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Gender Analysis for the Central Africa Regional Program for the Environment (CARPE) Phase III

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Photo: Dangers faced by Democratic Republic of the Congo women
<http://www.bbc.co.uk/news/world-africa-20012151>

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Acronyms and Abbreviations

AfDB	African Development Bank
ACAPEE	<i>Association Centrafricaine des Professionnels en Evaluation Environnementale</i>
AFJC	<i>Association des Femmes Juristes Centrafricaines</i>
AGAFI	<i>Association Gabonaise d'Assistance aux Femmes Indigènes</i>
AMNH	American Museum of Natural History
ASDE	<i>Association pour la Solidarité, Développement et Environnement</i>
AWF	African Wildlife Foundation
BCI	Bonobo Conservation Initiative
CAFER	<i>Centre d'Appui aux Femmes et aux Ruraux</i>
CAR	Central African Republic
CARPE	Central Africa Regional Program for the Environment
CBFF	Congo Basin Forest Fund
CBFP	Congo Basin Forest Partnership
CBNRM	Community-Based Natural Resource Management
CBD	Convention on Biodiversity
CBO	Community-Based Organization
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CI	Conservation International
CIFOR	Center for International Forestry Research
COBAM	Climate Change and Forests in the Congo Basin (CIFOR project)
COMIFAC	Central African Forests Commission
CTA	<i>Centre Technique d'Agriculture</i>
DFID	British Department for International Development (now UKAID)
DRC	Democratic Republic of Congo

GAD	Gender and Development
GREG	<i>Groupe de Recherche en Genre</i>
FAO	Food and Agriculture Organization
FCPF	Forest Carbon Partnership Facility
FIP	Forest Investment Plan/Program
FLEGT/VPA	Forest Law Enforcement, Governance and Trade/Voluntary Partnership Agreements
FPP	Forest Peoples Program
GBV	Gender-Based Violence
GenDev	USAID Office of Gender and Women's Empowerment
GIZ	German Technical Cooperation
IARC	International Agricultural Research Center
ICCN	<i>Institut Congolais pour la Conservation de Nature</i>
ICRAF	World Agroforestry Centre
INADES	African Institute for Economic and Social Development
IUCN	International Union for the Conservation of Nature
LAGA	Last Great Apes Association
LTPR	Land Tenure and Property Rights
LTLT	Lac Tele Lac Tumba Landscape
MASSNF	<i>Ministère des Affaires Sociales, de la Solidarité Nationale et de la Famille</i>
MINAPYGA	<i>Mouvement des Minorités Autochtones du Gabon</i>
MINFOF	Ministry of Forests and Wildlife (Cameroon)
MLW	Maringa Lopori Wamba Landscape
NAPA	National Adaptation Plan of Action
NGO	Non-Governmental Organization
NRM	Natural Resource Management
NTFP	Non-timber Forest Product
OCDN	<i>Organisation Centrafricaine pour la Défense de la Nature</i>

OCDH	<i>L'Observatoire Congolais des Droits de l'Homme</i>
OFCA	<i>Organisation des Femmes Centrafricaines</i>
OSFAC	<i>Observatoire Satellital des Forets d'Afrique Centrale</i>
PACEBCO	<i>Programme d'Appui à la Conservation des Ecosystèmes du Bassin du Congo</i>
PRSP	Poverty Reduction Strategy Paper
RAPAC	<i>Réseau des Aires Protégées d'Afrique Centrale</i>
RDCS	Regional Development Cooperation Strategy
REALU	Reduction in Emissions from All Land Uses
REFADD	<i>Réseau des Femmes Africaines pour le Développement Durable</i>
REDD (+)	Reducing Emission from Deforestation and Degradation plus
REPALEF	<i>Réseau des populations autochtones et locales pour la gestion durable des écosystèmes forestiers</i>
RFA	Request for Application
ROC	Republic of Congo
R-PIN	Readiness Plan Idea Notes
R-PP	Readiness Preparation Proposal
RRI	Rights and Resources Initiative
SL	Sustainable Landscapes
SNV	Netherlands Development Organization
TRIDOM	Dja-Odzala-Minkebe Landscape
TNS	SanghaTri-National Landscape
TOC	Theory of Change
UNFPA	United Nations Fund for Population Activities
USAID	United States Agency for International Development
USFS	United States Forest Service
USFWS	United States Fish and Wildlife Service
USG	United States Government
WCS	Wildlife Conservation Society

WRI World Resources Institute
WWF World Wide Fund for Nature

Key Terms and Concepts

Gender is a matrix of culturally based expectations of the roles and behaviors of males and females. The term also distinguishes the socially constructed from the biologically determined aspects of being male and female.

Gender equality refers to options for men and women to have the freedom to develop their personal abilities to make choices without the limitations set by their biological differences. Gender equality does not mean that men and women become the same, but encourages opportunities to make life chances more equal.

Gender targeting is a deliberate approach for addressing the concerns of either men or women as specific stakeholder or interest groups.

Gender mainstreaming is highlighting and institutionalizing concerns of equity, equality and complementarities between men and women in all spheres of development at all levels.

Gender analysis is the identification of gender issues within a given context with the view of facilitating gender mainstreaming.

Gender issues are situations where men's and women's concerns are recognized as desirable and just. This could result from gender gaps due to discriminatory practices against either men or women or oppression against one of the sexes.

Gender planning is a process which takes into account men's and women's concerns (gender issues) in all phases of project/program formulation and implantation.

Gender analytical frameworks are systems or structures through which the concerns of men and women are observed, examined, and explained in order to develop solutions.

Women in Development (WID) is a development approach which views the absence of women or their marginalization in development plans and policies as a problem and advocates integration of women into existing development processes. In analytical terms, the WID approach is made up of five parts: welfare, equity, anti-poverty, efficiency and empowerment.

Gender and Development (GAD) is a development approach that attributes inequalities between women and men to the unequal relations of power that prevent equitable development. The GAD approach advocates for equitable development with women and men as decision makers which could be realized through a transformation of unequal power relations.

Practical gender needs are needs, which if met, could assist women in their existing sex-based chores and roles. Meeting these needs, e.g. water, healthcare, food, housing, etc. does not challenge the division of labor based on sex or women's subordinate positions in a society.

Strategic gender needs are needs, which if met could enable women to change existing imbalances of power between men and women. Addressing these needs helps to challenge the subordinate positions and role in the society.

Feminism is a collection of movements aimed at defining, establishing and defending equal political, economic and social rights for women.

Gender equality refers to equal rights, responsibilities and opportunities of women and men, and girls and boys. Equality between men and women is seen both as a human rights issue and as a precondition for, and indicator of, sustainable, people-centered development. It does not mean that women and men have to become the same, but that their rights, benefits, obligations and opportunities will not depend on whether they are born male or female.

Gender-responsive policies and programs take into account the different socially determined roles, responsibilities and capabilities of men and women. They also take into account cultural settings and power relations based on information derived from both men's and women's activities and respond to the different needs and interests of men and women.

Gender-blindness as opposed to gender-responsiveness refers to policies and programs that ignore the different roles, responsibilities and capabilities of men, women, boys and girls, and the social processes that determine these. Gender-blind policies and programs are based on male-centric experiences as the norm and on the assumption that everyone affected by them has the same needs and preferences.

Gender risks refer to the potential of gender-blindness and the exclusion of women and their knowledge from decision-making to i) exacerbate gender inequality; ii) exacerbate poverty; and iii) undermine the success of responses to development outcomes.

Gender opportunities are the potential responses to development outcomes that take into account the roles, views, ideas, needs and capabilities of men and women to i) promote gender equality; ii) reduce poverty; and iii) contribute to successful strategies.

Types of Policies

Irrespective of the domain of activity, institutional actions are guided by overriding principles and/or policies. Three types of gender policies relevant to the context being analyzed can be identified.

Gender-neutral policies are those that planned to have no effect on the different status or benefits of men and women.

Gender-blind policies neither address nor privilege the needs, interests and opportunities of men or women. According to Kabeer and Subramanian (1996) gender-blind policies result from:

- inappropriate assumptions about practices, stereotypes, beliefs and prejudices;

- non-compartmentalization of either men's or women's lives, no recognition of gender dimensions resulting in “add men or women” approach;
- generic categorization of men and/or women into aggregates such as the poor, the community, etc. thereby clouding inequalities between men and women; and
- the presumption of neutrality in household division of labor.

Gender-aware policies consider men and women as development actors who are constrained in different and unequal ways. Both are potential actors and end beneficiaries of the development process but may have different though conflicting or complementary needs, interests and opportunities. While a gender-aware policy is a plus, it does not necessarily mean that resulting development outcomes will ensure gender equality. Gender-aware policies can be grouped into at least two categories:

Gender-specific policies aim at addressing the specific needs and benefits of either men or women. The targeting of either men or women is not based on stereotypes but on analyses of specific contexts. Whether an intervention is considered gender-aware depends on the analyses of the gender-specific context and what is considered proper roles for either men or women.

Gender-transformative policies are policies that recognize gender-specific needs, opportunities and constraints and target women, men or both in development interventions. Gender-transformative policies seek to change existing gender relations to a more egalitarian type by redistributing resources and responsibilities. Gender-transformative policies are politically challenging because they often require either men or women to give up some of their privileges.

Executive Summary

Achieving CARPE's objective to ***maintain the ecological integrity of the humid forest ecosystem of the Congo Basin*** is only possible if the energies and knowledge of both men and women are engaged.

Here are four major take home points from this analysis:

Women remain key to success. Women play a critical role in the management of forest resources and biodiversity. Investment in women percolates to families and society as a whole. Understanding their role as well as the gender dynamics that shape natural resource management is a necessity for assuring sound outcomes. For rural women, forest conservation is a life and death issue centering on, for example, access to, use and management of forest products, food security, revenue to ensure payment of school fees, health costs and other needs, security in entering forests and going to market, and health impacts of unclean water, malnutrition and loss of diversity.

Vulnerability has to be addressed. In addition to the positive energies created by engaging women, USAID needs to assure that programs “do no harm.” Climate change and conservation impacts and policies affect men and women differently especially as women's decision making power is constrained. The history of impunity, aggression and violence that threatens the safety and well-being of many African forest communities strongly affects their participation. There is a long history in the region of women being “volunteered” for activities for which they receive little benefit and that may even take them away from major subsistence and economic tasks. Men in the forest sector also have dire problems that need to be better understood and addressed; for instance young men who lack assets and prospects often turn to high risk activities or migrate, resulting in a loss to local communities. Note especially the **extreme vulnerability** of indigenous women (e.g., BaKa, BaMbuti, Efe, Batwa). Given the low status of these groups special safeguards, policies and programs must be designed to meet their needs and concerns.

It's doable. Rather than despairing that culture change is difficult and inappropriate for outsiders to address, implementers can build on many successful approaches, especially in the agriculture sector, to seize entry points and develop clear lines of communication and trust with women. *Men play essential roles in advancing gender equity and women's empowerment.* Male staff and extension agents should have the skills to be able to work productively with women, modeling behavior that is respectful, culturally appropriate and empowering.

Gender analysis is embedded in cultural socioeconomic contexts. Understanding how key social categories intersect with gender and accounting for the diversity of women's knowledge, roles and lifestyles adds rigor and depth to analysis. Women are master farmers, traders, merchants, healers, spiritual and clan leaders, teachers and artisans as well as being mothers and wives. They engage with men in their lives—

husbands, brothers, fathers and other relatives and associates—and with their communities in multiple ways. Just because there is a woman in a high position of an institution does not mean that gender is integrated or that women’s empowerment is a priority. Relations of power as well of trust and alliance exist between men and women as well as among women’s groups and institutions.

Policy level entry points to advance gender equity and women’s empowerment include:

- **Reductions in Emissions from Deforestation and Forest Degradation (REDD+)** has generated new levels of consultation and participation with local communities and civil society in general. USAID has a comparative advantage to support the integration of gender into REDD+ planning and safeguards.
- **Community-based natural resource management (CBNRM) planning and implementation** will require underpinning local and eventually national policies with respect to rights, access and use. USAID has learned that equitably engaging men and women is an essential factor in policy development for CBNRM and community forestry that will improve outcomes for communities as well as for the resource base.
- **All land use policies** have significant gender dimensions. For instance, enforcement around protected areas can fall heavily on women especially where there is a culture of abuse of authority. USAID’s and the USG’s work on Gender-Based Violence (GBV) can inform the creation of gender-sensitive safeguards and practices. In concession areas there is need to be alert to restrictions put on access, use and livelihoods as well as distribution of benefits that accrue to communities but may not filter down to women or other community members.
- **Women’s Ministries and organizations** with information about and a role in forest conservation can open up new avenues for collaboration and constituency building. At the same time much needs to be done to operationalize gender initiatives in line Ministries and technical organizations to avoid ghettoization.

Near-term actions for CARPE could include:

- *Strengthen civil society (including gender and indigenous peoples) participation in conservation governance through capacity building, information sharing and communications programs. Also, identify appropriate contracting mechanisms to provide high-level CBNRM expertise and social science expertise with resource tenure specialization. The social scientist should become the point person for the integration of gender and indigenous people into [the next phase of] CARPE (CARPE II Evaluation p. xii).*
- Carefully review proposals and workplans to gauge depth of knowledge about gender and participation of women as well as feasibility of actions, especially with respect to “alternative livelihood” activities that depend upon women’s labor.
- Craft and adopt indicators that go beyond sex-disaggregation to measure changes in levels of inequality, both quantitatively and qualitatively.
- Develop and implement result-oriented practical gender training for diverse audiences.

- Create a gender “help desk” function to help solve dilemmas that typically emerge with the implementation of gender action plans.
- Encourage a gendered approach to key threats to biodiversity, the bushmeat and wildlife trade, as well as to forest degradation, by incorporating cultural, livelihood and food security dimensions.

In the longer term, CARPE can:

- Support the design of community-based M&E/threat identification and analysis systems that reflect and build on men’s and women’s knowledge systems.
- Help relevant technical Ministries and government agencies to develop policies and procedures for outreach, mentoring and ongoing support to women staff and constituents.
- Support the implementation of reference national/regional projects/programs on gender mainstreaming.
- Mentor gender-sensitive forestry and conservation students through internships with CARPE and CARPE partners.
- Provide funds for field research on gender and other social issues within the CARPE landscapes.

I. Introduction

The Central Africa Regional Program for the Environment (CARPE) is one of USAID's largest and most prominent biodiversity conservation programs. As CARPE will enter its third phase in FY2014 a number of analyses were commissioned to inform the redesign, including a policy analysis and an institutional analysis. To date, a full gender analysis had not been carried out for CARPE although an excellent desk study with key informant interviews (Diamond 2002) provided guidance over the last decade. While gender analysis is required in project design, in this case there was also a need felt by both USAID/CARPE staff and existing partners to fully explore the issue: to document what CARPE has been doing; to consider gender dimensions of Reducing Emissions from Deforestation and Forest Degradation Plus (REDD+) as CARPE III will start significant programming in this area; and most importantly to see how CARPE can contribute to Agency goals of gender equality and women's empowerment in the challenging context of central Africa.

The analysis consisted of a literature synthesis on gender and women's empowerment in the region relating to conservation and climate change issues (summarized in Annex A, bibliography in Annex C) alongside key informant and focus group interviews from May-August 2012 in five of the countries where CARPE has been present during the first two phases: Democratic Republic of Congo (DRC), Cameroon, Gabon, the Central African Republic (CAR) and the Republic of Congo (ROC). Diane Russell interviewed stakeholders in DRC and Cameroon and Michael Vabi carried out interviews in Gabon, CAR and ROC.

Stakeholders consulted included men and women working for national governments, national and international natural resource management and biodiversity conservation and civil society organizations (Annex B). In each of the countries, the institutions and organizations with mandates for gender and female empowerment were targeted, although in the case of DRC a planned meeting with the Ministry of Gender, Family and Child did not take place.

The interviews and document review reveal that commitment by both public and civil society organizations to gender mainstreaming does not differ significantly from one country to another. Moving from poor in Gabon, to fair in the CAR and DRC, and improving in ROC and Cameroon, there is a general lethargy in the systematic translation into practice of public declarations of intent on gender mainstreaming and female empowerment, at least as expressed in national regulatory and institutional frameworks. In general, state institutions and civil society organizations concentrate on securing women's participation in natural resource management (NRM) and biodiversity conservation initiatives rather than engaging in actions directed at the transformation of power relations between men and women. The confusion between gender as a concept—and analytical tool—and female empowerment was evident in discussions with nearly all the male and female stakeholders. Gender mainstreaming initiatives directed

at sustainable NRM and biodiversity conservation initiatives, and more recently, in discussions on climate change and related processes remain undeveloped.

This weak response to embedding gender into conservation and climate change initiatives and agencies could be explained by a) incorrect perceptions that inequalities between men and women have been resolved by international and national policies and laws; b) sluggish translation of institutional and corporate prescriptions on gender into practice by key stakeholders; c) distorted and/or insufficient knowledge and gender expertise; and d) sociocultural contexts.

In Congo Basin countries, discussions on climate variability and change and related processes provide opportunities for adopting gender responsive approaches. Addressing the concerns and interests of vulnerable social groups, including women, are already integral components of regional processes across the Congo Basin as well in national and sector policy documents such as the Poverty Reduction Strategy Papers (PRSPs).

In this light, not only has the groundwork for gender mainstreaming been laid, CARPE occupies a privileged position to inscribe gender on the agenda of donor agencies, national and international civil society organizations in the region. However, the challenge of mainstreaming gender into technically demanding and relatively new sectors such as climate change and related processes such as REDD+, among other competing national priorities should not misjudged.

Why gender analysis is about more than gender

Is gender analysis yet another burden that overloaded development managers must bear in the long bureaucratic process of project design? Does gender seem only marginally relevant to the salient technical issues? Does it involve social engineering beyond the scope of donor-funded efforts? These are common concerns that a good gender analysis has to address.

A gender analysis should be practical and useful, grounded in the technical domain(s) of the program and within the manageable interest of actors. However being grounded in reality does not mean lacking in aspiration or innovation. Gender impacts are not just limited to individuals but extend to families, communities and society as a whole in terms of what gets accomplished, and how knowledge and benefits are invested and shared. For instance, if climate change mitigation and adaptation actions do not involve women, their families will suffer and natural resources they manage may deteriorate. Recommendations for action should provide options that cover a range of scales and ambitions, starting with building on existing efforts to linking up with forces striving to achieve larger-scale social change.

A clear understanding of the roles and responsibilities of women and men in forest management initiatives is vital not only for due diligence—e.g., to avoid harm to the vulnerable, apply REDD+ safeguards—but also to achieve positive results. Engaging and empowering women at all levels vastly increases the human, social and financial capital available to address problems and opportunities. Women and men deploy

different resources, strategies, and knowledge even as they work together. Women and men also experience different constraints and problems.

In turn, gender roles and responsibilities are shaped by sociocultural contexts that may be as or more important than gender itself in determining access to, benefit from, and knowledge of forests and forest management. Such variables include ethnicity, age, education, wealth, skill set and employment, locality, power and social status (Box 1: Key Social Categories).

BOX 1: Key social categories in the Congo Basin context

- **Ethnicity.** “Indigenous” (*autochtone*) forest-dependent hunter-forager peoples such as the Baka, Bagyeli and Efe are at the bottom rungs of society in virtually all aspects. Women members of these groups have the lowest status of all. At the other end of the spectrum, non-African ethnic groups such as Lebanese and Chinese may obtain highly preferential treatment in land acquisition and market transactions.
- **Locality.** “Urban bias” (better conditions for urban as opposed to rural dwellers) is extreme in the Congo Basin because rural living conditions in many areas are very tough: lack of infrastructure for employment, health and education is coupled with authoritarian state and customary systems, harassment and extractive taxation. These conditions weigh particularly heavily on women and youth who have limited assets and bargaining power.
- **Age.** Lacking control over land and assets until they can inherit them disadvantages youth. They must pay steep costs to marry (“bridewealth” or “la dot”) and set up households. These restrictions cause many to migrate to towns.
- **Educational status.** Although there may be few opportunities for employment, being literate and having some education give people a clear advantage in participating in and benefiting from project activities, where many outputs are written (or require writing) and communicated in the national languages.
- **Power and political status.** Political elites have access to resources and can sidestep regulations that circumscribe the actions of less powerful individuals and groups.
 - **Military status** that includes the right and ability to use force is a particularly critical variable in the Congo Basin as it is linked to trafficking in high value natural resources as well as to abuse of women (and men; indeed across whole regions).
- **Wealth.** This variable is highly correlated with political status or at least with political connections. It is closely tied to control of valuable assets and the policies that shape ownership, control and access to valuable assets. Note that there are many

In addition to describing gender roles and responsibilities and differential impacts of policies and actions, gender analysis should indicate where there are opportunities to increase participation of and benefit to women and men as well as reduce gender discrimination and conflict, again within appropriate cultural and socioeconomic contexts.

Gender analysis advances cultural understanding required for sound development. Consider this finding from the Gender Analysis commissioned by USAID/DRC (2013: 6): “Power in all socio-cultural (and thus institutional) domains is generally structured as a zero-sum construct and wielded in a predatory manner; one person’s gain is another’s loss, not a source of mutual advantage. For this reason initiatives in women’s empowerment are commonly thought to target men.” The implications of this insight are that approaches to women’s empowerment must be carefully constructed to address concerns about how advancement of some individuals may be seen as affecting the chances or options for others. In the central African context this scenario plays out in the dynamic between youth and elders as well as between women and men.

Analysis of gender roles shows how field realities can contrast with cultural norms. For

Box 2: Gender, culture and power

When Diane was carrying out research around Kisangani in the 1980s a meeting was held with women in the town of Banalia. Although they formed one group, the women distinguished themselves as being either “official” (wives of officials) or “peasants” (*mamans paysannes*). The officials’ wives sat in chairs while the other women stood during the meeting. Officials’ wives reported problems such as lack of running water while “peasant” women reported that often they did not have enough to eat. Recognizing cultural and power differences, during fieldwork in Cameroon, Diane organized separate focus groups with pygmy (*autotochtone*) and Muslim women.

instance, informants may state that women or men never engage or never should engage in a certain activity (e.g., “women do not clear bush”) while observations reveal that in some cases women or men do engage in the activity.

Another common norm is that women should work collectively but this norm can hide power relations and even coercion (Box 2).

Gender analysis also

illustrates social trends, social change and plasticity. Gender is not a rigid fixed category; it evolves and adapts. While closely related to biological sex differences, gender is a social category. In some cultures there are men who adopt “female” gender roles while women may also adopt “male” gender roles; for instance in some African societies in the past powerful women could “marry” other women. The DRC Gender analysis described how gender roles and norms are shifting to greater equality in urban settings.

II. CARPE Overview¹

CARPE is a USAID initiative aimed at promoting sustainable natural resource management in the Congo Basin. CARPE’s Strategic Objective is to reduce the rate of forest degradation and loss of biodiversity in the Congo Basin by increasing local,

¹From CARPE web site <http://carpe.umd.edu/about/index.php?tab=1>

national, and regional natural resource management capacity. Intermediate results include implementing sustainable forest and biodiversity management practices, strengthening environmental governance, and working to monitor forests and other natural resources throughout the region.

By working to fulfill its objective, CARPE supports broader efforts to alleviate poverty in Central Africa by helping to conserve the biotic resources necessary for sustainable development. CARPE also provides global benefits by contributing to efforts to slow climate change and protect the species and genetic resources of the Congo Basin.

The third Phase of CARPE will be initiated in 2013, for which a single development objective is proposed: ***The ecological integrity of the humid forest ecosystem of the Congo Basin is maintained.*** Phase III will focus on sustainable management of targeted forested landscapes, mitigation of threats to biodiversity, establishment of policy and regulatory environments to support forest and biodiversity conservation, and strengthened capacity to monitor forests, greenhouse gas emissions and biodiversity. The objective and rationale for Phase III are more fully described in the [Regional Development Cooperation Strategy 2012-2020](#).

Gender-related activities in CARPE II

Highpoints:

- CARPE commissioned a desk study in 2002 called “Engendering CARPE” by Nancy Diamond, which provided context and the outlines of a gender strategy for CARPE II
- Gender language was integrated into the CARPE II Request for Applications (RFAs) and there was a 2004/5 gender workshop/review of proposals
- The CARPE II evaluation included an assessment of gender strengths and weaknesses. Strengths included:
 - CARPE and its implementing partners have been sensitive to gender issues. Though not well structured, reference is made and attention paid to the gender dimension of natural resources management with, for instance, frequent reference to the crucial role of women in managing natural resources.
 - Baseline studies were conducted to generate strategic information likely to be incorporated in potential gender-based programmatic agendas.
 - Though very geographically isolated and not systematized, development NGOs such as the African Institute for Economic and Social Development (INADES), CARE (the Cooperative for Assistance and Relief Everywhere), the Netherlands Development Organization (SNV), and Pact have conducted thematic gender-based case studies (e.g., exploitation of non-timber forest products, contribution to bushmeat trade, and contribution to income generation) in a number of landscapes, including Dja-Odzala-Minkebe (TRIDOM), Sangha Tri-National (TNS), Ituri, and others).

- Numerous capacity building sessions at the local level on alternative livelihoods and micro-project management, e.g., in Maringa Lopori Wamba (MLW), TNS, Gamba Complex, Virungas, Lac Tumba Lac Tele (LTLT), etc. were oriented towards women.
- The CARPE Program has increased the institutional capacity of *Réseau des Femmes Africaines pour le Développement Durable* (REFADD), for example, which in turn has carried out numerous activities to strengthen the position of women in resource management.
- In addition, some women's organizations/networks are parts of landscape consortia (e.g., Tayna, Monte Alen-Mont de Cristal and Salonga Landscapes).
- Support is provided to women's livelihoods initiatives, such as in the Gamba Complex with WCS and with small animal husbandry in Tayna Landscape).
- An extensive program on women's saving and credit schemes, and women's literacy groups has been developed in the Ituri Landscape.
- About one-third of trainees in 2010 in CARPE-supported training programs have been women. The Tayna Center for Conservation Biology, launched with CARPE support, has trained several hundred conservation scientists, about 20% of whom are women. Similarly, 60 of the first 400 trainees of *Observatoire Satellital des Forêts d'Afrique Centrale* (OSFAC) were women. WWF has a complementary program with non-CARPE funding to provide scholarships for women from the Congo Basin.

The evaluation also described weaknesses in the CARPE program and recommended improvements to promote gender sensitivity and women's empowerment. The report notes, for example, that "The Congo Basin Information Series, CARPE's premier publication about the lessons learned during its first six years, has very little information on gender and social issues... Despite the existence of isolated actions, there is no specific gender-based approach within CARPE. Alternative livelihood initiatives recorded in the field are more a kind of socio-economic assistance to women and are not supported by a vision of ownership or empowerment. CARPE has not developed gender-specific strategies for addressing issues such as CBNRM, local institutional arrangements or the bushmeat trade, and the contribution of women in these areas is crucial. CARPE and its partners have not examined the structure of gender relations in natural resource governance, and there is no clear strategy to institutionalize women's rights of access to or control of land where power relations have characteristically disfavored women. These issues require deeper examination at national and landscape levels."

The evaluation echoes the findings of this gender analysis that "CBNRM is the CARPE component where better integration of gender issues offers the greatest potential for major, positive impacts for women, society and the resources under management. Unfortunately, CBNRM has been the weakest component of CARPE, and the potential for gender integration has scarcely been tested." In the ensuing two years, there has been some progress in integrating women into CBNRM planning, for instance promoting in their involvement in community mapping in the LTLT landscape.

Finally, the evaluation finds that “very few of the CARPE small grants have focused on social issues or have addressed gender issues. The grant proposal requirements do not require a discussion of how gender issues will be addressed.” Two years after the evaluation, Vabi found no evidence that gender issues and female empowerment are core considerations of the support provided to civil society organizations in the countries included in his fieldwork. He felt this could be explained by the fact that as CARPE sets out to provide strategic support in the form of grants to non-state actors engaged in the conservation of biological diversity, there may be limited opportunities for women in this sphere. In Gabon, for example, out of a list of forty potential partners of CARPE, only four had female leaders. Gender becomes a concern to CARPE largely in terms of stakeholder participation in the delivery of supported projects.

The partnership with REFADD is notable; however it would be good to consider the effectiveness of this partnership in terms of internalization of skills and approaches within the core partners. As well, an assessment of the impacts of small grants targeted to women such as those given to CAFER in Cameroon for alternative livelihoods in bushmeat trade is warranted.

Achieving gender balance in staffing has been a challenge for CARPE, as it is for IUCN and other conservation and forestry institutions in the region. Apart from the office cleaners who are women, there was no other female staff among the IUCN CARPE focal points; however there have been female focal points in the past. While a few women work within the wider CARPE partnership none of these women has gender expertise nor did the men interviewed. This lack of expertise does not mean lack of interest in or commitment to gender-responsive programming. However, it does indicate a need for guidance and training.

Gender analysis in CARPE III

There are four principal reasons for placing a major emphasis on gender within CARPE:

- 1) Women play an important role in the management of forest resources and biodiversity and understanding gender dynamics is important for sound resource management;
- 2) Climate change impacts and policies affect men and women differently and much less is known about how women contribute to mitigation and adaptation;
- 3) The history of impunity, aggression and violence that threatens the safety and well-being of many African forest communities strongly affects their participation; and
- 4) There is a critical need to bring more women into leadership roles in conservation and climate change mitigation and adaptation to harness their energies and knowledge.

In addition to addressing the mandatory questions outlined in the USAID gender policy, this analysis identifies key issues, opportunities and general recommendations specific to CARPE III programming. The analysis assumes that CARPE III will receive a mix of Biodiversity and Sustainable Landscapes (SL) (REDD+) funding and as such will concentrate in these two areas, based on its approved RDCS. The proportion and

magnitude of these funds over the life of CARPE III cannot be predicted. As well, other funding and priorities such as climate change adaptation or clean energy may be integrated into CARPE III and the definition of SL may shift over the next fiscal years in line with the evolution of REDD+ toward strategies that consider Reduced Emissions from All Land Uses (REALU).

Regardless of funding stream, actions will focus on better management of the Congo Basin forest estate whether for carbon sequestration, biodiversity conservation or rural development/poverty reduction—ideally an integration of all three objectives. There are implications, however, for choice of activity in the different funding streams, for example:

- Biodiversity funds have to be programmed to **impact on priority biodiversity areas** and thus many activities will be site based although some will be focused on key policies impacting forest conservation. Both policy and site-specific gender impacts will need to be identified and tracked. Given the huge diversity of ethnic and other stakeholder groups as well as development scenarios in landscapes, gender action plans for sites will require tailored guidance. **Threats identification and monitoring** will need to be gendered as well for example through participatory threats analysis with men and women contributing ideas and proposals for mitigation and monitoring.
- SL funds must support **national level REDD+ frameworks**; as such there is a great opportunity for CARPE to integrate gender dimensions into these frameworks and test these at sites. Integration of gender should not be restricted to REDD+ social safeguards but considered in all dimensions of REDD+ programming including carbon markets and Monitoring, Reporting and Verification (MRV).

Gender and other CARPE III analyses

In addition to a gender analysis, formal policy and institutional analyses were carried out as part of the CARPE III design process to contribute to a sustainability analysis: how the results and benefits of this phase of CARPE can be sustained through investment in institutions and in the enabling environment.

Sustainability of benefits and investments is closely linked to uptake by local constituencies, which is quicker and smoother if it builds on the knowledge and pathways of key actors. Engaging and benefiting only one sector of society severely limits sustainability pathways by creating imbalances and knowledge gaps. Gender analysis helps project actors to understand how men and women invest their time and energies, which institutions and policies are important to them and how they seek to engage in social change.

Policies and institutions are gendered; that is, they involve different sets of actors and generate differential impacts and benefits. *How* policies are developed is critical: who participates, vets and adapts policies shape the framing and ultimately the impact on different stakeholders. If women and men knowledgeable about gender equality are not at the table, these concerns are typically not integrated into policies.

Policies—or customary practices—such those dealing with inheritance or marriage that restrict or abrogate women’s rights must be considered in activities such as land use planning and benefit sharing or there will be at best an incomplete understanding and at worst a reinforcement of inequality. That is not to say that CARPE has to change these policies but given USAID’s mandate to promote women’s empowerment and gender equality, CARPE should devise mitigating strategies and support elements of society working towards these goals. A full policy analysis related to gender and forest management, conservation and climate change is proposed for follow up.

The CARPE institutional analysis considered institutions involved in forest management, conservation and climate change. An in-depth analysis also needs to consider mainstream and grassroots women’s institutions, networks and gender ministries that could play a key role in these domains, given that few women are involved in these technical areas. It should also consider the gender activities and policies of technical institutions such as the environment ministries, conservation NGOs and other partners. This document starts this analysis and lays out a pathway to complete it.

Gender action plan for CARPE

Gender experts in USAID see progress in the quality of gender analysis within the Agency but find that one-off analyses are not sufficient to ensure that gender is considered throughout the life of a project. Analyses may be robust but their impact is weak. An action plan that follows from a gender analysis lays out a pathway for further analysis of gender dynamics and for implementing steps to women’s full engagement and empowerment. An action plan can include elements such as:

- Development of gender indicators and benchmarks (Box 3);
- Methodologies and approaches for gender-sensitive programming;
- Needs assessments for training and capacity building; and
- Guidance on thorny issues such identifying, mentoring and employing women in technical areas dominated by men or sensitive gender dynamics on staff and in communities.

Box 3: Principles for CARPE gender indicators

- Measure gender differentials in participation and impacts within the key CARPE technical areas
- Link to a clear Theory of Change about how differential participation or impact contribute to overall CARPE results
- Do not see indicators as targets or quotas but as elements of a strategy and approach
- Test with men and women for logic, feasibility and utility

As such, CARPE plans to integrate ongoing support on gender into the next phase of the program through IUCN and support from USAID/W’s Office of Gender and Women’s Empowerment (GenDev).

III. Root Causes of Gender Disparities and Disempowerment

Box 4 describes the mandate within USAID to get at root causes of disempowerment in addition to identifying the obstacles to women. This analysis typically uncovers issues that go beyond gender and relates to core development issues such as weak institutional capacity, conflict, abuse of power and unequal access to productive resources and markets.

BOX 4: USAID's requirements for gender analysis

The March 2012 Gender Policy requires USAID Operating Units to identify:

- **Root causes** of existing gender inequalities or obstacles to female empowerment in that context so that USAID can proactively address them in the project design and seek out opportunities to promote women's leadership and participation.
- **Potential adverse impacts** and/or risks of gender based exclusion that could result from planned activities, including: (a) Displacing women from access to resources or assets; (b) Increasing the unpaid work or caregiver burden of females relative to males; (c) Conditions that restrict the participation of women or men in project activities and benefits based on pregnancy, maternity/paternity leave, or marital status; (d) Increasing the risk of gender-based violence, including sexual exploitation or human trafficking, sexually transmitted diseases, and HIV/AIDS; and (e) Marginalizing or excluding women in political and governance processes.

Violence and impunity are root causes of women's disempowerment in central African societies. This violence extends from the domestic to the public sphere. The DRC is said to be the second worst country in the world to be a woman, after Afghanistan (<http://www.womenforwomen.org/news-women-for-women/global-hotspots.php>).

Rape is used as a weapon not only to control women but more fundamentally to destroy the fabric of a society. While women have low status in many respects they are also seen as upholding values and morals of a household and social group. When men "act badly," women are supposed to use their moral power to rein them in. With mobility and social change women may lose some traditional tools to mitigate violence and impunity, such as bringing in family members to mediate. Many choose to leave abusive home environments and risk life as single women. What are the implications of this situation for forest management and conservation?

- Fear of leaving the homestead to go into the forest or field
- Loss of status after being raped and abused so unable to access land and other resources; possibly being ejected from the household
- Loss of physical mobility due to injury and illness including HIV/AIDS
- Fear of interacting with authorities such as eco-guards and police
- Loss of assets to abusive husbands and relatives
- Forced prostitution resulting in loss of status and risk of illness

Low socioeconomic status and lack of rights. According to World Bank Lead Social Development Specialist Robin Mearns, “Women very often don’t enjoy the same rights or the same socio-economic status as men and that structural disadvantage means that they are often more vulnerable than men to the impacts of the same climate or hazard events” (<http://reliefweb.int/report/world/gender-and-climate-change-three-things-you-should-know>).



Old lady carrying her daily food, on the way to the Reserve near to the village of Masako - Kisangani, Democratic Republic of Congo. Photo by Ollivier Girard for Center for International Forestry Research (CIFOR)

Weak rights for women impact their ability to participate in and benefit from the forest sector. Below are a few examples of root-cause rights issues impacting women:

- Without tenure security women are limited in ability to make productive investments in land and resources. Men may not be fully aware of the impacts of tenure and livelihood insecurity on women’s ability to feed their families and improve household well-being. *Dialogue with male customary leaders has been an effective tool for awareness-raising on the need to adjust policies towards greater equality.*
- As ownership and control of trees and forests are typically vested in male household members, women may not see advantages in caring for these resources. In the cocoa economy of Cameroon for example women (and youth) were often used as unpaid labor, or given the lowest quality cocoa to sell. Women thus invest in shorter-term food crop production and market gardens as well as becoming mobile market actors who derive livelihood from trade rather than production. Women traders and market actors are especially vulnerable to violence.
- Women risk loss of assets at widowhood, including rights to farm and even to the house and all its goods, due to inheritance customs that vest rights in the

husband's family rather than the spouse.² Even if widows retain some assets they are vulnerable to land and asset grabbing unless they have the active support of older male children.

- Polygyny³ results in division of household assets that can resonate across generations in family conflicts over land and assets. Women do not always object to polygyny because harmonious relations among wives can boost household productivity. However polygyny is often used by men as a divide-and-conquer strategy and can pit children against each other, creating conditions for unsound management of land and forest/agroforestry assets. De facto polygyny where a man has one or more concubines—the common phenomenon of “*deuxieme bureau*”—can further complicate inheritance and management.
- Note especially the **extreme vulnerability** of indigenous women (BaKa, BaMbuti, Efe, Batwa). Given the low status of these groups special safeguards, policies and programs must be designed to meet their needs and concerns.

Underinvestment in sectors dominated by women. Women carry out most agricultural activities in Congo Basin and women's daily activity load is saturated, with the addition of household chores and social obligations. There is underinvestment in the agriculture sector at the expense of mining (DRC) and forestry and agroforestry (timber, cocoa and oil palm) (Cameroon, ROC, Gabon). There is also great underinvestment in small-scale fisheries where women may predominate. Women (and sometimes youths) are rarely paid for their labor in extended family settings and if paid they have little bargaining power. Even where investment in the food crop sector is made, research and extension remains dominated by men with implications for crop breeding priorities and technology transfer.

While women are heavily involved in non-timber forest product (NTFP) harvesting and transformation, they do not control the assets—the terrains, trees, and wildlife. Rights to these assets are vested in men, customary and state authorities. Thus women may be prohibited or restricted from gathering NTFPs or even firewood by authorities.⁴ In addition, the NTFP sector is artisanal, highly diffuse and diversified and thus hard to understand and invest in. It may be of less interest to state authorities, which obtain less revenue from it than commercial forestry sectors, and some donors, which see NTFPs as not as strategic for poverty reduction as for example tree crops.⁵ The case of bushmeat processing and trade is taken up below.

²This is pattern is true for both matrilineal and patrilineal societies. In matrilineal societies power is vested in the mother's brothers and not in women directly so inheritance passes from a man to his maternal uncles but many matrilineal societies are now patrilocal so women move into husband's households.

³Polygyny is the correct term for marriage of one man to two or more wives; polygamy is the general term for multiple partners while polyandry is the term for marriage of one woman with more than one man.

⁴ It was reported that access can be denied even if they have the formal rights to harvest but these rights have been abrogated by a concession or protected area manager. There seems to be little or no recourse mechanism. For instance where this was reported in one DRC landscape, WWF staff said “we can do little as we don't control the concession.”

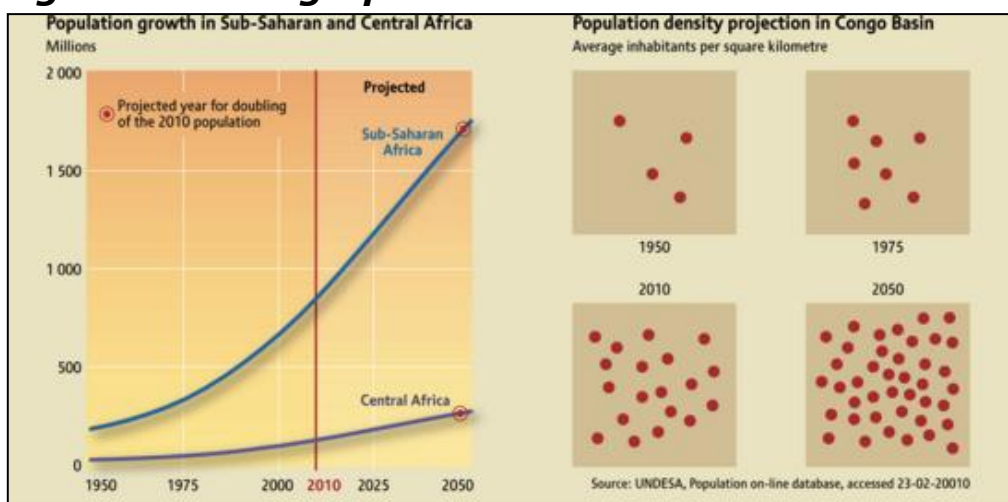
⁵ Many analysts do not agree with this conclusion however. See Ndoye (2002) among other studies by Ndoye and IUCN and CIFOR's most recent studies of NTFPs and forest dependency.

Health status and demographic trends. Most rural forest dependent women in the Congo Basin do not have access to modern family planning and thus bear many children. Women in the DRC and ROC bear on average more than six children. Then they must fight to keep these children alive with few health resources, most often relying on traditional medicine that is gathered in forests and fallows. DRC has the 13th highest rate of child mortality in the world (CIA Factbook).

In the past women had methods to limit births such as long nursing periods and use of traditional contraception but state sponsored health campaigns may have undermined the power of traditional midwives—who were also important women leaders—and there was been a loss of traditional knowledge and expertise often without a compensating increase in modern facilities. Thus women face extraordinary risk and burden with multiple births and lack of medical care. Care for children and the entire household drastically limits women’s mobility. Men and often women as well typically prefer a large family, as this is a sign of high status and increased labor force; thus there is pressure not to limit family size. Women may also feel the need to have many children to compete with other wives and build and retain status in the family.

Figure 1 depicts an extrapolation of demographic trends, showing that Congo Basin will experience increased demographic growth but at lower rate than sub-Saharan Africa as a whole. Rural areas may or may not experience high growth rates depending on investment in infrastructure, industry and rural employment opportunities as well as on access to family planning and rural healthcare. Rural exodus and isolation impact women as much of more than demographic growth, as they are often left to manage families and farms with little or no support. Rural areas tend to be more socially conservative as well, limiting opportunities for women to advance. In both cities and rural areas they face sexual violence and coercion.

Figure 1: Demographic Trends in Central Africa



http://www.grida.no/graphicslib/detail/population-growth-in-sub-saharan-and-central-africa-and-population-density-projection-in-congo-basin_106c

There are clear implications of health and demographic trends for forest management:

- High fertility and population growth rates (also including in-migration) correlate with expansion of agricultural space where there is little or no investment in intensification, for example where low farmgate prices and poor terms of trade make it uneconomical to apply additional capital or labor. In these cases women carry out most of the labor and agriculture is “extensified” into forest areas. The introduction of certain appropriate technologies that are not labor intensive and increase productivity of crops and labor could reduce extensification and women’s workload.
- Women’s health status, which is linked to high rates of fertility, impacts their mobility, productive capacity and ability to participate in projects and policy dialogues.

Other key drivers of women’s inequality include:

- Low levels of literacy and numeracy
- Access to education at all levels.
- Being tied to marriage through expensive marriage payments thus limiting divorce options
- Social norms of respect and timidity that inhibit women’s ability to speak out. Also norms about women working collectively put pressure on individuals to “donate” their labor to groups where leaders get most of the benefit
- Family expectations and pressure for women to fulfill norms and roles
- Lack of outreach to and mentoring of women in technical areas
- Tokenism so that women are hired or included for the sake of numbers or to satisfy donors and thus not respected or guided in their roles; women may be identified based on their status as wives of elites rather than their own capabilities
- Poor communication strategies that do not factor in how women learn and disseminate information, whom they respect and how to use knowledge

IV. Key issues for CARPE III

Interviews and document review revealed a number of important gender issues related to the types of activities that CARPE III is likely to undertake. These issues are roughly prioritized in terms of importance and urgency.

1. **Gender dimensions and women’s participation in land use planning, zoning and community mapping.** This issue is particularly pertinent to micro-zoning but also needs more attention at the level of macro-zoning in terms of stakeholder approaches and outcomes such as access to forest resources. There are few details on gender in the zoning documents or in socioeconomic information and stakeholder participation, at least within the CARPE information tool, based on a rapid review. One exception is the Maringa Lopori Wamba (MLW) landscape,

which has a report by REFADD proposing support to the landscape and a follow-up activity.

2. **Land tenure and property rights (LTPR).** As land use planning and zoning move ahead, issues of who benefits and loses from such zoning arise, particularly when local bylaws related to use and access are put into place. These issues have to be addressed directly and with appropriate gender expertise—not just looking at land tenure but at property rights, use, access and benefit more generally. USAID has world-class expertise in this area that CARPE could access.
3. **Incentives/alternative livelihoods and links to forest management.** The first step in devising a strategy to divert pressure from one land use or resource to another is the development of an *evidence-based Theory of Change (TOC)* about how proposed alternative livelihood actions will improve forest management and conservation. Then indicators and monitoring protocols are linked to that TOC. Otherwise activities that involve women such as small-scale agriculture or handicrafts may not only be ineffective as tools for conservation but may not bring sufficient benefit to achieve any livelihood gains. Key informants remarked that food crop agriculture often proposed to reduce forest pressure can be ineffective for conservation (displaces rather than replaces activity) as well as a poverty trap for women where markets for these products are weak.



Jeanne Mwakembe at the Market of Moutuka Nunene – Lukolela, Democratic Republic of Congo.

Photo by Ollivier Girard for Center for International Forestry Research (CIFOR)

Activities targeted to men must also be carefully analyzed. For instance, IUCN has been studying CARPE's small

grants on alternative to hunting livelihoods (husbandry) in the Congo Basin. In general, these alternatives are ineffective when there isn't a related economic analysis of distance to market or if the activity isn't culturally engrained. Most farmers/hunters are not trained in or inclined to husbandry.

Clear economic links between family health, livelihoods and forest conservation include:

- a. **Bushmeat** (women's roles in trade, processing and also influencing men to hunt). Disease transmission has been an important concern, especially in processing meat. But it is not clear how effective films and other communication approaches have been. Informants noted that people do not believe that eating bushmeat brings disease. Could hunting zones coupled with property/market rights for women market actors be a path forward (Box 5)? This system has worked in southern Africa but rarely if ever tried in Central or West Africa. See http://blog.cifor.org/10247/whats-gender-got-to-do-with-it-bush-meat-consumption-in-the-congo-basin/#.UX_lmJJA-xo
- b. **Fisheries.** The MLW and LTLT landscape programs have both worked on this issue but do not seem to have taken a gendered approach. Scientists from the American Museum of Natural History (AMNH) and also IUCN have documented high species diversity and thus the critically neglected area of freshwater biodiversity in Central Africa. Fish smoking uses a lot of wood and thus could be an area of gender action. Fish poison has health risks to women fishers. Some informants however questioned if a focus on fisheries is strategic for CARPE given its forest mandate.
- c. **NTFPs.** The Model Forest Network, FAO and ICRAF are placing an emphasis on NTFP value chains and industries as part of the pathway to "green economies" and Reductions in Emissions from All Land Uses (REALU). These strategies include diversification of plantations and promoting shade in plantations. NTFP transformation and trade are key economic activities of women. Sound NTFP management, linked to secure tenure and ownership, is clearly critical to forest management. NTFPs are also essential to health outcomes, given that according to the World Health Organization (WHO) 80% or more people in Africa rely on traditional medicine. See this excellent overview: <http://www.slideshare.net/CIFOR/gender-and-ntfp-chains-in-the-congo-basin>
- d. **Nutrition and food security.** DRC has the highest number of undernourished persons in Africa, and the highest prevalence of malnutrition in the world.⁶ This fact provides an entry point for assessing how forest products and forest management can contribute to food security, a topic emerging strongly in international fora including the recent conference at the Yale School of Forestry and Environmental Studies on food and forests (<http://www.yale.edu/istf/>) and the upcoming FAO conference on forests for food security and nutrition (<http://www.fao.org/forestry/food-security/en/>).

⁶ IFPRI discussion paper 01154, "Resource-Rich Yet Malnourished: Analysis of the Demand for Food Nutrients in the Democratic Republic of Congo," January 2012.

Box 5: Empowering sustainable intensification approaches

- Low cost fencing or natural barriers to wildlife for high value crops to reduce human-wildlife conflict (Kenya, Zambia, Tanzania)
- Property rights for wildlife management zones and markets with negotiated and transparent bylaws and women's rights (Namibia)
- Improved assets controlled by women (high value crops, domestic animals where feasible) (Guinea)
- Processing opportunities/centers managed/owned by women (rice, cassava, maize mills, palm oil processing, furniture) (Liberia)
- Strengthened market and value chains for high value NTFPs sold by women (Mali, Senegal, Liberia)

4. Identification of and action on the drivers of deforestation. Of particular concern are actions targeted to transforming shifting cultivation. "Slash and burn" agriculture and fuelwood harvesting have been identified as the key threat to Congo Basin forests (UN REDD 2012; World Bank 2012).⁷ This claim has profound gender implications for actions to be taken for forest management and conservation. Key questions include:

- a. How do proximate pressures on forests such as agricultural extensification into forest areas relate to **drivers** such as unclear and unequal access to land, weak markets and low agricultural prices?
- b. How do forces related to **forest degradation** impact deforestation? These impacts include defaunation, opening up of forest by logging and mining companies, high-grading of high quality trees and mother trees, etc. These forces can have important gender dimensions.
- c. What are implications of restricting or controlling fuelwood collection and slash and burn for food security and women's incomes?

5. Ecosystem services and adaptation. Women are heavily impacted by degradation of ecosystem services such as water quantity and quality and soil fertility; and these services are in turn being heavily impacted by climate change. Attention to these connections is a key entry point for engaging women.

⁷Expansion of subsistence activities (agriculture and fuelwood collection) is the most commonly cited proximate cause of deforestation in the Congo Basin. This is supported by demographic trends and accelerated urbanization, which form the most important underlying cause of current deforestation (World Bank 2012:9).

- 6. Conflict mitigation and management.** REDD+, protected area expansion and enforcement and changes in forest management regimes generate conflict. Conflict is not always bad; it can bring about much needed change where there are severe power imbalances. As in the land tenure sector, USAID has world-class expertise in this area that should be brought in to analyze potential conflict



Women and fuel: photo courtesy of Madame Ir. Brigitte MBUYI BILONDA, former Directrice Chef de Service d'Horticulture et Reboisement, DRC Ministry of Environment

scenarios, especially where women and vulnerable groups may be highly disadvantaged. Areas where there is active conflict need gender analysis, including areas where the conflict is not “overt” but may be directly impacting women’s abilities to engage in their work. For instance, journalists recounted the amazing story of a woman

conservateur in the BaKando hippo reserve in Katanga Province DRC where she persisted in her work despite repeated attacks by artisanal miners that injured her and hampered operations.

V. Key opportunities

Several opportunities for closing gender gaps and empowering women in the design and implementation of CARPE Phase III emerged from interviews:

- Political will expressed through national policies and programs such as the National Gender Policy Document and Action Program in the Republic of Congo (Brazzaville) and the creation of gender equality and female empowerment ministerial departments in several countries.
- Recognition of women as a vulnerable social group in national policy and sector documents such as the Growth and Employment Strategy Papers (Poverty Reduction (now Growth) Strategy Papers (PRSP) in several target countries.
- Interests of donors such as GIZ, Denmark, Norway and Canada to support gender and women’s empowerment actions.
- Consciousness amongst staff of public and civil society organizations on the imperative to address discriminatory socio-cultural practices against women.
- Designation of gender Focal Points in Ministries in DRC, CAR and ROC.
- Gender equity as a concern in regional and international negotiations and discussions on climate variability and change as well as REDD+ national strategies.
- Presence of associations representing the concerns of women such as the

Association of Female Jurists and National Association of Central African Women, and the *Réseau des Femmes Africaines pour la Développement Durable* (REFADD).

- Availability of operational tools and guidelines on addressing gender issues developed by various national and international development organizations particularly IUCN, SNV and DFID.

In this context, CARPE could undertake the following:

- Actively support the mainstreaming of gender in the development of REDD+ social safeguards as part of national frameworks, focusing on safeguards to ensure gender equity in participation in and benefit from REDD+ activities. USAID has already stepped into a leadership role in this domain at the international level.
- Support women's leadership in conservation by highlighting the work of key women leaders for public media (as discussed with journalists in DRC Nene Mainzana and Dieudonne Sida).
- Commission a study of the opportunities for women in higher education who are trained in technical areas such as forestry or biodiversity conservation.
- Help government agencies to develop policies and procedures for outreach, mentoring and ongoing support to women. Review the GIZ financed study of women in ICCN.
- Seek out and engage grassroots and faith-based women's groups and networks that don't have a forest management or conservation mandate and support them to learn about biodiversity and climate change to integrate these issues and competencies into their work.
- Continue to contribute to the elaboration of forestry codes and support to the development of a robust policy (or improvement in policy) on community forestry and CBNRM where rural women will see most benefit. CARPE could assist policymakers to better incorporate women's concerns and rights into these policies.
- To the extent that it is politically feasible (due to Congressional restrictions on engaging with commercial forestry sector), continue work on the social commitments of logging contracts and help incorporate key gender considerations.
- Seek partnerships with other USAID programs for women's literacy, family planning and health, as well as actions to reduce Gender-Based Violence.
- Boost support to groups representing minority women; for example *Réseau des populations autochtones et locales pour la gestion durable des écosystèmes forestiers* (REPALF), which represents indigenous women.
- Support cultural approaches to conservation that build on and value women's indigenous knowledge. This approach demonstrates that conservation is not only about highly technical and male-dominated biodiversity conservation and forest management activities but also about what people do and understand in their daily lives.

- Increase and refine gender and cultural dimensions of guideline documents on the planning and management of protected areas, CBNRM, integrated landscape management and management of extractive resource zones.
- Support and mentor female representation with a culturally sensitive approach to ensure that engagement and actions have the potential to shift imbalanced relations between men and women in targeted sectors.

VI. Key Constraints to Gender Mainstreaming and Female Empowerment

Significant constraints persist for enhancing gender equality and female empowerment in forest conservation in the region, including:

Incorrect perceptions that inequalities between men and women have been resolved by international and national policies and laws: more in Gabon than in other countries, it was emphasized and, in nearly all the discussions with *men*, that international and national policies and laws (particularly the Constitution of Gabon) do not make any distinction between men and women. While national gender policy documents and an action plan have been developed in the ROC, a gender profile exists in the CAR. In both countries, these documents were developed with support from the UNFPA - the United Nations Fund for Population Activities. In general, there was no evidence of the implementation of the recommendations.

Lethargic translation of corporate prescriptions into practice: where policy statements and guidelines on gender and female empowerment exist, field-based units of some institutions and organizations have been sluggish in translating them into concrete actions.

Distorted and/or insufficient knowledge and insufficient gender expertise: despite the interests demonstrated by representatives of the institutions and organizations consulted and the designation of Gender Focal Points, knowledge and expertise on the concept of gender amongst staff of the public and civil society organizations remains limited. Only two of the civil society organizations consulted—IUCN and WWF/DRC—had staff with demonstrated knowledge on gender; this considerably explains why gender issues are wrongly though generally perceived as women's concerns.

Box 6a: Key Informants Speak

Central African Republic

« La question du genre a été trop politisée en République Centrafricaine, pendant le régime de Bokassa, les femmes avec plus de huit enfants étaient décorées ; cette mouvance a continué avec les reste des chefs d'état. Dans ce contexte, nous de la société civile travaillons en fonction des opportunités qui se présentent»

Gender has been too politicized in CAR. During the Bokassa regime, women with more than 8 children were decorated and this trend continued with the subsequent heads of state. In this context, civil society must work within opportunities that present themselves.

Gabon

« La question du genre se pose seulement en politique par rapport au postes ministériels. Toutefois, la question du genre est plus importante que l'empowerment des femmes»

« Le genre c'est aussi une manifestation d'une lutte élitiste, Les associations des femmes sont encore trop fragiles pour imposer leurs existences et points de vue. Une approche scientifique s'impose pour aborder la question du genre »

Gender comes up in politics only with respect to ministerial posts. The question of gender is more important in any case than female empowerment. Gender is also a reflection of elite capture. Women's associations are still too fragile to command attention. A scientific approach is needed to address the gender question.

Unfavorable sociocultural context: The tenets of the WID and GAD frameworks challenge the predominant social and patriarchal systems in the countries visited. Many public institutions and civil society organizations (including the dominant female national organizations) consulted are therefore hesitant to go the extra mile in female empowerment (Box 6a, 6c). They prefer to focus actions on addressing women's practical needs: the promotion of improved cooking stoves (Box 6b), securing justice for women in desperate situations such as rape and domestic violence. Gender mainstreaming and female promotion efforts are being interpreted as *women-only projects*; a typical example of the *add women and stir approach* cautioned against in the 2002 CARPE gender strategy.

Box 6b: Key Informants Speak

Gabon

« La question du genre s'est imposée dans notre approche de travail sur le terrain. La question du genre se pose lors de l'exécution des activités créatrices des revenus dans les industries extractives et certainement dans les actions de conservation de la diversité biologique – cas de du projet de Mont Cristal sur la promotion de l'apiculture »

« Il existe encore de textes discriminatoires à l'égard des femmes, par exemple la Constitution Gabonaises »

The gender question comes up in our fieldwork approach, particularly with respect to revenue generating activities within extractive industry and definitely within the domain of biodiversity conservation, for instance the promotion of beekeeping in the Mont Cristal project.

There are still policies that discriminate against women, for example the Gabonese Constitution.

Republic of Congo (Brazzaville)

« Les hommes ont encore une vision erronée des femmes dans les milieux publiques. Les préoccupations des femmes responsables peuvent être résumées en trois points essentiels i) moins du temps pour le foyer y inclus le mari ii) nécessité des efforts supplémentaires pour s'affirmer au lieu de travail iii) accusations diverses du mari et du publique qui aboutissent des fois au divorce ou foyer séparé. La plupart des femmes réellement professionnelles sont soit divorcées ou célibataires. Donc la femme doit faire un choix dès le début de sa carrière. C'est vraiment difficile pour la femme de gérer tous ceux-ci ; il faut discuter tous cela ! »

Men still have a mistaken vision of women in the public sphere. Women in power have three main concerns: 1) not enough time for household duties and taking care of their husbands; 2) the need to make extra effort to assert themselves in the workplace; and 3) dealing with accusations from their husbands and the public that might result in divorce or separation. Most of the real professional women are divorced or separated. So women have to make a choice at the beginning of their careers. It's really difficult for women to manage all of this! We must discuss all of this!

« L'intitulé du ministère ressort l'engagement du gouvernement à l'égard de la femme mais le concept du genre et encore moins perçu par les hommes étant donné que des préoccupations sont soulevées quand les femmes sont placées dans des postes de responsabilité »

« La femme Congolaise a encore un esprit de dépendance perpétuelle aux hommes, donc elle se sous-estime toujours »

The [gender] ministry assures the engagement of the government with respect to women but men are less aware of the concept of gender given the issues raised when women are placed in responsible positions.

Central African Republic

« Le tableau de bord de la République Centrafricaine est rouge; la question importante est celle de la pauvreté ambiante, donc la question du genre ou de la femme n'est donc pas une priorité nationale. L'égalité entre la femme et l'homme doit aussi se voir en termes de l'égalité de chance de survivre »

« Quoi qu'on dise, la culture pèse encore sur la femmes sur plusieurs plans particulièrement en milieu rural »

In CAR there are very critical issues to face, especially that of rampant poverty, thus the gender or female questions are not a national priority. The equality of men and women must be seen in terms of the chance for survival. Culture still weighs on women in many ways, particularly in rural areas.

Numerical strength of men compared to women in positions of decision-making:

Though specific disaggregated data were not available, the numerical imbalance between men and women in both the public and civil society organizations in the three countries Vabi studied was recurrently mentioned (Box 6c). While it is not necessarily true that gender parity leads to better attention to women's priority issues, having acceptable numbers of gender-sensitive men and women in decision-making positions facilitates women's empowerment and the advancement of gender equality.

Box 6c: Key Informants Speak

Republic of Congo (Brazzaville)

« L'absence des femmes dans certains postes et métiers s'explique aussi par l'application du processus d'appel d'offre qui n'aboutit nécessairement pas à la sélection des personnes genre-sensibles ou plus précisément les femmes »

The absence of women in certain positions or professional areas is also explained by the way jobs are posted, which does not necessarily result in the selection of gender-sensitive individuals or women.

DRC

"In some zones, WWF demanded that women be part of the discussion. At first women were not part of the discussion and didn't talk. In Mai Ndombe—at first women could not get microcredit without husband's approval and could not talk

to other men without permission. In Inongo, they created women's fishing committee. In general they have gotten some participation of women but only as couples. Now they systematically insist that women participate in community meetings. They are starting to talk a bit. Men are now starting to accept."

Cameroon

" There is no formal discrimination with respect to land acquisition but there is not a good understanding of the texts. At customary levels, women rarely own land and it is difficult for women to buy land even if they have the means to do so. The University of Buea undertook studies on women's land ownership and found a lot of ignorance: informants said that women could own land but not buy it. This year there is a national campaign to close the gap between men and women, to move toward 'family management' of land and household goods."

VII. Conclusions and Recommendations

In Congo Basin countries it is clear that gender mainstreaming and female empowerment are still far from the prerequisite for overcoming the spirit of "business as usual." The confusion between gender as a concept—and analytical tool—and female empowerment was evident in discussions with nearly all stakeholders consulted. Thus, there is no surprise that gender mainstreaming in initiatives directed at the sustainable management of natural resources; and more recently, in discussions on climate variability and change, is still basic. Indeed, earlier studies have highlighted low levels of women's involvement in decision-making both in the forest-environment sector and in other key sectors of development in countries of the Congo Basin.

Despite public declarations of intents in national regulatory and institutional frameworks, there is no evidence that deep-rooted analysis and systematic integration of gender has been happening. State institutions and civil society organizations attempt to facilitate women's access to conservation-development initiatives rather than engage in transforming existing relations between men and women. In so doing, the institutions and civil society organizations simply work with men and women within existing sociocultural contexts, perpetuating inequitable social dynamics that are limiting the potential of development outcomes.

The absence of real capacity—in absolute number and quality—to embed gender into conservation and emerging discussions on climate change and related processes is a key hurdle. There is no doubt that gender mainstreaming is more than simply adding a gender dimension to existing policy and practice. It is much more about ensuring that thinking, planning, implementation and evaluations are informed by gender-responsive approaches. It is an integral part of organizational dialogue, planning, implementation, monitoring and evaluation, at all stages of a project/program. To effectively address gender issues and ensure compliance with national and international policies and

agreements to support gender equality, it is necessary to employ an awarenessraising approach that tactfully addresses power relations between men and women, empowers women to effectively engage at all levels of programming, and provides opportunities for women to do so.

In the Congo Basin, discussions on climate variability and change and related processes provide opportunities for adopting comprehensive gender responsive approaches. Addressing the concerns and interests of vulnerable social groups (including women) are already integral components of regional processes across the Congo Basin and national and sector policy documents such as the PRSPs. In this light, not only has the groundwork for gender mainstreaming been started but CARPE has a privileged position on the agenda of donor agencies of the region - UN-REDD, the African Development Bank, the World Bank, the European Commission, FAO, DFID and GIZ and also on those of national and international civil society organizations - WWF, WCS, SNV, CI, WRI and AWF. This is a key opportunity to embed gender. However, the challenge of integrating gender into technically demanding and relatively new sectors such as climate variability and change and complex processes such as REDD+, among other competing national priorities should not be misjudged. The COMIFAC working group on gender is a promising first step that CARPE can capitalize on.

Based on this background, the following recommendations can be made:

Implementing the gender policy and sustaining the gender analysis. There is an ongoing need for guidance and tools as well as the capacity to monitor gender activities and impacts to assure that supported organizations follow through. CARPE needs principles and knowledge of how to operationalize them. **Ambitious gender indicators** need to be developed and integrated into CARPE III workplans and Performance Management Plans (PMPs) (see Box 3 for Principles).

Boosting women's employment and leadership. There are no women in the CARPE core team or working as CARPE focal points at present. Women in CARPE partner institutions (USFS, IUCN, WRI) sensed that they are in the minority yet all cautioned not to hire women to fulfill quotas. To increase gender and other diversity in hiring consider adjustments to work and field conditions—not making exceptions but negotiating necessary support to address issues of security, cultural norms, technical gaps and family needs. Often men wish to make adjustments as much as women do but cultural norms do not allow them to speak out about work conditions. Mentoring and internships for female students and staff to prepare for technical and field roles will produce a larger cadre of women candidates. None of these tactics convenes hiring regulations with the US government.

Leveraging CARPE's comparative position in the Congo Basin. CARPE's high status in the region stems from a) technical and financial engagement in biodiversity conservation and climate change sectors, and b) consistent engagement and support to forest-environment regional processes in the region. These are key comparative strengths for CARPE to forge partnerships that mainstream equality and empower

women. A CARPE Phase III gender equality and female empowerment agenda fits well with a vision of galvanizing local constituencies for natural resources management, biodiversity conservation, REDD+ and related processes.

Opportunities for in-country partnerships with donors could leverage funds for civil society organizations to support strategic gender mainstreaming initiatives enhance the effectiveness of dialogue with national institutions responsible for gender equality and women's promotion. Developing in-country partnerships will ensure that national governments' engagements on gender equality and women's promotion do not evaporate from national policy documents such as the PRSPs and other sector wide programs such as the National Adaptation Program of Action (NAPA) and the Forest Investment Plan (FIP). In line with observations above, CARPE staff feels that REDD+ is an important lever.

CARPE could also support US Fish and Wildlife Service (USFWS) to work with national level agencies on Protected Area (PA) management and species conservation and enforcement to assist them to formulate a gendered approach to PA management, enforcement and relations with local communities.

To bring cohesion to a highly complex, multi-actor, multi-sector scene, CARPE could identify **Critical Community Conservation** areas (CCCs), helping COMIFAC and CBFP to develop a network of sites sponsored by various actors and institutions: national and provincial governments, REDD+ initiatives, International Agricultural Research Centers (IARCs) such as CIFOR and ICRAF, Model Forest Network, Rights and Resources Initiative/Forest Peoples Program (RRI/FPP), PACEBCO/COBAM, FLEGT/VPA, FCPF, local NGOs like CAFER, even private sector (certified concessions) as well as international NGOs such as AWF, WWF and WCS. This approach addresses the issue of scale. Criteria for funding and support could include factors such as:

- High/increasing threat levels
- High potential for REDD+, CBO action
- **Strong participation of women, minorities, civil society**
- Proof of concept, best practices in approaches
- Good partnerships and track record

Considering how gender analysis relates to overall CARPE III design. CARPE's success with gender equality and women's empowerment is closely tied to the design of the program and to the expertise within the implementing partners (as laid out in RFAs/RPAs). One approach to strengthen women's participation and benefits is to move towards rural development that empowers local communities and marginalized groups within them while increasing the value of standing forests for these communities, through activities such as:

- Market-driven sustainable intensification (Box 5)
- Value chains that identify high value products and emphasize value of standing forest to women and men

- Wildlife and hunting management zones including bushmeat marketing rights
- Co-programming on food security
- Participatory and community-based (gendered) threats analysis, patrols and biodiversity monitoring
- Security of tenure and property rights within appropriate frameworks

Operationalization of zoning is not possible without expertise and effort in other areas related to rural development:

- Market analysis (including labor and land markets, both formal and informal)
- Land tenure and Property Rights (LTPR) analysis (both customary and statutory). Microzoning in most countries does not have legal standing and so people are asked to zone areas which may customarily belong to them, but have not statutory basis. Gender dimensions of ownership, access and use are critically important for development and equity outcomes in this regard, as many USAID Missions have come to realize.
- Gender and broader social analysis of land and resource use, access, ownership patterns, potential conflicts

Bridging the gap between conservation and sustainable development will allow more space for a gendered approach. Sustainable development NGOs and IARCs are working on sustainable use, action research, technologies, markets, and local



On the way from the Reserve_Village of Masako to Kinsangani, Democratic Republic of Congo. Photo by Ollivier Girard for Center for International Forestry Research (CIFOR)

Basin. There has

learned about women and agricultural extension (see e.g., Fresco <http://www.agriculturesnetwork.org/magazines/global/participatory-approaches/not-only-the-grain-but-also-the-straw>; Russell 1988, 1990 on USAID projects; recent USAID resources such as <http://agrilinks.org/blog/announcing-feed-future-gender-global-learning-and-evidence-exchange-gee-events>). A new study is looking at the interface of shifting cultivation, food security and REDD+ (Pollini et al. forthcoming) in DRC and

empowerment with an agrarian and gender focus while international conservation NGOs are also doing these things but it is not always clear that they have the expertise; there is also a tension between conservation as enforcement and a rights-based rural empowerment approach. REDD+ may cause further fragmentation of effort, drawing away from a holistic approach that includes all land uses (until REALU becomes a force). If carbon in trees remains the only thing that counts, then women, as well as other stakeholders, will be disfavored.

Learning from and integrating agriculture is one important pathway to a gendered approach to conservation in the Congo been a great deal written and

Cameroon. Key lessons include engaging legitimate women's groups; assessing how project criteria and process might inhibit or boost women's participation; working with male leadership to address constraints; and integration of women's knowledge and needs from the design of an initiative.

Embracing and promoting result-oriented gender training is central to attempts at gender mainstreaming and female empowerment. Like other types of training, gender training is a powerful transformation tool through which people and institutions (un)learn new attitudes, knowledge and skills. As one of the stakeholders during the consultations in Gabon insisted « *c'est à travers la pédagogie et l'éducation que l'égalité des sexes doit s'établir.* » (*It's through training and education that gender equality will be realized.*)

The principal purpose of CARPE embracing and promoting result-oriented gender training for natural resources management and biodiversity conservation is the encouragement of gender-responsive interventions. While gender training courses combine a number of different objectives, it is useful for trainings of this nature to start by establishing the distinction and links between and among four gender training types and objectives:

Awareness raising: the objective of this type of training is to introduce people to gender roles, relations and responsibilities as variables in the development process using concrete cases from the forest-environment sector and natural resources management and/or biodiversity conservation. A related lesson formulated elsewhere is that "*Gender issues are more accepted and internalized when presented to an audience as development challenges rather than equality between men and women*" (Vabi et al. 2009).

Skill transfer: the objective here is to impart skills and knowledge to gender-aware people to enable them to undertake gender analyses and diagnoses. The learning outcome is to develop aptitudes in analyzing a number of gender-related variables - gender division of labor, access and control over natural and production resources, underlying approaches to reducing gender gaps.

Gender planning skills: the aim of this type of training is to develop aptitudes of gender-aware people in sensitive analyses and participatory planning approaches and methodologies. Here focus could be on the formulation of gender-sensitive objectives and indicators and monitoring-evaluation frameworks.

Motivation in support of gender: this type of training aims at motivating gender-aware people to remain committed to the course of gender mainstreaming in difficult sociocultural contexts. The importance of this type of training depends on the extent to which confrontation is considered to be a threat in given socio-cultural and political contexts.

Whatever the type and/or objective of the training, developing and using capacities and expertise on gender and female promotion is likely to be a priority in CARPE Phase III. It

should complement CARPE's other strategies for enhancing effective systems of sustainable natural resources management, biodiversity conservation, and the emerging challenges of climate variability and change as well as REDD+ across the Congo Basin.

Implementing country-based sectoral projects/programs on gender. The effective mainstreaming of gender into the conservation of biodiversity and natural resources requires broad-based inclusive institutional efforts that aim at bringing men to recognize, and above all, accept the roles and contributions of women. In effect, the seriousness of the imbalance in gender relations in the Congo Basin cannot be sufficiently perceived in the absence of national and/or regional multi-sector projects/programs. In the design of country-based low carbon development pathways, multi-sector inclusive and participatory approaches are most appropriate; target sectors include agriculture, forestry, water, livestock and ecosystem services.

Apart from systematically developing the state of the art on the sectors targeted, such country-based projects/programs should also contribute to the interpretation of how the commitments of governments on gender equality are being translated into national policies and sectoral programs, develop case studies on the dynamics of gender relations, liaise with state ministries and related national institutions on matters of gender, undertake gender targeting ventures and evaluate their outcomes, facilitate the organization of experience sharing and networking between and amongst in-country and regional stakeholders. Indeed, gender-based reference projects/programs stand the chance of providing opportunities to both national institutions responsible for gender equality and women's promotion and civil society organizations to experience hands-on rather than desk-based gender mainstreaming.

VIII. Annexes

ANNEX A: Gender in the Congo Basin context **Literature review by M. Vabi**

Representatives of governments and civil society organizations interviewed seem to be receptive to a Gender and Development (GAD) approach. However, few visible actions are undertaken to operationalize the GAD approach because it challenges the deep-rooted cultural systems and structural inequalities between women and men. And a practical constraint in the implementation of the GAD approach is the shortage of gender-sensitive women and men in positions of influence and decision-making who have the skills and expertise:

- To question the underlying paradigms on which national policies have been designed;
- To present sex disaggregated data as basis for decision-making; and
- To provide training in gender analyses, gender mainstreaming and other tasks.

Despite the disparities between men and women and the rights recognized by international and national regulatory frameworks, the extent and specific nature of the problems faced by women remain unaddressed in the natural resource management and biodiversity conservation and the emerging discussions on climate variability and change. Many of the international and national regulatory frameworks and guidelines documents tend to mistakenly restrict the rights of women to the context of the family. Those consulted do not seem to be aware of this restriction and the fact that it has been widely criticized as being likely to reinforce stereotypes regarding the place and roles of women (Vig, 2011).

Vabi found that features of gender-aware policies were more perceptible in the Central African Republic (CAR) and the Republic of Congo (ROC) than in Gabon. While a much more gender-neutral (not to say gender blind) policy exists in Gabon, the CAR and the ROC are on the path to practicing gender-aware policies. Though there are ministries in-charge of women's empowerment in all countries included in the exercise, those of the CAR and the ROC are emerging as veritable instruments for the promotion of gender-aware policies. Not only do these ministries seek stand out for the promotion of gender and female empowerment but they also set out for the eradication of existing inequalities between men and women in all domains of development.

This finding probably explains why Gender Focal Points⁸ with clearly defined roles and responsibilities have been designated in the CAR and the ROC in key technical ministries.

Gender, female empowerment and access rights to forests and forest resources

Key literature discusses and highlights concepts of gender and gender mainstreaming in forests, forests resources and emerging challenges of climate variability and change (Djoudi and Brockhaus 2011; Brown 2011; Arora-Johnson 2011; Estrada et al. 2012 and Otzilberger2011). Gender as an approach to development not only looks at the historical and sociological relationships between men and women but is used as a tool for addressing the equality and equity between men and women in relation to forest and forest-based resources.

Previous research on gender and access rights to forests and forest resources in countries of the Congo Basin has demonstrated that men and women have differentiated rights, roles and responsibilities in the collection, processing and marketing of non-timber forest products (NTFPs) (Neumann and Hirsch, 2000). The type and collection sites of NTFPs may also differ on the basis of gender (van Dijk 1999; Tiani 2001; Timko et al.2010). Also, NTFP collection and processing are very closely related to the tasks of the male and female members of a household, with women tending to collect more food products than men. In general, men are more aware of primary forest species which they collect while on hunting trips (van Dijk 1999; Russell and Tchamou 2001; Vabi et al. 2000).

Tiani (2001) also confirmed that women, unlike men, prefer trees with multiple uses. Trees that can produce fruits, that can enhance soil fertility and whose branches can also serve as firewood are preferred by female framers. Similarly, male traditional healers prefer trees whose different parts could be used for medicinal purposes - barks, roots and leaves. While determining access and use of forest products according to gender within multiple use areas of the Korup National Park in Cameroon, Vabi (1999) revealed that forest products found in multiple locations (on farm-fields, inside protected areas and on fallow fields) and with multiple uses were more likely to be used by both women and men. This was the case with cashew nuts, medicinal plants, *Ricinodendron heudelotti* (Njasang), *Irvingia sp.* (bush mango), *Piper guinensis* (bush pepper), *Afrostryax lepidophyllus* (country onions) and *Garcinia kola* (Bitter kola), etc. Similarly, the forest products that have domestic use values: fuel wood, bush meat and *Gnetum africanum* (Eru) were more gender specific in their collection pattern.

The marketing of NTFPs in countries of the Congo Basin is organized and dominated by women, representing the traditional household division of labor, where women specialize in the sale of NTFPs and food crops while men specialize in the marketing of cocoa and

⁸ Emboula, E.G. (Undated). Rôle d'un Point Focal Genre. Ministère de la Promotion de la Femme et de l'Intégration de la Femme au Développement (République du Congo).

coffee (Ndoye et al. 1997/98, Nkem et al. 2010). A study of 25 markets in the humid forest zone of Cameroon showed that 89 percent of the NTFP traders were women, although men who sold NTFPs typically had larger businesses (Ruiz Pérez *et al.* 2002, Awono et al. 2010). The collection and marketing of some forest products is also exclusively the domain of either women or men (Brown and Lassoie 2010). In a similar connection, Dkamela (2001), in research in eastern Cameroon, found that only palm wine was sold by men. Ruiz Pérez et al. (2002) noted from their market surveys that, although most products were sold by both men and women, palm nuts were sold only by women. Women also trap small animals and fish and sell smoked meat or dried fish (Tiani et al., 2004; Tobith and Cuny 2006).

Although women often dominate the collection and marketing of NTFPs, access to these products is by virtue of their matrimonial relationships. While still a child, a girl helps her mother with crops and the collection of NTFPs from land that her father either controls or owns (Guyer 1984). Marriage symbolizes a radical change in the life of a girl as she is bound to leave her family (and perhaps village) to join her husband's family and then acquires a share in the usufruct rights over forests and forest resources of her parents-in-law. The situation of access to resources is even more unstable if the woman is divorced, never marries or only bears girls.

Men and women have differentiated rights, roles and responsibilities in accessing, using and controlling forests and forest resources. The preference patterns for forest products highlighted by existing literature are important in the process of designing gender-based responses to climate variability and change. Notwithstanding the extremely limited access rights of women (and other vulnerable social groups) to forests and forest resources, the introduction of decentralized forest management systems are opportunities for restructuring roles and responsibilities in the management of forests and forest resources in favor of women. Similarly, men's and women's right, use and knowledge of the forest are opportunities for developing sex-differentiated strategies to climate variability and change.

Gender, natural resources management, climate change and related processes

Linkages among gender, natural resources management and more recently, climate variability and change as well as related processes (REDD) are no longer unexplored themes in countries of the Congo Basin. Several authorities and particularly Djoudi and Brockhaus (2011), have reiterated women's limited access to, and control over, land and forest resources and that they stand most to be adversely affected by climate variability and change. Discussions at the global level on climate variability and change and the emerging architecture of REDD do not explicitly embed gender and the concerns of women. Denton (2002), pointed out that women are under-represented in decision-making avenues on climate variability and change at the international level though recent summits have shown modest progress in the participation of gender-sensitive actors (Hemmati and Rohr 2007; Rietbergen-McCracken 2011). The Bali Action Plan on Gender, climate change and REDD, also considered policy approaches and positive

incentives on REDD as part of enhanced actions on the mitigation of climate variability and change (Clémençon 2008).

At national level, REDD processes are implemented in phases, usually beginning with the development and approval of the R-PIN, then the R-PP, and finally the FIP- Forest Investment Plans. The involvement of all categories of stakeholders and considerations of specific concerns and interests of stakeholder groups is not only desirable but are strongly recommended (Preskett et al. 2008).

Premised on the understanding that neither sustainable natural resource management nor the outcomes of climate variability and change and related processes are gender-neutral, there are at least three stakes for integrating gender into natural resource management/biodiversity conservation, climate change and related processes:

- gender equality and women's empowerment as an end in itself
- gender equality as a condition for successful adaptation and mitigation measures
- gender equality as a condition for poverty reduction/elimination

While emerging strategies for natural resource management/biodiversity conservation and responses to climate variability and change tend to put women at the receiving end, they have consistently failed to address the underlying causes of women's vulnerability. Arora-Jonsson (2011) opined that the emphasis on women's vulnerability to climate variability and change provides little information on the configuration of the power relations with men. Oyono (2005), Aimecas (2011) and Dkamela et al. (2009) have demonstrated how the powerlessness of Pygmy ethnic groups in Central Africa have left them their men, women and entire ethnic groups vulnerable to natural resource management /biodiversity conservation, and subsequently to climate variability and change⁹ and related processes of REDD.

Discussions with stakeholders in three countries visited by Vabi revealed that the inclusion of gender and female empowerment in proposal development on natural resources management, and recently climate variability and change seem to have been lobby tools for donor agencies. National processes on climate variability and change and related processes (REDD)¹⁰ have effectively been engaged in the CAR and the ROC. National coordination committees and/or platforms and focal points have been designated in the ministries responsible for the coordination of the process and related ministries. Thematic working groups have also been established as avenues for addressing the concerns and interests of vulnerable groups including those of women and ethnic minorities.

⁹ A point reiterated by Mr.Odambo Leonard Adone of the *Mouvement des Minorités Autochtones du Gabon* (MINAPYGA) in Gabon.

¹⁰ Gabon ended up with the R-PIN and is currently embarked on an independent climate change process to safeguard her sovereignty.

While inclusive and participatory stakeholder involvement is emphasized as part of these national processes, gender and women's concerns, though initially agreed upon, evaporate during implementation of the national processes. Except in the ROC, where the National Focal Point on climate change is a gender-sensitive woman, climate change processes in the other two countries have been dominated by men; gender perspectives and women's concerns have virtually been absent from national discussions. While the R-PP process of the CAR, for example, stated that a gender-sensitive approach was to be fostered, no specific strategy for embracing gender and engaging civil society organizations was elaborated. Also, the ten R-PP workshops were organized in the capital city of Bangui, making it difficult for grassroots civil society organizations to be informed on time, and participate. A statement of civil society organizations of the CAR, including representatives of women's associations, was issued criticizing the R-PP as not having been representative of their views.¹¹ In the case of Gabon, it is probable that focal points were listed as having participated in related national processes without their effective participation.¹²

It remains a real challenge to fully address power imbalances between men and women in the emerging architecture of climate change and related processes. Striving for gender equity and women's empowerment in NRM and climate change processes also requires addressing the numerical strength between men and women. Similarly, it is important to recognize that participation in decision-making processes also requires the knowledge and expertise that goes along with participation.

There seems to be an emerging danger in the persistent push only about women's vulnerability and virtuousness in the management of natural resources and climate change discussions (Dankelman, 2002 and Arora-Jonsson, 2011). Men are also vulnerable to the impacts of climate change though in different ways, and these need to be understood and mainstreamed in adaptation and mitigation measures. Also, women are involved in permanent relationships with men and it is at the level of these gender relations and the social expectations influencing them that change needs to happen. Therefore arguments about women's vulnerability and exclusion from decision-making processes need to focus on developing deeper understandings of the mechanisms that make it possible for men to continue to shape decisions on natural resource management/biodiversity conservation and mutations on climate variability and changes on temperature patterns.

Gender, women's empowerment and capacities of the stakeholders consulted

Despite the drive to mainstream gender and empower women, less transformative mainstreaming approaches are being used by government institutions and civil society

¹¹ Personal Communication (Doko Paul; CARPE Focal Point Bangui, 2012)

¹² According to Mr. Odambo Adone, Leonard Fabrice, a pygmy trained journalist and civil society activist, one of the reasons for the rejection of the R-PIN Document of Gabon was the non-inclusion of indigenous peoples.

organizations. In Gabon and the CAR, the ministries responsible for promoting gender and female empowerment were generally aware of the frontline civil society organizations engaged in gender-sensitive actions but less aware of actions being undertaken by other ministries. Inter-ministerial and organizational exchanges on gender and related issues were described either as nonexistent or extremely limited.

In all the three countries Vabi visited “National” Associations of Women’s Movements particularly Female Jurists were common. The mandates and institutional setups of these associations generally include assisting women subjected to different forms of violence (including rape) to access justice, self-help promotion, organization and participation in public events during national and international women’s day, the organization of training sessions on reproductive health, etc. In general, frontline personnel dealing with issues related to gender and female empowerment are either elite women or those with sufficiently developed legal minds - lawyers and/or magistrates; most of them are in active government service.

Many of the women engaged in the promotion of gender and gender mainstreaming/integration take a feminist viewpoint. Illustrative cases include the dominant concern of the *Associations Nationales des Femmes Juristes* in the three countries to prioritize the securing of justice for women involved in all kinds of rape and unfair acts committed by men. This focus is justified in the CAR considering recent waves of civil war in this country. In the ROC, OCDH reported that most of the women who come to secure justice on rape cases are the wives and/or relatives of uniform people. Cases of the eviction of women from land and landed property are also reported and handled by *L’Observatoire Congolais des Droits de l’Homme* (OCDH). It should be noted that the Harvard Humanitarian Initiative (2009) revealed that raping women has recurrently been used in Eastern Democratic Republic of Congo as a war weapon.

Apart from the Ministry of Women’s Promotion and Integration of Women into Development of the ROC and the African Women’s Network for Sustainable Development (*REFADD*), actions of civil society organizations targeting the promotion of women are sporadic and often linked to outside agents.

In all the countries included in the scoping exercise the outcomes of consultation revealed that much still has to be done to bring women up to parity with men in all spheres of national life. There is still a lot more in public statements and policies than what obtains in real life even in the capital cities. Box 1 aptly profiles the situation of women in the CAR which is not very much different from that of the other countries.

BOX 1: Profile of Women in the Central African Republic

Plusieurs faits ont démontré l'ampleur des inégalités de genre en République Centrafricaine (RCA). Comme dans d'autres pays, ces inégalités sont ancrées dans les us et coutumes nés d'un contexte social et culturel généralement défavorable pour les femmes. Mais en RCA, ces inégalités sont amplifiées par la pauvreté, les crises politiques et les conflits armés. Il en résulte une situation tellement critique que, pour y apporter de véritables améliorations, les interventions en faveur de l'égalité de genre devront être à la fois transversales, c'est-à-dire concerner tous les domaines du développement, et spécifiques, à savoir axées sur la vie et la situation des femmes. Elles devront combler, au plus vite, le fossé entre les hommes et les femmes. Un cadre juridique, institutionnel et politique relatif au genre a été mis en place. Mais, on peut s'interroger sur son institutionnalisation concrète. En effet, la question se pose de savoir où en est la mise en œuvre du Plan d'actions élaboré en 2007.

There is a great deal of evidence on the high degree of gender inequality in the Central African Republic (CAR). As in other countries, these inequalities are situated in practices and customs that are generally unfavorable for women. But in CAR these inequalities are amplified by poverty, political crises and armed conflict. This results in such critical situations that to bring about genuine change interventions to address inequality must be both cross-cutting (across all development sectors) and also specific, in other words centered on the lives and situations of women. Actions must seek to bridge the gulf between men and women. Judicial, institutional and political frameworks related to gender have been put into place. But one must ask if these have been truly institutionalized. We have to ask where we are in the rollout of action plans developed in 2007.

Sur le plan institutionnel, la promotion du genre est "noyée" dans le Ministère de Action Sociale de la Femme et de la Solidarité Nationale (MASSNF), parce que, dans les Affaires sociales, l'accent est mis beaucoup plus sur les personnes nécessiteuses que sur les inégalités de genre et dans la famille. La femme n'est pas considérée comme une composante ayant des problèmes, des besoins et des intérêts spécifiques.

Institutionally, the promotion of gender issues is based in the Ministry of Social Action, Women and National Solidarity (MASSNF) because the emphasis is more on needy people than on gender inequalities and family matters. Women aren't considered as a "sector" with its own problems, needs and specific interests.

Pour le cadre juridique du genre, les textes de lois égalitaires pour l'homme et la femme, ou qui protègent la femme sont des acquis en faveur de l'égalité de genre. Il convient donc de les préserver et de les renforcer. Leur mise en pratique est un défi à relever pour une société centrafricaine plus moderne, et qui accepte d'abandonner certaines coutumes néfastes.

In terms of the judicial framework, the text of laws covering the equality of men and women, or the protection of women, are advances for gender equality. We must thus preserve and reinforce these policies. Putting them into practice is a challenge for creating a modern society in CAR that will accept giving up certain unfavorable customs.

Source: Touré et al. (2011)

Indeed, due to the prevalence of the aura of male dominance, women are still perceived as child bearers/caretakers. Consequently, it is no surprise that, disparities remain between men and women in positions of decision-making in both public and civil society organizations.

This notwithstanding, it was evident that the political will to close this gap has much more advanced in the ROC than in the CAR but much less in Gabon where the perception that the highest law of the country (the Constitution) already provides for equality between sexes and ethnic groups prevails. However, insufficient knowledge and expertise on gender and the rationale for gender mainstreaming was evident both within government institutions and the civil society organizations involved in the study.

Engagement of the stakeholders on gender and female empowerment

The state ministries in charge of gender and female empowerment were considered to be much more engaged in female empowerment than on the promotion of gender as concept and analytical tool. These ministries and the civil society organizations consulted are more engaged in actions directed at the improvement of the socio-economic well-being of women. In the absence of direct contacts with ongoing natural resource management and/or biodiversity projects, it was not feasible to assess the extent of the use of gender-sensitive indicators in project planning and implementation as prescribed by Schalkwyk (1998). In the CAR, specific provisions are made by mineral exploitation companies for ensuring that the specific concerns and interests of vulnerable groups are addressed via “*Comités Consultatifs de Chefs de Villages et de la Communauté - Le comité consultatif s’assura que les femmes et les peuls sont représentés de manière raisonnable - Section 4.7.2. du Plan de Gestion Sociale. (The consultative committee will insure that women and the pastoralist community are reasonably represented.)*”¹³

Apart from the *Associations Nationales des Femmes Juristes* and the *Association des Femmes Centrafricaines*, active gender mainstreaming by civil society organizations was not neither nor perceptible. Only one national civil society organization, AGAFI in Gabon and a single regional civil society organization, REFADD in the ROC reported

¹³AXMIN and Golder Associates (2008). *Evaluation de l’Impact Environnemental et Social*. Projet de Mine d’Or de Passendro. Volume A et Volume E

predominant actions on gender and female empowerment. The promotion of gender and female empowerment by rights-based civil society organizations such as Brain Forest and MIWAPYGA in Gabon, OCDH in the ROC remains sporadic and opportunistic. This suggests that active gender mainstreaming and female promotion by civil society organizations at all levels and sectors of decision-making is limited. It should be noted that even the interventions of the *Associations Nationales des Femmes Juristes* and the *Association des Femmes Centrafricaines*, are generally focused on the promotion of the socioeconomic and political well-being of women and girls. Despite the willingness of WRI to engage both men and women in the capacity building initiatives in the three countries targeted for the analysis, female participation remains timid and therefore not evident.

Therefore, as summarized in Table 1 the engagement of the civil society organizations consulted on gender and female empowerment was not evident and discussions with them revealed an opportunistic approach to gender and female empowerment.

The adoption of the WID approach by state ministries in the three countries visited by Vabi was evident. Illustrative cases directed at the empowerment of women include amongst others, the provision of direct and indirect support to women's organizations, the promotion of women's income creation activities, and the organization of targeted training and awareness raising events. Though these interventions are important, they have little transformative effects on the unequal relations between men and women. The civil society organizations consulted demonstrated interests on addressing women's practical needs but none of these fit either into the WID or GAD analytical frameworks. The micro-projects being promoted by civil society organization suggest an orientation towards the welfare approach (improve nutrition and better standard of living); anti-poverty approach (e.g. income creation activities), and efficiency (training and awareness raising events).

Overall, effective gender mainstreaming is rudimentary in Gabon, mediocre in the CAR and is on course in the ROC. As Vabi et al. (2001) opined, gender mainstreaming includes at least one or a combination of i) bringing both men and women's perspectives to bear on all aspects of sector development, ii) improving public policies and resource allocation to reflect the interests of men and women, iii) ensuring that gender is the responsibility of all staff of an organization or institution iv) focusing on gender equality as a goal rather than women as targets of development, and v) ensuring that the organizational culture reflects the needs of men and women to participate and benefit.

Cameroon and DRC

No systematic analysis of gender-related policy initiatives and institutions was carried out in these two countries as it was only possible to visit two Ministries: Ministry of Environment, Conservation of Nature and Tourism in DRC and Ministry of Women's Empowerment and Family in Cameroon. (The Ministry of Gender in DRC and Ministry of Forests (MINFOF) in Cameroon canceled planned interviews.)

Cameroon has perhaps the most progressive gender mainstreaming program of any of the other central African countries according to the Ministry of Women's Empowerment. This ministry has dynamic staff coming from different technical backgrounds but has only been marginally engaged in conservation and forestry sectors. Despite this dynamism, Cameroon ranks 134th of 146 countries on gender equality:

Although the law itself does not discriminate against women, discriminatory customary practices continue to restrict women's access to land.^[43] Legally, any person may individually or collectively acquire land rights, as long as a land title that designates such property rights is obtained. Due to discriminatory inheritance practices, very few women own land, particularly in rural areas.^[44] In an assessment of women's access to land, the Economic Commission of African gave Cameroon a score of 1 out of a possible 22.^[45] <http://genderindex.org/country/cameroon>.

DRC has one of the worst ratings globally on women's empowerment: DRC's rating in the Human Development Index for 2011 is 0.286, placing it in 187th place out of a total of 187 countries. According to the Gender Inequality Index, DRC has a score of 0.710, placing it in 142nd place out of 146 countries (based on 2011 data). <http://genderindex.org/country/congo-dem-rep>.

In DRC, although most if not all Ministries now have gender focal points, these focal points are not provided with resources and have little to do. ICCN has made progress due to the work of a dynamic female head of Human Resources and some donor support. An upcoming gender analysis and support of GIZ will accelerate that process.

Table 1: Assessment of organizational institutional engagements on gender and female empowerment by M. Vabi

Name of Organization	Explicit Engagement on:	
	Promotion of Gender	Promotion of Female Empowerment
Central African Republic (CAR)		
<i>Association Centrafricaine des Professionnels en Evaluation Environnementale (ACAPEE)</i>	Not Evident	Peripheral but opportunistic approach adopted
<i>Ministère des Affaires Sociales, de la Solidarité Nationale et de la Famille (MASSNF)</i>	Evident	Evident, but visible actions limited
<i>Association pour la Solidarité, Développement et Environnement (ASDE)</i>	Not Evident	Not Evident
<i>Organisation des Femmes Centrafricaines (OFCA)</i>	Not Evident	Evident but actions directed at female members
<i>Association des Femmes Juristes Centrafricaines (AFJC)</i>	Not Evident	Evident but actions tilted towards women
<i>Ministère de l'Environnement et de l'Ecologie</i>	Not Evident	Not Evident
<i>Organisation Centrafricaine pour la Défense de la Nature (OCDN)</i>	Not Evident	Peripheral but opportunistic approach adopted
Republic of Gabon		
IUCN/CARPE	Not Evident but considered to be an issue	Not Evident but considered to be an issue
World Wide Fund for Nature (WWF)	Not Evident but considered to be an issue	Not Evident but considered to be an issue
Brain Forest	Not Evident	Peripheral but opportunistic approach adopted
<i>Groupe de Recherche en Genre - Université d'Omar Bongo-Odimba, Département d'Histoire et Archéologie (GREG)</i>	Evident	Evident; research-awareness raising approach adopted
Wildlife Conservation Society	Not Evident	Evident from staff recruitment
<i>Ministère des Eaux et Forêts</i>	Not Evident but considered to be an issue	Not Evident; Equality of sexes considered achieved in Constitution of the State
<i>Réseau des Aires Protégées d'Afrique Centrale (RAPAC)</i>	Not Evident	Not Evident as considered not part of mandate
<i>Association Gabonaise d'Assistance aux Femmes</i>	Not Evident though considered a concern	Evident; though opportunistic approach

<i>Indigènes et Indigentes (AGAFI)</i>		adopted and very limited in-house capacities
World Resources Institute (WRI)	Not Evident	Not Evident given the technical nature of actions
<i>Ministère de la Famille, de la Promotion de la Femme et de la Protection de la Veuve et de l'Orphelin</i>	Evident but limited by institutional context and institutional prescription	Evident but much more tilted to women and girls
<i>Mouvement des Minorités Autochtones du Gabon (MINAPYGA)</i>	Not Evident	Not Evident due to primary focus on issues of minorities
Republic of Congo (Brazzaville)		
<i>Ministère de la Promotion de la Femme et de l'Intégration de la Femme au Développement</i>	Evident though feminist touch visible	Evident though actions much more directed at women and girls
World Resources Institute (WRI)	Not Evident	Not Evident given the technical nature of actions
Wildlife Conservation Society (WCS)	Not Evident	Evident from staff recruitment
<i>Ministère du Développement Durable, de l'Economie Forestière et de l'Environnement</i>	Not Evident	Not Evident given the technical mandate of the institution
<i>Ministère du Développement Durable, de l'Economie Forestière et de l'Environnement</i>	Not Evident	Not Evident given the technical mandate of the institution
<i>L'Observatoire Congolais des Droits de l'Homme (OCDH)</i>	Not Evident	Peripheral but opportunistic approach adopted
<i>Réseau Femmes Africaines pour le Développement Durable (REFADD)</i>	Not Evident though considered a concern	Evident, though opportunistic approach adopted and very limited in-house capacities
IUCN/CARPE	Not Evident but considered to be an issue	Not Evident but considered to be an issue

ANNEX B: Interviews and Contacts

SN°	Organization	Person Consulted	Function and Contact Details
Central African Republic			
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3	<i>Association Centrafricaine des Professionnels en Evaluation Environnementale (ACAPEE)</i>	Monsieur Boulala Marien Evard	Membre de l'Association Tel: +236 75333173/72125320
4	<i>Association pour la Solidarité, Développement et Environnement (ASDE)</i>	Mademoiselle Komello Marina Nadège	Présidente de l'Association Tel: +236 75570978/77893216 E-mail: mmarinakomella@yahoo.fr
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7	<i>Ministère des Affaires Sociales, de la Solidarité Nationale et de la Famille (MASSNF)</i>	Monsieur Jean Walegue	Directeur Générale des Etudes et de la Planification des Services d'Appui Chargé de la Coordination Tel: +236 75033323/72503523 E-mail: mjeanwalegue@yahoo.fr
8	<i>Ministère de l'Environnement et de l'Ecologie</i>	Monsieur Igor Tola Kogadou	Point Focal National de la Convention Cadre des Nations Unies sur le Changement Climatique et Coordonnateur National REDD+ Tel: +236 75558222 E-mail: mtolakogadou@hotmail.com
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Republic of Gabon			
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12	WCS - Wildlife Conservation Society	Christine Sandra Nse Esseng	Directrice ; Projet Plateau Batéké Tel: +241 444039/07836225 E-mail: mssesseng@wcs.org
13	Brain Forest	Marc Ona Essangui	Secrétaire Exécutif Tel: +24107294140/06056899 E-mail: mona_essangui@yahoo.com

14	<i>GREG-Groupe de Recherche en Genre - Université d-Omar Bobongo Odimba, Département d'Histoire et Archéologie</i>	Fabrice Nfoule Mba	Enseignant-Chercheur Tel: +241 07803749/06836735 E-mail: mfabric.nfoule@gmail.com or mgreg.gabon@yahoo.fr
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22	World Resources Institute (WRI)	Makak Jean Sylvestre	Formateur en cartographie Tel: +241 07215619 E-mail: mjeanmamak@gmail.com
23	<i>Ministère de la Famille, de la Promotion de la Femme et de la Protection de la Veuve et de l'Orphelin</i>	Madame Nzet Bikeghe	Ministre/Magistrat Tel : +241 06255444
24	<i>Mouvement des Minorités Autochtones du Gabon (MINAPYGA)</i>	Mr. Odambo Leonard Adone	Président du Mouvement Tel : +241 07892590/07351332 E-mail: modambleonard@yahoo.fr or modambol@yahoo.fr
Republic of Congo (Brazzaville)			
25	<i>Ministère de la Promotion de la Femme et de l'Intégration de la Femme au Développement</i>	Madame Gombouka née Emboula Emilienne	Directrice du Département de la Formation, de l'Education et des Droits Humains Tel: +242 066647111 E-mail: memilieemboula@yahoo.fr
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28	Wildlife Conservation Society (WCS)	Mabiala Noé	Homologue, Projet Plateau Patéké Tel: +242 06620970/055577435
29	<i>Ministère du Développement Durable, de l'Economie Forestière</i>	Madame Itoua Adélaïde	Point Focal, Changements Climatiques Tel: +242 066639971

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32	<i>L'Observatoire Congolais des Droits de l'Homme (OCDH)</i>	Moinca Ngalula	Juriste, Unité d'Accueil et d'Ecoute Tel: +242055531573 E-mail: mnga.monica@yahoo.fr
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40	Civil Society meeting	AVILD, REPALF, GTF, REFADD, IGED, CTIDD, COGRENAT, Avocats Verts, Journalists, OCEAN, LAGA	REFADD : Vicky Bashige 0998993012 and Faustin Buhcovowa (?) 0994665222 REPALF : Louise Kavira Nyavughoye E-mail: louisekavira@yahoo.fr and Chimita Melebo-Bampoeonye, 0815283860 AVILD (Ass. de Volontaire Initial pour le developpement local) : Musao Ilunga Stephie E-mail: avild.stephie@yahoo.fr GTF (Groupe de Travail Forets) : Joseph Zambo Mandea : E-mail: dJoson_83@yahoo.fr and Nicole Musuamba 0990817785 IGED (Initiative pour la gestion durable de l'environnement) : Suzanne Linyonga 0991681367 CTIDD (Centre de technologie innovatrices et developpement durable) : Chouchonna Losale 0813645782 and Jeanine Mboyo Angwala 0821165584 COGRENAT (Collectif genre et ressources naturels) : Albertine Ebengo

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60	Ministry of Women's Empowerment and Family	Marie-Thérèse Abena, Minister and staff	
61	FAO project "renforcement de la securite alimentaire en Afrique Central a travers la Gestion Durable des Produits Forestiers Non-Ligneux"	Ousseynou Ndoye, Regional Coordinator	E-mail: Ousseynou.ndoye@fao.org +237 99906974
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ANNEX C: Bibliography

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Web Resources

General Gender Resources and Guidance

[USAID Policy on Gender and Women's Empowerment:](#)

Forest Carbon, Markets and Communities (FCMC) Program of USAID, [Social and Environmental Soundness Component: publications](#) include social safeguards review; study of shifting cultivation, gender and REDD+ in Congo Basin, resources from workshops on gender and REDD+

[IUCN Gender Unit](#)

[Women Organizing for Change in Agriculture and Natural Resource Management \(WOCAN\)](#)

[Wikigender](#) is a project initiated by the [OECD Development Centre](#) to facilitate the exchange and improve the knowledge on gender equality-related issues around the world

Women's Organizations Addressing Conservation and Climate Change

[Réseau Femmes Africaines pour le Développement Durable REFADD](#)

[Réseau des Aires Protégées d'Afrique Centrale RAPAC](#)

[Centre d'Appui aux Femmes Et aux Ruraux CAFER](#)

[Cameroon Ecology](#)

www.camerooneco@yahoo.com

[Association Gabonaise d'Assistance aux Femmes Indigènes et Indigentes AGAFI](#)

Gender and Climate Change

[Community-based adaptation to climate change:](#) A theoretical framework, overview of key Issues and discussion of gender differentiated priorities and participation

[Gender, climate change and REDD+ in the Congo Basin Forests of Central Africa](#)

[The business case for mainstreaming gender into REDD+](#)

[Gender and REDD+ in Cameroon](#) (IUCN):

IUCN/WEDO (2011). [Road Map for Mainstreaming Gender Considerations into REDD+ Processes In Cameroon](#). IUCN Cameroon.

[Gender and Climate Change: Three Things You Should Know](#) World Bank

[Adding 'gender' not always a recipe for REDD+ success](#) Nov 2011 by [Catriona Moss](#)

[Forests, Climate Change, and Human Rights: Managing Risk and Trade-offs](#) October 2008 Frances Seymour Center for International Forestry Research

[Global Climate Politics in the Congo Basin: Unprecedented Opportunity or High-risk Gamble?](#) Korinna Horta, CGGA Center for Global Governance & Accountability,

[Forest Dialogue in DRC on Free Prior and Informed Consent \(FPIC\) in REDD](#)

[Integrating adaptation](#) DFID

Biodiversity and Gender in Congo Basin

[The Social and Biodiversity Assessment Handbook \(for REDD+\)](#) (tested in DRC)

[Rethinking Forest Policies: The Role of Women in Bridging the Gap between Sustainable Livelihood and Biodiversity Conservation in Central Africa:](#)

[Biodiversity and forest management in Congo Basin \(CBD\):](#)

[The Congo Basin Forests: What policymakers should know ahead of UN climate talks](#)

[Gender and NTFP chains in the Congo Basin](#)

Gender Mainstreaming in Forestry and Community Forestry

[FAO Integre les questions de genre dans le secteur forestier en Afrique](#). RDC

[Special issue of The International Forestry Review on Forests and Gender](#). CIFOR:

[Les Femmes dans la foresterie communautaire](#) (FAO)

[Genre et foresterie communautaire au Cameroun. Quelles perspectives pour les femmes ?](#) (Cameroon case study/SNV)