to four themes: 1) key tasks of PRAP; 2) policies and measures (PAMs); 3) PRAP Implementation arrangement; and 4) M&E.

The indicators and the measurements for the indicators can be adapted per the requirements of PRAP implementation and should be used flexibly. If implemented, this framework can contribute to achieving gender quality in PRAP through the following immediate results:

- Gender-responsive PRAP is designed and implemented.
- Key institutions (DARD, the Women’s Union, Sub-VNFF, and DOLISA) have increased capacity to address gender issues in PRAP implementation.
- Women’s leadership and decision making is enhanced.
- Equitable distribution of forest contracting, allocation and lease to both men and women in Lam Dong province is made.
- Gender equality issues in relation to REDD+ and livelihood are well disseminated.



*Table 2: Suggested gender integration work plan for PRAP*

No	Proposed actions	Current status	Reason to propose the action	Result indicator	Verifier	Time	Resources	In charge
1	Revise the PRAP outline and component reports to address gender equality and women's empowerment	There are many gaps in the current draft PRAP outline and 6 component reports	-REDD+ requires addressing gender issues under the Cancun agreements -PRAP is the subject for gender integration	All recommended texts (mentioned in the last column of Table 1 above) are added or incorporated into the PRAP and the six component report.	Revised PRAP outline and six component reports with gender-specific inputs	Dec 2014	UN-REDD and USAID LEAF	DARD and PRAP formulation team Consultants on six components
2	Conduct consultations with key stakeholders on gender integration in revised PRAP outline and six component reports	There is no consultation on gender integration in PRAP outline and six component reports	To make sure the key stakeholders understand and agree with the revised PRAP outline with gender integration	Two consultation events organized for PRAP formulation team and for other relevant stakeholders related to PRAP development and implementation	-Workshop agenda -List of participants -Consolidated comments	Oct-Dec 2014	UN-REDD and USAID LEAF	DARD
3	Develop gender monitoring framework as an annex to PRAP	Not available before development of this report (draft framework now attached as an annex to this report)	To make sure gender equality is monitored during the PRAP implementation	Draft gender monitoring framework	The document is ready in hard and soft copy for consultation	Dec 2014	UN-REDD and USAID LEAF	DARD and PRAP formulation team
4	Finalize the PRAP outline and PRAP component reports based on the consultation on gender integration	Not yet completed	It is necessary to have this action after getting comments from consultation	-Final PRAP outline -Final PRAP document with six reports on PRAP components with gender issues integrated	The documents are available in hard and soft copy for final approval	Dec 2014	UN-REDD and USAID LEAF	DARD and PRAP formulation team
5	Approve PRAP document with gender monitoring framework as one	Approved	The final PRAP document should be approved to become official legal document	Approved PRAP document contains gender-specific inputs	A decision of PPC on the approval available in hard copy	Jan 2015	UN-REDD and USAID LEAF DARD	PPC

	annex		for REDD+ at provincial level				PRAP Formulation team	
6	Add DOLISA, Sub-CEM and the Women's Union in Provincial REDD+ Steering Committee	Not yet completed	These institutions play very important roles on gender equality and women's empowerment	Updated list of the Provincial REDD+ Steering Committee	A decision of PPC available in hard copy	Jan 2015	UN-REDD and USAID LEAF	DARD
7	Conduct capacity needs assessment for key government stakeholders (DARD, WU, and DOLISA) at different levels. <i>(tentative trainings to be confirmed)</i>	Not yet	It is very urgent to ensure the capacity of key government stakeholder at different levels	A report 100% of PRAP team as interviewees 70% of REDD+ steering committee as interviewees	The report is available in hard and soft copy	Jan-Mar 2015	UN-REDD and USAID LEAF	DARD and DOLISA
8	Develop training material on gender and women's empowerment <i>(tentative action, to be further developed)</i>	Some are available but not yet available in Vietnamese or distributed	The training materials need to be identified or developed for different groups based on the needs assessment	A set of training materials for different key stakeholders	The training materials are available in different appropriate forms	Jan-Mar 2015	UN-REDD and USAID LEAF	DARD and DOLISA
9	Conduct trainings on gender and women's empowerment to different stakeholders on gender integrated planning, safeguards etc. <i>(tentative action and trainings, to be confirmed)</i>	Not yet completed	It is very urgent to ensure the capacity of key stakeholders on gender integration.	-Two trainings for two key groups: REDD+ Steering Committee and the PRAP team, and for government staff of relevant institutions at district and commune level. -100% of REDD+ Steering Committee and PRAP team have	Training agenda List of trainees Name of teachers Training materials, etc.	Dec 2014 – Feb 2015	UN-REDD and USAID LEAF, DARD The Women's Union  USAID LEAF will support 2 trainings.	DARD and DOLISA

				attended trainings if not yet in the past				
10	Set up coordination mechanism to enhance and monitor gender equality and women's empowerment for PRAP (tentative action, to be confirmed)	Not yet completed	There is an urgent need to ensure the proper collaboration among different stakeholders in gender integration for PRAP finalization and implementation	The coordination mechanism is set up	A decision of PPC on that available in hard copy	Jan–Feb 2015	UN-REDD, USAID LEAF, DOLISA, DARD	PPC
11	Functioning of the coordination mechanism (tentative action, to be confirmed)	Not yet completed	To make sure this coordination is workable and useful for enhancing gender equality and gender monitoring during PRAP implementation	The regularly updated reports on the progress and recommendations for improvement	Workplan Meetings minutes and agenda	From Jan. 2015	UN-REDD, USAID LEAF	DOLISA, DARD



## 5. CONCLUSIONS

Current global and national policies provide a compelling basis for gender integration into the Lam Dong PRAP in Vietnam. Gender Equality and women's empowerment have been recognized as pre-requisites for sustainable forest management and thus, to REDD+ performance. The UNFCCC calls for countries to report on REDD+ safeguards (that also includes gender equality safeguards) as a measure of REDD+ progress. The Vietnam National REDD+ Action Program complies with the policies and laws of Vietnam and is consistent with the provisions of UNFCCC and relevant international conventions to which Vietnam is a party. At the national level, Vietnam has already promulgated progressive gender policies and laws that call for greater women's empowerment in all plans. This means that the Lam Dong Provincial REDD+ Action Plan needs to be consistent with the national plan and other international agreements related to gender equality that Vietnam has signed onto.

Given that the Lam Dong PRAP will likely set the precedent for further discussion of gender equality during its implementation and replication in other provinces, it is imperative to integrate gender issues within the PRAP outline and its six components. A gender analysis of the PRAP outline and its six components was undertaken to identify key entry-points to better integrate gender equality and women's empowerment into the Lam Dong PRAP.

The analysis suggests immediate acknowledgement and incorporation of gender issues in relation to PRAP and its specific components. It points to the need of having a two-pronged strategy to develop gender capacity in concurrence with the PRAP implementation. First, it suggests gender-integrated programming of PRAP so that PRAP implementation addresses gender issues. Second, it underscores the necessity of further strengthening the capacity of the key institutions such as Lam Dong DARD, the Women's Union and DOLISA, enabling them to better understand and implement gender issues. Additionally, a list of gender-specific recommendations to meet the gender issues not yet addressed but relevant to the Lam Dong PRAP is provided (See Table 1).

The analysis forms the basis for further rigorous analysis, stakeholder discussions towards implementing the PRAP activities in Lam Dong and its replication in other provinces in Vietnam in a way that provides fair share of decisions and benefits to both women and men. Given the commitment to gender equality in REDD+ at international level, the Lam Dong PRAP can provide an exemplary model of gender integration into PRAP to the global REDD+ community provided the recommendations are incorporated and implemented.

**Annex 1: List of Key Members of the Lam Dong PRAP Formulation Team Involved in the Discussion on Gender Mainstreaming into PRAP**

No	Name	Sex	Position in her/his organization	Role/Position in PRAP Formulation team	Remarks
1	Le Van Minh	Male	DARD Director	Has the final review and endorsement before submitting to PPC for approval	Discussion had been conducted separately in his office
2	Bui Van Hung	Male	DARD Deputy Director	Has overall responsibility in DARD for ensuring the quality and progress of PRAP formulation process and has the final look before submitting to DARD Director for final review and endorsement before submitting to PPC for approval.	Discussion had been conducted via phone call and the questionnaire had been shared
3	Le Van Trung	Male	Vice head of Technical Division of Forestry Sub-Department of DARD	Member	Did not have chance yet to attend any gender training
4	Hoang Cong Hoai Nam	Female	Head of Forest Management and Protection Division of Sub-FPD of DARD	Member	Attended gender training in Thailand organized by LEAF
5	Pham Van An	Male	Former DARD Director	Advisor	Did not have chance yet to attend any gender training
6	Pham Thanh Nam	Male	UN-REDD and LEAF Field coordinator	Member	Did not have chance yet to attend any gender training
7	Pham Khai Tan	Male	Vice head of Technical Division of The Lam Dong Forestry and Agriculture Consulting Company recruited for providing consulting services on PRAP development	Representative of the consulting company on PRAP development	Did not have chance yet to attend any gender training

**Annex 2: List of Participants from the Gender Seminar held at Lam Dong, Vietnam on 29 October, 2014**

PARTICIPANT LIST					
Training topics: Seminar on Gender Integration into PRAP					
Training Location: Da Lat, Lam Dong, Vietnam					
Date of training: 29/10/2014					
Name of Participant	Sex		Name of Organization	Job Title	E-mail
	M	F			
1. Bui Van Hung	x		DARD Lam Dong	Vice Director	hungbuivan1966@yahoo.com
2. Phạm Hưng	x		DARD Office	Head	<a href="mailto:phamhungdalat691966@gmail.com">phamhungdalat691966@gmail.com</a>
3. Lê Quang Nghiệp	x		Forestry Sub-Department of Lam Dong	Director	<a href="mailto:lqnghep@gmail.com">lqnghep@gmail.com</a>
4. Đỗ Văn Vui	X		Forestry Sub-Department of Lam Dong, Technical Division	Head	<a href="mailto:vuicclnd@yahoo.com.vn">vuicclnd@yahoo.com.vn</a>
5. Lê Văn Trung	x		Forestry Sub-Department of Lam Dong, Technical Division	Vice Head	<a href="mailto:dalatlctrung@gmail.com">dalatlctrung@gmail.com</a>
6. Lê Hoàng Nam	x		Forestry Sub-Department of Lam Dong	Vice Head	
7. Nguyễn Bá Lương	x		Forest Protection Sub-Department of Lam Dong	Vice Director	
8. Hoàng Công Hoài Nam		x	Forest Protection Sub-Department of Lam Dong, Forest Management and Protection Division	Head	<a href="mailto:hoainamkl@gmail.com">hoainamkl@gmail.com</a>
9. Trần Quang Hưng	x		Agro-Forestry Consulting Company of Lam Dong	Director	<a href="mailto:trqhungln@yahoo.com">trqhungln@yahoo.com</a>
10. Vo Minh Tham	x		Provincial Forest Fund of Lam Dong	Vice Director	
11. Dam Dieu Thuan		x	Provincial Women Union of Lam Dong	Head of Division	
12. Nguyen Truc Bong Son	x		Agro-Forestry Extension Centre of Lam Dong	Director	
13. Bon Yo Soan		x	Provincial Committee for Ethnic Minority Affairs of Lam Dong	Vice Director	
14. Nghiem Phuong Thuy		x	DOSTIC, VNFOREST	Specialist	
15. Lê Hà Phương		x	Vietnam REDD+ Office	Safeguard specialist	<a href="mailto:lehaphuong2009@gmail.com">lehaphuong2009@gmail.com</a>
16. Lâm Quỳnh Nhung		x	Vietnam REDD+ Office	Specialist	<a href="mailto:lamquynhnhung@gmail.com">lamquynhnhung@gmail.com</a>
17. Phạm Trọng Thịnh	x		Sub-FIPI in Southern	Director	<a href="mailto:thinhwetland@gmail.com">thinhwetland@gmail.com</a>



18. Nguyễn Thị Thu Thủy		x	UN REDD, NPMU	Safeguard specialist	<a href="mailto:thuynguyenhanoi.2011@gmail.com">thuynguyenhanoi.2011@gmail.com</a>
19. Bùi Lê Inh	x		UN REDD, NPMU	National Field Coordinator of Lam Dong	
20. Phạm Minh Thoa		x	UNDP	Gender expert	<a href="mailto:thoa.dof@gmail.com">thoa.dof@gmail.com</a>
21. Phạm Xuân Phương	x		Freelance consultant	Financing consultant	<a href="mailto:xphamphuong@gmail.com">xphamphuong@gmail.com</a>
22. Phạm Văn Ấn	x		Freelance consultant	Financing consultant	<a href="mailto:pvanld@gmail.com">pvanld@gmail.com</a>
23. Phạm Khải Tân	x		Agro-Forestry Consulting Company of Lam Dong	Consultant	<a href="mailto:phamkhaitan@gmail.com">phamkhaitan@gmail.com</a>
24. Dư Đức Hưởng	x		FIPI	Specialist	<a href="mailto:duchuongfipi@gmail.com">duchuongfipi@gmail.com</a>
25. Phạm Ngọc Bấy	x		FREC	Specialist	<a href="mailto:phamngoc.bay@gmail.com">phamngoc.bay@gmail.com</a>
26. Bùi Nguyễn Lâm Hà		x	Da Lat University	Scenarios analysis consultant	<a href="mailto:bnlamha151@yahoo.com">bnlamha151@yahoo.com</a>
27. Cao Thúy Anh		x	Da Lat University	Scenarios analysis consultant	<a href="mailto:caothuyanh@gmail.com">caothuyanh@gmail.com</a>
28. Lý Thị Minh Hải		x	LEAF	Project Manager in Vietnam	<a href="mailto:HLyThiMinh@snnworld.org">HLyThiMinh@snnworld.org</a>
29. Trần Văn Châu	x		LEAF	Specialist	<a href="mailto:CTranVan@snnworld.org">CTranVan@snnworld.org</a>
30. Phạm Thành Nam	x		LEAF	Field Coordinator of Lam Dong	<a href="mailto:NPhamThanh@snnworld.org">NPhamThanh@snnworld.org</a>
31. Vũ Thị Kiều Phúc		x	LEAF	Gender, M&E cum Program Assistant	<a href="mailto:PVuThiKieu@snnworld.org">PVuThiKieu@snnworld.org</a>

### Annex 3: Draft Gender Monitoring Framework

Monitoring content	Indicator content	Measurements for indicators (targets also provided where applicable and recommended)	Verifying sources	In Charge
<b>1. Key tasks of PRAP</b>				
<i>Organizational structure for coordination and implementation</i>	<ul style="list-style-type: none"> <li>Increased women's leadership in Lam Dong REDD+ Steering Committee</li> </ul>	<ul style="list-style-type: none"> <li>Number of representatives of relevant institutions: the Women's Union, Sub-CEMA, DOLISA included in Lam Dong REDD+ Steering Committee</li> <li>Proportion of women (at least 30%) included in Lam Dong REDD+ Steering Committee</li> <li>One technical person is assigned as gender focal person for REDD+ steering committee</li> </ul>	PPC Decision	DARD
	<ul style="list-style-type: none"> <li>Strengthened collaboration among DARD, DOLISA, the Women's Union</li> </ul>	<ul style="list-style-type: none"> <li>MOU among three parties signed (right after PRAP endorsed)</li> </ul>	MOU Evaluation reports	PPC, DARD, DOLISA, the Women's Union
<i>Capacity building for addressing gender equality in REDD+ activities through gender training and institutional support</i>	<ul style="list-style-type: none"> <li>Increased capacities of key institutions (DARD, WU and DOLISA) to implement PRAP address gender issues in PRAP</li> <li>Frequency of trainings addressing gender issues in climate change/REDD+ (at least 1/year)</li> </ul>	<ul style="list-style-type: none"> <li>Gender Action Plan of DARD is developed</li> <li>A team of experts is formed to lead gender trainings within DARD, the Women's Union and DOLISA</li> <li>TOT program to build skills and capacity of expert team is developed</li> <li>Number of trainings addressing gender issues in climate change/REDD+ (at least 1/year)</li> <li>Number of gender-specific research, tools, checklist, posters developed (at least 1/year)</li> <li>Proportion of women (at least 40%) participating in trainings, capacity building events, etc. (data on participants also disaggregated by sex)</li> <li>Quality of trainings (at least 70% evaluated as satisfactory) (data on training quality results also disaggregated by sex)</li> </ul> <p>For grassroots level and when relevant,</p>	Gender Action Plan, Program Agenda, Training content, Decision, List of participants,	DARD to lead with collaboration from WU, DOLISA

		<ul style="list-style-type: none"> <li>Ratio of ethnic people (recommended at least 70% of participants) at grassroots level trainings</li> </ul>		
<p><i>Set up Financial management mechanism for REDD+ at provincial level</i></p>	<ul style="list-style-type: none"> <li><i>Increased women's representation in Fund management board and in Fund Steering Committee</i></li> <li><i>Increased role of the Women's Union and DOLISA in REDD+ financial design, management and disbursement</i></li> </ul>	<ul style="list-style-type: none"> <li>Proportion of women represented in Fund management board (at least 30%)</li> <li>Proportion of women represented in Fund Steering Committee (at least 10% and at least one woman is the Chair or Vice Chair of the Fund Steering Committee)</li> <li>Proportion of women staff attending professional trainings (target 100% of women)</li> <li>Number of professional trainings (at least 02/year)</li> <li>Quality of trainings (at least 70% evaluated as satisfactory) (data on training quality results also disaggregated by sex)</li> <li>Evidence of the Women's Union and DOLISA being actively involved in the financial management mechanism for REDD+ at provincial level</li> <li>Number of representatives from the Women's Union and DOLISA involved in decision making processes in relation to REDD+ financial design, management and disbursement at provincial level</li> </ul>	<p>Decisions, Reports, list of participants, program agenda, evaluation</p>	<p>PPC, DARD</p>
<b>2. PAMs</b>				
<p><i>Review and improve the forest contracting, forest allocation, forest lease and forest land use</i></p>	<ul style="list-style-type: none"> <li>Increased access of women to contracts for forest protection and management</li> </ul>	<ul style="list-style-type: none"> <li>Ratio of contacts of households (who have both husband and wife) having both signatures of husband and wife (target 100%)</li> <li>% of contracts of households to protect and manage forests (who have both husbands and wife) increased by 30%</li> <li>At grassroots level, proportion of women lease holders (at least 50%)</li> <li>Ethnic people (at least 70%) at village community level</li> </ul>	<p>Contracts</p>	<p>Sub-VNFF</p>

<p><i>For REDD+ pilot communes, promote awareness raising, and mobilize the participation of local people and communities in REDD+ implementation, and link it with livelihood improvement</i></p>	<ul style="list-style-type: none"> <li>• Frequency of communication and awareness raising on gender during the REDD+ implementation and livelihood improvement.</li> </ul>	<ul style="list-style-type: none"> <li>• % of these events that integrate gender equality topics into the programs (target 75% of events)</li> <li>• Quality of trainings, awareness raising events conducted by CSO, NGOs, Companies (at least 70% evaluated as satisfactory)</li> <li>• Proportion of women (at least 50%) at events, consultations, trainings, etc.</li> <li>• Ratio of ethnic people (recommended at least 70% of participants) at grassroots level trainings events, consultations, trainings, etc.</li> <li>• Number of events (at least 02/year)</li> <li>• Quality of trainings (at least 70% evaluated as satisfactory) (data on training quality results also disaggregated by sex)</li> <li>• Number of programs in REDD+ pilot communes (1 program/week) and district radio and provincial TV (1 program/quarter)</li> <li>• The frequency of the events at commune (once/week) and at district and provincial level (once/quarter)</li> <li>• Number of consultation events with local communities (01/year); <ul style="list-style-type: none"> <li>○ Proportion of women consulted (at least 50% of participants) and ethnic people (at least 70% of participants) at these consultation events</li> </ul> </li> </ul>	<p>Reports, list of participants, program agenda, feedbacks on evaluation, video clips, films, articles presented in media, publications, Consultation programs, list of interviewees, topics, questionnaires</p>	<p>PPC and relevant agencies (i.e. DARD...)</p>
<b>3.PRAP implementation arrangement</b>				
<p><i>CSOs, NGOs and companies roles to ensure gender equality</i></p>	<ul style="list-style-type: none"> <li>• Incidents of CSOs, NGOs, and companies promoting gender equality activities increased</li> </ul>	<ul style="list-style-type: none"> <li>• Number of incidents of CSOs, NGOs, and companies promoting gender equality activities</li> <li>• Number of trainings, awareness raising events on gender conducted by CSOs, NGOs, companies at commune and community level (at least 02/year)</li> <li>• Quality of trainings, awareness raising events conducted by CSOs, NGOs, companies (at least 70% participants evaluated as satisfactory) <ul style="list-style-type: none"> <li>○ Proportion of women (at least 50% of</li> </ul> </li> </ul>	<p>Reports, list of participants, program agenda, feedbacks on evaluation</p>	<p>CSOs, NGOs and companies</p>

		participants)and ethnic people (at least 70% of participants) at these trainings, awareness raising events, etc.		
<b>4.M&amp;E</b>				
<i>Regular M&amp;E on safeguards and grievance mechanisms, including on issues relating to gender equality, and provision of recommendations based on PRAP M&amp;E framework/plans and results of M&amp;E</i>	<ul style="list-style-type: none"> <li>• <i>Set up of information and reporting channel on safeguards (including Grievance and Redress mechanisms) developed</i></li> </ul>	<ul style="list-style-type: none"> <li>• Nominated focal point agency for information management (right after PRAP endorsed)</li> <li>• Evidence of information and reporting line from local to provincial and national and back developed and set up (right after PRAP endorsed) for M&amp;E on safeguards and grievance and redress mechanisms.</li> <li>• Explicit evidence that M&amp;E processes for safeguards and grievance and redress mechanisms are gender-sensitive, wherein they include gender-specific data to feed into information channel and reporting lines (right after PRAP endorsed)</li> </ul>	PPC document nominated focal point agency and setting up the grievance and redress channel	PPC and relevant departments



# Addressing Gender Equality in Climate Change and REDD+

## Why Gender Equality Matters for Climate Change Mitigation

- Climate change mitigation has a gender dimension
- Gender equality is a pre-condition for climate change mitigation effectiveness
- Gender equality is a fundamental human right

## What are the gender-gaps in climate change and REDD+ in Asia-Pacific?

1. Lack of recognition of women and their constituencies as legitimate stakeholders for sustainable forest management.
2. Women's lack of access and limited control in decision-making
3. Women's lack of rights to fair benefit-sharing mechanisms.
4. Lack of comprehensive capacity building programs that empower women and their strategic interests.
5. Limited mechanisms to encourage gender champions to implement gender equality activities.
6. Lack of expertise and resources to build gender responsiveness in institutions that implement key programs.

### Case study Vietnam

USAID LEAF in collaboration with the UNREDD program in Vietnam undertook a gender assessment of Vietnam Lam Dong's Provincial REDD+ Action plan (PRAP) to identify opportunities and gaps for greater integration of gender issues. The assessment resulted in incorporation of gender-specific inputs into the PRAP outline, in addition to the inclusion of a gender framework to monitor the results of the inputs.

## 8 ways to address gender equality in climate change

1



### Women's representation and participation

Active participation of women's groups, federations and networks ensures that women are legitimate stakeholders and key beneficiaries in the implementation of REDD+ activities.

2



### Facilitation and capacity building for women's participation

Women's groups need technical training and support for enterprise development and credit provision.

3



### Gender-disaggregated Analysis and Planning to Meet Women's Livelihood Needs

Use gender analysis to determine women's roles and contributions to forest management and integrate it into planning and investments.

4



### Labor saving and time-reducing technologies

Relieve women of some of their labor-intensive duties managing households, farms and family members so they can actively participate in climate change activities.

5



### Promotion of gender champions' expertise and skills

Support gender champions in government institutions, the private sector and communities to advance their efforts in promoting gender equality in forestry and REDD+.

6



### Equitable benefit sharing mechanisms

Ensure women get a fair share of benefits for their contributions to sustainable forest management and REDD+.

7



### Enterprise development and credit provision

When well-supported, women in forest communities are sometimes able to generate more than 50% of their income from forests.

8



### Promotion of institutional accountability

Strengthen institutional mechanisms to promote gender-equality in key forestry and REDD+ implementing agencies so that gender efforts are incorporated into their activities on a consistent basis.



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## About USAID LEAF

USAID LEAF is a five-year cooperative agreement, funded by the United States Agency for International Development (USAID) Regional Development Mission for Asia. USAID LEAF is being implemented by Winrock International in partnership with SNV-Netherlands Development Organization, Climate Focus, and RECOFTC-The Center for People and Forests. USAID LEAF employs a regional approach to produce meaningful and sustainable reduction in greenhouse gas emissions from the forest-land use sector across six focus countries: Cambodia, Laos, Malaysia, Papua New Guinea, Thailand and Vietnam.

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