

KINGDOM OF CAMBODIA
NATION RELIGION KING



FORESTRY ADMINISTRATION

**GENDER MAINSTREAMING POLICY AND
STRATEGY FOR THE FOREST SECTOR**



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FOREWORD

Both Cambodian men and women play important roles in contributing to the development of the forestry sector. Women actively participate in various activities including finding non forest product for daily family consumption, various markets, and other market activities for family's economic development. Therefore, it is necessary to consider women activities, which means that women activities and roles are always important.

There has been limited recognition of women's role in the forestry sector and less attention has been made to uplift women's condition and opportunities at various levels especially at community level. And the poor involvement of women than men particularly smaller women representatives in decision making process in forestry management and development at all levels as well local and national levels.

To respond with women issues and to enhance a better gender role in the forestry sector, the Forestry Administration has been actively preparing Gender Mainstreaming Policy and Strategy in the Forestry Sector (GMPSFS) in 3 regional consultation workshops (Coastal region in Kampot province, Mekong region in Stung Treng, and Tonle Sap region in Siem Reap) and one national consultation workshop with key stakeholders ranging from relevant institutions, Ministry of Agriculture, Forestry and Fisheries, Forestry Cantonments, Ministry of Women Affair (MoWA), development partners, NGOs, Provincial Departments of Agriculture and research institutions as well as local community representatives before endorsement of this Policy and Strategy. The development of the GMPSFS ideally is duties and responsibilities of Forestry Administration to be contributed into effective and successful implementation of the Gender Mainstreaming Policy and Strategy in Agriculture (GMPSA) which was endorsed by the Ministry of Agriculture, Forestry and Fisheries on 27 March, 2006.

This GMPSFS is a very important for forestry management and development in order to integrate and mainstream gender issues into the planning process and the implementation of the plan for the benefits of Cambodians from local to national levels. This Policy has clear goal and objectives to be achieved equality and equity gender in forestry sector.

On behalf of the Forestry Administration, I would like to encourage governmental staff and relevant stakeholders who have been involving in the forestry sector to implement the GMPSFS as successful and effectiveness.

Forestry Administration has set up a Gender Working Group which is responsible for coordinating, assisting, supporting, advising and monitoring the progress against the implementation of this GMPSFS and for ensuring that gender issues being addressed by all stakeholders at local as well national levels.

Ty Sokhun

**The Delegation of the RGC in charge as
Head of Forestry Administration**

Gender Glossary

Access to resources is ability and opportunity of an individual to use resources. For example, ability to have land for cultivation or to have a street house for retail shops.

Control of resources is process available to an individual to decide who can use the given resource, how to use the given resource and when to stop the use. For example, right to use land, to open retail shop.

Division of Labour (by gender) is assignment of different tasks and responsibilities to women and men. Gender-based assignment of tasks is learned and pervaded by all members of a given community or society.

Empowerment is the process of increased opportunity and ability of women and men to control their life. Empowerment of women or men includes increasing their power to make decisions, to have their voices heard, to put things on the agenda, to negotiate and to challenge past customs.

Gender refers to the socially determined differences between men and women, such as roles, attitudes, behaviour, and values. Gender characteristics are assigned to men and women during their childhood and are expected to be followed. For example, in some societies, women are considered dependent on men; in other societies, women are decision-makers, or men and women equally make decisions. Gender characteristics vary across cultures and over time; they thus are amenable to change.

Gender roles are behaviours that are expected from men and women. Gender roles are learned and vary across cultures and over time; they are thus amenable to change.

Gender equality means that women and men enjoy the same status within a society. It does not mean that women and men are the same, but rather that their similarities and differences are recognized and equally valued. Gender equality means that women and men experience equal conditions for realizing their full human rights, and have equal opportunity to contribute to and benefit from political, economic, social and cultural development of their country.

Gender equity is the process of being fair to both women and men. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Equity can be understood as the means, where equality is the end. Equity leads to equality.

Gender analysis is a process to assess the differential impact of policies, programs, projects and legislation on men and women. Gender analysis recognizes that the realities of men's and women's lives are different, and that equal opportunity does not necessarily mean equal results.

Gender responsiveness entails consistent and systematic attention to the differences between men and women in society with a view to addressing institutional constraints to gender equality.

Gender gap is a concrete example of political, economic, social and cultural difference or inequality between men and women or between boy and girl.

Gender prejudice reflects characteristics that are foisted on women and men but fail to recount actual individual ability. For example, housework is women's work, not men's. Gender prejudice often limits an individual in doing what he or she is able to do.

Gender stereotypes are popularly held ideas about men and women. For example, ideas that women are tender, men are strong. Gender stereotypes are learned and vary across cultures and over time; they are thus amenable to change.

Gender-related development index (GDI) is a comprehensive index measuring average achievement in the three basic dimensions of human development – a long and healthy life, knowledge and a decent standard of living – adjusted to account for inequalities between men and women.

Gender mainstreaming refers to the process or a strategy to work towards the goal of gender equality that was developed in 1990s. Unlike WID, gender mainstreaming focuses on changing the “gender norms of the mainstream”- the values, behaviors, practices, ideas and conventions that dictate the way the majority of people, organizations, communities and society functions. Gender mainstreaming involves (i) making men’s and women’s concerns and experiences an integral part of the design, implementation, monitoring and evaluation of policies and programs in all sectors of society; (ii) changing policies and instructions so that they actively promote gender equality; (iii) rethinking socio-cultural values and development goals in the long-term.

Lack of gender awareness is the shortage of information and knowledge about gender issues and their impacts on experiences and development results of men and women, boys and girls.

Sex identifies the biological, genetically determined differences between women and men and is not amenable to change. Only a very small proportion of the differences in roles assigned to men and women can be attributed to biological or physical differences based on sex. For example, insemination is a male sexual role, pregnancy and childbirth are female.

Status of women (or men) is the term used to compare socio-economic conditions of women (or men) with corresponding conditions of men (or women). For example, women have lower status than men in political life that is seen in lower rates of women at decision making levels.

Women in Development (WID) is an approach that emerged in 1970s, with the goal of integrating women more fully into the development process. It includes strategies such as women-only income generation projects, training and credit for women. In this approach, women are passive beneficiaries of development; women’s concerns are considered separately from the whole development issues.

I. INTRODUCTION

1.1 Background

The Ministry of Agriculture, Forestry and Fisheries has developed and endorsed the Policy and Strategy on Gender Mainstreaming in MAFF in 2006, in order to commit and enhance gender equality and gender equity in the agriculture sector as well all departments and other agencies under MAFF such as Veterinary and Animal production, Agronomy, Forestry, and Fisheries...etc.

The statement of MAFF gender policy and strategy mainstreaming: "Enhancement of gender equality in the agriculture sector through active cooperation of both women and men for the opportunity to contribute and benefit equally from the activities of all sub-sectors in the Ministry of Agriculture, Forestry and Fisheries".

There are four objectives in its gender mainstreaming policy and strategy for the agriculture sector in order to address poverty reduction and gender equality. The four objectives are:

1. Increase the gender awareness of ministry staff in the MAFF at every level of the agriculture sector.
2. Integration of gender analysis and sex disaggregated targets and data into the planning of the agriculture sector.
3. Increase the authoritative possibilities and number of women that have the adequate attributes necessary for leadership positions in the MAFF.
4. Increase the ability of rural women to access and manage resources and agricultural services.

Gender mainstreaming affects every sub-sector and departments of MAFF. Without their commitment, gender mainstreaming will not work. Therefore, the Forestry Administration has to implement and comply with the Policy in order to achieve gender mainstreaming in forestry resources management and development.

Hence, it is necessary to set up its own gender mainstreaming policy and strategy followed by MAFF gender mainstreaming policy and strategy in order to ensure that gender mainstreaming and issues are addressed in forestry sector.

1.2 Gender Situation and women issues in Forestry Sector

Women play very important roles in forestry sector, especially rural women who live depend on forestry resources. Forestry is very important for daily livelihood of rural people, it provides such as foods, energies, firewood, charcoal, and other products that people can generate income from that product selling. Most of people get honey, resins and medicinal plants from forest. Through our observation, 80% of rural women in forestry areas are collecting non timber forest products for family food and for marketing. So women are very important in contribution to enhance family livelihood through utilising of forestry resources. On the contrary, roles of women have been not considered, because most of women were not participating and not receiving services from forestry resources development. They are busy with house care and look after their children and were not considered by family and husband.

In forestry sector, women play very important role in forestry resource management such as participation to forestry law preparation and documentation, community forestry development through community forestry establishment, and forestry law dissemination.

Even though, the engagement of women in forestry sector is still very limited. The FA data show total of women in FA is 134 and share about 10% of total staff. Their position and education are shown as below:

Management position:

- 5 women are vice chair of offices
- 1 woman is vice chair of Forestry Cantonment and;
- 2 women are vice chair of Forestry Triages (Sangkat)

Educational level:

- Ph.D. degree 0

- Master degree	4
- Bachelor degree	25
- Associated degree	25
- Agent degree	26
- Short training	8
- No skill	42
- Retire	5

According to above data, women staffs in FA are very limited and women in the management position are also very little, it is about 0.5%. On the other hand, educated women in forestry sector is also very limited; on contrary, number of women have no skill are much more than educated women.

The general situation of gender as well as women issues in forestry sector were found and identified during the three forestry workshops at Kampot, Seam Reap and Stueng Treng through focus group discussion, and the finalisation workshop which was held on the 19th December 2008, at Forestry Administration, Phnom Penh. The main objectives of those workshops are to discuss and understand the problems/constraints facing by women in all aspects of the forestry sector and at all levels; and to identify the key objectives for Gender Mainstreaming Policy and Strategy in the Forestry Sector (GMPSFS), together with indicative activities, expected outputs and indicator.

Women issues in forestry sector have been identified by participants:

- Women are forced to have sex before their husbands go to forest (domestic violence).
- As women have to responsible much more on domestic work, so women are not able to fully participate in forestry activities.
- Capacity of women are limited
- Most of women are not attend in any training
- There is some men discriminate against women on technical forestry activities
- Women have less access to information related to the dissemination on community development, especially forestry's law.
- Poor health of women is obstacle for women participation in forestry sector.
- Culture constraint for women's participation in forestry's activities.
- Number of women in leadership is less.
- Less women participated in forestry sector.
- Any women's ideas are not supported
- Women have lack of capacity and not brave to express their view (low educated, literacy for women at communities).
- Because women have small children, and busy with their domestic work, they cannot participate in any meeting.
- Most women, especially women at communities do not value community work.
- Living condition of women at communities are limited (lack of transportation's cost for participating in any forestry activities)
- Women are not given chance to participate in forestry's meeting.

The ideas to develop the GMPSF are to answer the need of gender responsive in the forestry sector and also to align with the MAFF's Gender Mainstreaming Policy and Strategy in Agriculture (GMPSA) of which forestry is considered as one of the sub-sectors of the MAFF.

The results of the forum provided very productive results. Many problems faced by women in forestry at different institutional levels have been identified by participants including at community, provincial, and national as well as project level; and together with the key ideas and proposed interventions (activities and indicators) for preparation of GMPSFS.

II POLICY

2.1 Statement of Policy

The enhancement of gender equality in the forestry sector through the active cooperation of both women and men for the opportunity is to contribute and benefit equally from the activities of all sub-sectors in the forestry sector.

2.2 Gender Mainstreaming Policy of Forestry Administration

The policy provides a basis for a gender mainstreaming and a holistic approach to forestry sector. It provides a goal for compliance with national and international endeavour for forestry and rural development in Cambodia. To overcome the constraints faced in gender mainstreaming, the Forestry Administration issue key principle as following:

- The gender policy is grounded on strong foundation complying with national and international requirements. The policy is developed at a time when the forestry sector in Cambodia is undergoing transformation providing a rallying point for pro-poor and women inclusive programming.
- Gender mainstreaming as a process toward gender equality is a mandate from MAFF as well as the Royal Government of Cambodia. Forestry Administration as one of the main vehicles for socio/economic development abides by the mandate.
- The process towards gender equality targets both men and women, with special focus on women in order to adjust the balance to equitable human and socio-economic development.
- Gender equality empowers women ensuring that men and women are equal partners in development and influence the direction of social and economic change that affect their lives.
- Another principle adhered to in the gender strategy is its compliance to human rights and entitlements to education, health care, information and resources.
- The correlation between gender equality and socio/economic development is high. One without the other will not be achieving the standard stipulated in the national goals of improved quality of life for all men, women and children.
- Because changing attitudes and practice is a long process, gender mainstreaming is a learning platform where theories and practice synergise to further enhance implementation.

III. STRATEGY

3.1 Strategic plan for 2009-2013

In order to implement MAFF gender mainstreaming policy and strategy, the Forestry Administration has to set up its own policy guidance, strategy and action plan for gender mainstreaming in forestry sector. The objectives of gender mainstreaming policy and strategy for forestry sector to be achieved by 2013 and to address poverty reduction and gender equality are as follows:

1. To increase the gender awareness of Forestry sector staff at every level;
2. To integrate the gender analysis, sex disaggregated targets and data in reports and plans as well as in all projects and programs in forestry sector;
3. To increase the number of women who have sufficient qualification for management position and advance their careers in Forestry Administration and rural women to access to technical services and manage forestry resources.

IV. GOALS

The goal of strategic plan is to improve gender composition in Forestry Administration.

4.1. OBJECTIVES

4.1.1. Objective 1: Increase the gender awareness and woman participation in forestry sector to all FA staff.

Output 1.1: Gender awareness was trained for new and old staff of FA

Activities:

1. Training of trainer on gender awareness for gender working group of FA
2. Training on basic gender awareness and mainstreaming of forestry sector for FA management levels.
3. Train new recruited FA staff on gender awareness
4. Training on basic gender awareness and mainstreaming of forestry sector for FA staff at all levels (National and Provincial levels).

Output 1.2: Information and related documents to gender issues in forestry sector were published and disseminated widely to all levels of FA staff.

Activities:

1. Cooperate with statistical and information office to be sure that information of gender is integrated.
2. Cooperate with extension office to integrate importance issues of gender mainstreaming of FA into publication journal and dissemination.
3. Monitor and follow up gender mainstreaming issues through all media systems.

Output 1.3: Gender awareness is integrated into curriculum of Forestry Faculty.

Activities:

1. Produce gender awareness documents and integrate to forestry faculty curriculum
2. Provide training course of gender awareness to all forestry faculty lectures
3. Review and evaluate forestry faculty curriculum

4.1.2. Objective 2: Integration of gender analysis, sex disaggregated targets and data into reports and plans of all projects and programs in forestry sector.

Output 2.1: Women contributions are integrated into FA annual work plan.

Activities:

1. Cooperate with FA to draft forestry strategy with integration gender issues.
2. Gender analysis conducted at each stage of planning, implementation and monitoring and evaluation cycle with clear sex disaggregated statistics and targets.
3. Review draft planning, monthly and annually reports of FA and propose for revising some parts when necessary.
4. Facilitate and follow up the implementation of gender mainstreaming of each office, institutions under FA and other projects.

Output 2.2: Resources and budget allocation for planning process, monitoring and evaluation of gender mainstreaming in forestry sector.

Activities:

1. Allocate resources and budget for planning process, monitoring and evaluation
2. Facilitate and coordinate for Allocation resources and budget for planning process, monitoring and evaluation.

Output 2.3: Conduct discussed forum on gender mainstreaming of forestry sector should be done once annual with key persons from FA and other stakeholders.

Activities:

1. Update data of women roles in forestry sector in FA's website.
2. Report on progress of quantitative and qualitative of GMPSFS.
3. Conduct discussed forum on gender mainstreaming of forestry sector between key persons of FA with other stakeholder (every year).
4. Conduct training on progress of gender mainstreaming in forestry sector.

4.1.3. Objective 3: To increase the number of women who have sufficient qualification for management position and woman in rural areas in services providing and participation in forestry management.

Output 3.1: Number of women in FA increasing.

Activities:

1. Cooperate with MAFF to recruit new staff by evaluation committee, which is participation from woman representative of FA or MAFF gender working group.
2. Produce principle guideline to select woman candidates for studying Bachelor, Master degrees.
3. Monitor and follow up the faculty registration and ask for monitoring report from faculty.
4. Review existing system and judgment of staff recruitment done by MAFF gender unit and make revision according to needed of FA.
5. Provide recommendation to the above implementation.

Output 3.2: Provision of at least equal opportunities between women and men in promotion as management position of FA.

Activities:

1. Review existing positions, roles and responsibilities and recommend to top level.
2. Establish condition to promote and select women as management position in FA.
3. Participate to the preparation of job description /ToR of FA offices/divisions/ institutions reflecting gender concern.
4. Review and recommend on training needed and produce training documents.
5. Facilitate to increase women participation in the training on leadership and management.
6. Prepare training course on leadership and management for women staff.
7. Evaluate implementation and role of women, and than do recommendation.

Output 3.3: Enhancement capacity and ability of rural women to participate in forestry resources management and conservation.

Activities:

1. Provide opportunity to women member of forestry community to participate in forestry community activities and forestry resources management.
2. Increase rural women awareness on forestry programme and other alternative career selection.
3. Review the participation of women forestry management and development to seek for other alternative livelihoods.
4. Provide ability to women to access to credit services for alternative livelihoods.
5. Improve forestry extension services for women and men in order to encourage rural women understanding.
6. Organise workshops and study tours for rural women to understand about management and utilisation of forestry resources.

V. IMPLEMENTATION PROCESS AND INTERVENTION

5.1 *Conditions for implementation of the gender policy*

The followings are the specific conditions which should be in place and considered:

- Gender Working Group of FA is responsible for facilitating and monitoring the implementation of the policy and strategic plan.
- GMPSFS is a guideline document needs to distribute and disseminate to all stakeholders.
- Gender Working Group of FA has a 'sentinel/watchdog' role, ensuring that all FA activities, irrespective of offices/divisions/institutes, programmes, projects and donors align themselves with the FA gender policy and strategy.
- The Policy has to addresses both practical needs and strategic needs in forestry sector.
- The Gender Working Group of FA will have its own budget for operation.

5.2 *Levels of Intervention*

For clarity of implementing gender mainstreaming, it is necessary to look at the different levels of intervention such as at community/village levels, commune, district, provincial level and national levels.

The provincial level has roles in facilitating, pushing forward and directing the work of FA officials in the province in accordance with the policies and plans passed down from the national level. With regard to decentralization approach, provincial level has become particularly importance for them

to undertake and comply this gender mainstreaming policy and strategy in every forestry development and management activities in their target province at the community/village, commune, district and provincial levels.

The national FA Gender Working Group will provide technical support to the provincial FA gender focus group and then provincial group transfer their support to the district, commune and village/community village levels, especially Community Forestry.

5.3 Implementation Procedures

In order to effectively implement this FA gender mainstreaming policy and strategy in forestry sector, it is necessary to put it into action plan, e.g. annual, mid-term and long-term strategic plans.

The Gender Working Group of FA will facilitate and monitor the implementation of this gender mainstreaming policy and strategy. The Gender Working Group has the responsibility to advise and help facilitate gender mainstreaming in various forestry programs and projects, which are cooperated with FA. The Gender Working Group is also responsible for monitoring and evaluating whether offices, institutes and units under FA are implementing the policy and strategy in accordance with the annual plan and budgets.

The Gender Working Group will recommend to management levels of FA and TWGF as well as donors on different strategic issues including staff recruitment, promotion and training options for women to achieve management position. This group will develop procedures and guidelines for screening programmes/projects. It will monitor whether programmes/projects comply with the policy.

The FA will collaborate with relevant government agencies, NGOs and community-based organizations (CBOs) to optimise interventions at different levels, based on the advantages of those organizations and institutions.

APPENDIXES

APPENDIX 1: Terms of Reference and Composition of Gender Working Group of FA

The FA established a Gender Working Group with the following listed members nominated from different divisions and offices within FA. The rationale behind the establishment is the importance for the achievement of the FA gender mainstreaming policy and strategy in forestry sector comply with gender issue and mainstreaming for forestry management and development as a whole.

Members of FA Gender Working Group

1. Ms. Kiv Lakana	Chief
2. Ms. Sorn Somony	Deputy Chief
3. Ms. Kong Phallyka	Member
4. Ms. Vann Maly	Member
5. Ms. Thach Sovanny	Member
6. Ms. Ngoun Chanthol	Member
7. Mr. Top Mengngoun	Member

Members of Gender Working Group of FA have capacity, active and volunteer to implement as successfully:

The followings are the specific tasks or ToR of Gender Working Group of FA:

1. To prepare gender action plan and integrate into FA's annual, mid-term and long-term plans.
2. To facilitate and introduce FA gender mainstreaming policy to FA staff.
3. To train national and provincial staff on gender concepts and analysis.
4. To advise (recommend) FA on gender issues in forestry sector.
5. To implement, monitor and report the implementation of the FA gender action plan.
6. To facilitate training/workshops on gender mainstreaming in forestry activities.
7. To screen all FA programmes and projects ensuring that gender equality issues are considered.
8. Other tasks to be suggested by FA related to gender.
9. Facilitation and coordination networking from National to local level regarding to gender in forestry sector.

APPENDIX 2: Matrix of Action Plan for Gender Mainstreaming in Forestry sector, 2009-2013

Description	Objectively Verifiable Indicators	Mean of Verification	Assumptions/Risk
Gender Mainstreaming Goal: Improvement of gender equality in forestry sector.	-Gender mainstreaming policy and strategies are integrated and implemented in all forestry sub-sectors by 2013.	- FA action plan.	Commitment of FA at all levels to implement gender mainstreaming.
	-Yearly FA action plan including gender issues.	- Follow up reports and yearly reports. - Yearly assessment report. - Report on gender action.	- Sufficient resources (finance and gender specialist) allotted for implementation. - Government supports an implementation on gender mainstreaming for all sectors.
Objective 1: To increase the gender awareness of FA staff at every level in the forestry sector.	70% of FA staffs are understood on gender issues by 2013.	Yearly assessment report.	- Ongoing commitment of FA staff. - Sufficient budget (from donors).
Outputs: 1.1 Gender awareness introduction for all staff in FA (new recruitment and old).	80% of new recruited staff are aware of basic gender concepts and mainstreaming.	Report on training of all new recruited staff.	- Sufficient budget (from donors).
	70% of total FA's current staff trained on gender concept and gender issues in forestry by 2013.	Report on training session and participant lists.	
1.2 Information and gender issues related documents in forestry sector were published and disseminated to all levels of FA staff.	80% of FA mass media consulted with by Gender Working Group by 2009.	Leaflets, magazines, forestry brochures and broadcasts through Radios and TVs.	
1.3 Integration of gender awareness into the curriculum of forestry faculty.	70% of students at all forestry educational faculties trained in basic gender concept and gender in forestry sector.	Curriculum of agricultural university and colleges.	
Objective 2: To integrate the gender analysis, sex disaggregated targets and data into FA reports and plans as well as all projects and programmes in forestry sector.	Sex disaggregated targets and statistics integrated in all work plans, reports and budgets of FA by 2013.		Resources allotted by other cooperated projects in FA.
Outputs: 2.1 Integration of women contribution into the annual work plan of FA.	90% of annual work plans of FA indicated disaggregated by sex by 2013.	FA annual work plan.	
	Gender analysis conducted for FA projects and plans by 2013.	FA documents and project reports.	
2.2 Allocation of resources and budget for planning, monitoring and evaluation of gender mainstreaming in forestry sector.	100% of resources needed for gender activities allocated in FA budget.	All programmes or projects and researches.	
	70% of programs or projects reports contained full information on gender issues by 2013.	National forestry policy documents.	

	All projects quarterly reports included comments on action taken on the gender mainstreaming strategy by the end of 2009.		
2.3 Discussion forum on gender mainstreaming of forestry sector conducted once a year between FA key persons and other stakeholders.	90 of related forestry policies/strategies comply with gender policy and plans by 2013.		
	100% of all data sets of enhancing women roles in forestry updated year by year.	FA website.	
Objective 3: To increase the number of women who have sufficient qualification for management position in FA and woman in rural areas in technical services providing and participation in forestry management.	40% among 10% of women staff in FA promoted into decision making positions by 2013. 40% of FA women participated into capacity building as related to forestry community from 2009 to 2013.	List of FA staff by year.	Resources allotted by other cooperated projects in FA.
Outputs: 3.1 Recruitment of more women in FA.	20 % of recruited women increased in FA year by year.	Recruitment procedure.	
		Recruitment list.	
		Promotion list.	
3.2 Provision of at least equal opportunities between women and men in promotion in FA.	Percentage of promoted women into management positions increased year by year in FA.	Job description and TOR documents of offices, institutions, and units under FA provided by HRD office.	
		Duties and responsibilities of offices, institutions, and units under FA complied with gender policy 2009.	
	At least 40% of FA women staff participated in the training on leadership and management from 2009 to 2013.	Assessment report on training.	
3.3 Enhancement of the capacities and abilities of rural areas women to participate in forestry management and conservation.	Target rural women position enhanced as shown by increased income by 2013.		
	40 % of women participation in relevant capacity building activities such as Community Forestry from 2009 to 2013.		
	At least 50% of poor female-headed farming households in target received new alternative income generation by 2013.		
	The participation of women in various credit services increased 50% by 2013.		
	At least once study tour for one community organized for Community Forestry members and some workshops conducted per year.		
	60 % of women and men access to extension services from 2013.		

Action Plan for Gender Mainstreaming in Forestry sector, 2009-2013

Activities	2009	2010	2011	2012	2013
Objective 1: To increase the gender awareness of FA staff at every level in the forestry sector.					
Output 1.1: Gender awareness was trained for new and old staff of FA.					
1. Training of trainer on gender awareness for gender working group of FA.					
2. Training on basic gender awareness and mainstreaming of forestry sector for FA management levels.					
3. Train new recruited FA staff on gender awareness.					
4. Training on basic gender awareness and mainstreaming of forestry sector for FA staff at all levels (national and provincial levels).					
Output 1.2: Information and related documents to gender issues in forestry sector were published and disseminated widely to all levels of FA staff.					
1. Cooperate with statistical and information office to be sure that information of gender is integrated.					
2. Cooperate with extension office to integrate importance issues of gender mainstreaming of FA into publication journal and dissemination.					
3. Monitor and follow up gender mainstreaming issues through all media systems.					
Output 1.3: Gender awareness is integrated into curriculum of Forestry Faculty.					
Produce Gender awareness documents and integrate to forestry faculty curriculum.					
Provide training course of gender awareness to all forestry faculty lectures.					
Review and evaluate forestry faculty curriculum.					
Objective 2: To integrate the gender analysis, sex disaggregated targets and data into FA reports and plans as well as all projects and programmes in forestry sector.					
Output 2.1: Women contributions are integrated into FA annual work plan.					
1. Cooperate with FA to draft forestry strategy with integration gender issues.					
2. Gender analysis conducted at each stage of planning, implementation and monitoring and evaluation cycle with clear sex disaggregated statistics and targets.					
3. Review draft planning, monthly and annually reports of FA and propose for revising some parts, when necessary.					
4. Facilitate and follow up the implementation of gender mainstreaming of each office, institutions under FA and other projects.					
Output 2.2: Budget allocation for planning process, monitoring and evaluation of gender mainstreaming in forestry sector.					
1. Allocate resources and budget for planning process, monitoring and evaluation.					
2. Facilitate and coordinate for Allocation resources and budget for planning process, monitoring and evaluation.					
Output 2.3: Conduct discussed forum on gender mainstreaming of forestry sector should be done once annual with key persons from FA and other stakeholders.					
1. Update data of women roles in forestry sector in FA's website.					
2. Report on progress of quantitative and qualitative of GMPFS.					

3. Conduct discussed forum on gender mainstreaming of forestry sector between key persons of FA with other stakeholder (every year).					
4. Conduct training on progress of gender mainstreaming in forestry sector.					
Objective 3: To increase the number of women who have sufficient qualification for management position in FA and woman in rural areas in technical services providing and participation in forestry management.					
Output 3.1: A number of women in FA are increasing.					
1. Cooperate with MAFF to recruit new staff by evaluation committee, which is participation from woman representative of FA or MAFF gender working group.					
2. Produce principle guideline to select woman candidates for studying Bachelor, Master degrees.					
3. Monitor and follow up the faculty registration.					
4. Review existing system and judgment of staff recruitment done by MAFF gender unit and make revision according to needed of FA.					
5. Provide recommendation to the above implementation.					
Output 3.2: Provision of at least equal opportunities between women and men in promotion as management position of FA.					
1. Review existing positions, roles and responsibilities and recommend to top level.					
2. Establish condition to promote and select women as management position in FA.					
3. Participate to the preparation of job description /ToR of FA offices/divisions/ institutions reflecting gender concern.					
4. Review and recommend on training needed and produce training documents.					
5. Facilitate to increase women participation in the training on leadership and management.					
6. Prepare training course on leadership and management for women staff.					
7. Evaluate implementation and role of women, and than do recommendation.					
Output 3.3: Enhancement capacity and ability of rural women to participate in forestry resources management and conservation					
1. Provide opportunity to women member of forestry community to participate in forestry community activities and forestry resources management.					
2. Increase rural women awareness on forestry programme and other alternative career selection.					
3. Review the participation of women forestry management and development to seek for other alternative livelihoods.					
4. Provide ability to women to access to credit services for alternative livelihoods.					
5. Improve forestry extension services for women and men in order to encourage rural women understanding.					
6. Organise workshops and study tours for rural women to understand about management and utilisation of forestry resources.					