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13 CLIMATE
ACTION



**If a tree falls in a forest,
are the women inside heard?**

**A follow-up gender equality review of Norway's
international climate and forestry policies and activities**

Key abbreviations

CAFI	Central African Forest Initiative
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CFUG	Community forest user group
COP	Conference of the Parties
CSO	Civil society organization
CSW	Commission on the Status of Women
DAC	Development Assistance Committee
FOKUS	Forum for Women and Development
FPIC	Free, prior, and informed consent
GAP	Gender action plan
GBV	Gender-based violence
GCF	Green Climate Fund
LWPG	Lima Work Programme on Gender
MCE	Ministry of Climate and Environment
MFA	Ministry of Foreign Affairs
NICFI	Norwegian Climate and Forest Initiative
Norad	Norwegian Agency for Development Cooperation
OECD	Organisation for Economic Co-operation and Development
RAV	Risk and vulnerability
REDD+	Reducing Emissions From Deforestation And Forest Degradation And the Role of Conservation, Sustainable Management of Forests and Enhancement of Forest Carbon Stocks in Developing Countries
SDGs	UN Sustainable Development Goals
SFM	Sustainable forest management
WRGE	Women's rights and gender equality
UN	United Nations
UNFCCC	UN Framework Convention on Climate Change

Executive summary

This report presents a gender analysis of Norwegian REDD+ activities from 2013 to the present, with a focus on the Norway's International Climate and Forest Initiative (NICFI). While these activities focus, of course, on reducing emissions from deforestation and forest degradation, the sustainable management of forests, and the conservation and enhancement of forest carbon stocks, the United Nations Framework Convention on Climate Change (UNFCCC)'s Cancun Safeguards urges Parties not only to minimize environmental and social risks but also to deliver environmental and social benefits to developing countries, which could include women's rights and gender equality (WRGE). The enhanced five-year Lima Work Programme on Gender and its Gender Action Plan is another critical instrument of the UNFCCC.

In view of this law and policy framework, this report investigates the extent to which Norway's REDD+ activities result implement a gender perspective and result in positive outcomes for women and girls in forest-dependent local communities. In order to investigate this, 11 interviews were conducted with representatives from the Ministry of Climate and Environment, the Ministry of Foreign Affairs, the Norwegian Agency for Development Cooperation (NORAD), a multilateral partner, and seven NICFI-funded civil society organizations (CSOs). Moreover, the following documents were systematically analyzed: the NICFI strategic framework, NIFCI bilateral agreements, the Norad results framework for the NICFI civil society support scheme and CSO results reports, Organisation for Economic Co-operation and Development (OECD) statistics on Norway's bilateral aid, and publicly available information (i.e., policies, projects, staff members, and partners) from NICFI-funded CSOs.

On one hand, the current report found that Norway's gender perspective in its international climate and forestry policies and activities has improved since FOK-US conducted a similar analysis in 2014. Specifically, Norwegian development policy established WRGE as a cross-cutting issue and the Sustainable Development Goals as its overarching framework in 2016. As such, the NICFI civil society support scheme now requires applicants to include a risk and vulnerability analysis and a mitigation plan for WRGE and asks for (but does not require) descriptions of pro-WRGE policies

that are relevant to REDD+ as well as women's access to land in the project countries. Furthermore, the majority of Norway's bilateral agreements with NICFI partner countries now include provisions on WRGE, such as women's effective participation in REDD+ processes. The most gender-responsive NICFI instrument observed during this investigation was the Central African Forest Initiative (CAFI), a UN partnership that Norway participates in as a donor country. This initiative will soon require (not merely encourage) all new projects to display gender sensitivity prior to funding approval, and Norway was among the strongest advocates for this requirement, according to the CAFI representative who was interviewed.

On the other hand, NICFI has implemented other cross-cutting issues, namely anti-corruption, into its activities much more substantially, even including a thematic area for "reduced forest crime." WRGE is not a thematic area in NICFI's strategy or in any of the civil society support schemes, and Norad lacks guidance and tools to help NICFI-funded organizations implement a gender perspective in their projects. It is unsurprising, then, that none of the Norad webpages for the CSO projects in the 2016-2020 portfolio mentioned "gender," and only 19 percent mentioned "women." The Norwegian public servants who were interviewed shared mixed perspectives on the country's gender perspective, ranging from "taken-for-granted," to "having a wide reach," to "could be strengthened."

We also reviewed Norway's OECD statistics, and the findings are quite damning. Specifically, Norway's bilateral aid committed to developing countries for activities targeting gender equality and women's empowerment in the general environmental sector from 2016 to 2020 was 33.71 percentage points (89.61 percent) lower than the overall OECD Development Assistance Committee. For the forestry sector and with the same parameters, it was 64.13 percentage points (100 percent) lower. These findings suggest that Norway struggles significantly with gender-responsive financing in the areas of climate and forestry. In conclusion, while the improvements to Norway's gender perspective are certainly welcome, the country largely fails to go beyond a "do no harm" approach for women and girls in

its REDD+ activities thus to transform power relations and other structures that lead to inequality and discrimination in the context of worsening climate change and environmental degradation.

The report also revealed common practices of NICFI-funded CSOs. For the 2013-2015 portfolio, there was a focus on the number of women participants in REDD+ activities rather than the outcomes of this participation for WRGE. The CSOs showed almost no attention to women's economic empowerment, the impact of business activities on WRGE, or gender-based violence. For the 2021-2025 portfolio, less than half of the CSOs have a gender mainstreaming policy and/or work with WRGE as a cross-cutting issue or have a gender-targeted program, project, or activity in their climate or forestry work. Furthermore, about a quarter of CSOs have a dedicated staff member for WRGE work or have a partnership with women's organizations in their climate

or forestry work. We also found that the CSOs that are headquartered in the Global North, received a greater amount of NICFI funding, and work in the NICFI thematic area "indigenous peoples, local communities and environmental defenders" perform better across all of the indicators. Lastly, the representatives from CSOs who were interviewed described their gender equality and social inclusion approaches, the inclusion of gender indicators in their results frameworks, and gender-targeted activities, namely capacity building trainings, the establishment of local groups, and experience exchange/cross-cutting learning. For the most part, however, the CSO representatives could not identify gender-targeted projects in their climate and forestry work. Based on our findings about Norway's REDD+ policies and activities and the CSOs it funds to conduct many of these activities, FOKUS made recommendations, included at the end of this report, for improving the country's gender perspective going forward.



Introduction

The United Nations (UN) Sustainable Development Goals (SDGs), which are the foundation of Norwegian development policy,¹ acknowledge that “gender equality and the empowerment of women and girls will make a crucial contribution to progress across all the Goals and targets.”² This includes SDG 13 to “take urgent action to combat climate change and its impacts.” Norwegian development policy, which the Ministry of Foreign Affairs (Utenriksdepartementet in Norwegian, or MFA) decides and the Norwegian Agency for Development Cooperation (Norad) provides quality assurance for, also identifies women’s rights and gender equality (WRGE) as one of four cross-cutting issues along with human rights, climate and environment, and anti-corruption. In view of this framework, Norway’s International Climate and Forest Initiative³ (Klima- og skoginitiativet in Norwegian, or NICFI) and the civil society organizations (CSOs) it funds through its support scheme should have a gender perspective.

This is important for two main reasons. On one hand, women in forest-dependent local communities have extensive knowledge about natural resources and thus contribute considerably to sustainable forest management (SFM). On the other hand, women are often denied rights to land and natural resources, including tenure rights, and are thus denied an equitable share in the profits from forest-related products. They are also disproportionately affected by other climate change-related issues, such as migration, hunger, ill health, etc. In terms of procedural rights, women are excluded from decision-making in these communities generally and REDD+⁴ processes specifically. International cooperation and funding under REDD+, which is provided by developed country Parties to the UN Framework Convention on Climate Change (UNFCCC), including Norway, are pivotal to reducing the rate of deforestation and forest degradation, which contribute to about 11 percent of carbon dioxide emissions.⁵ It is also important that this international cooperation and funding avoid exacerbating gender inequalities and ensure that women and girls in forest-dependent local communities benefit equal to men and boys.

Against this background, this report presents a gender equality review of Norwegian international climate and forestry policies and activities, with a focus on NICFI. This report is a follow-up of the report “Are we not seeing the women for all the trees? Gender equality review of the Norwegian funding to REDD+” (“Ser vi ikke kvinnene for bare trær? En likestillingsvask av de norske midlene til REDD+” in Norwegian) that we, the Forum for Women and Development (Forum for Kvinner og Utviklingsspørsmål in Norwegian, or FOKUS) published in 2014.⁶ This report is made possible by funding from FOKUS’ 2019-2022 framework agreement with Norad and by a memorandum of understanding (MoU) with the UN Women Nordic Liaison Office to produce an annual report about the intersection between specific SDGs and WRGE in the context of Norwegian development policy and based on the priority theme of that year’s Commission on the Status of Women (CSW). The SDG selected for 2022 is the aforementioned goal 13, and the priority theme for this year’s CSW was “Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes.”⁷

The methods for this report were a mix of desktop research and semi-structured interviews. The desktop research draws from, among other things, Norad evaluations, bilateral agreements, Organisation for Economic Co-operation and Development (OECD) statistics, and CSO results reports. The interviews were conducted with representatives from seven CSOs that received funding in at least one of the three most recent portfolios, with a representative from the Central African Forest Initiative (CAFI), a UN partnership that Norway participates in as a donor country, and with public servants from the MFA, the Ministry of Climate and Environment (Klima- og miljødepartementet in Norwegian, or MCE), and Norad’s Section for Forests between August and October 2022. A complete list of the interviewees and their affiliations are included in Annex 1a.

Table of Contents

Key abbreviations	2
Executive summary	3
Introduction	5
Table of contents	6
International legal and political context	8
REDD+	8
Climate change	9
Human rights	9
Gender equality	10
Relevant Norwegian policies and practices	11
The Norwegian Climate and Forest Initiative	13
Gender mainstreaming	14
Figure 1. UN Women's multi-track strategy for gender mainstreaming	14
Figure 2. Four criteria for UN-REDD Gender Marker Rating System	14
Figure 3. Three-point scale for UN-REDD Gender Marker Rating System	15
Findings and recommendations of previous FOKUS report	16
Other evaluations	17
Table 1. Previous Norad evaluations of NICFI's gender equality efforts	17
Gender equality in NICFI bilateral agreements	18
Gender equality in the NICFI civil society support scheme	19
2013-2015	19
2016-2020	19
Interview findings: Norwegian government	20
Ministry of Climate and Environment	20
NICFI	20
Multilateral partnership	20
Climate policy dialogue and negotiations	21
Ministry of Foreign Affairs	22
Norad	22
Analysis of OECD funding statistics	23
Table 2. Assessment of gender indicators in Norwegian aid for general environmental protection and forestry, respectively, 2016-2020	23
Gender analysis of the 2013-2015 NICFI portfolio: results	24
Table 3. Aggregate performance for each indicator, highest to lowest percentage	24

Capacity building	25
Research and best practices.....	26
Table 4. Research on and best practices for gender equality.....	26
Law and policy.....	27
Table 5. Gender-responsive law and policy development and outcomes	27
Women’s organizations	28
Technical skills.....	28
Gender mainstreaming.....	29
Participation in public decision-making.....	29
Economic empowerment	30
Commercial sphere.....	30
Gender-based violence	31
Other.....	31
Gender analysis of the 2021-2025 NICFI portfolio: programming.....	32
Table 6. Scoring rubric.....	32
Table 7. Scores per indicator and aggregate score.....	33
Table 8. Scores per NICFI thematic area	33
Table 9. Scores per headquarters location.....	33
Table 10. Top-funded CSOs	33
Interview findings: CSOs.....	34
Gender integration.....	34
Gender targeting	34
Gender activities.....	34
Results framework.....	35
Challenges	35
Political	35
Social	35
Technical.....	35
Annexes	36
1a. Interviewee information.....	36
1b. Interview guide for civil society organizations	37
2a. Scores and sources for “Gender analysis of the 2021-2025 NICFI portfolio: programming”.....	37
2b. Calculation of scores per thematic area	54
2c. Calculation of scores per headquarters location.....	54
Footnotes	55

International legal and political context

REDD+

The key REDD+ mechanisms are the Cancun Agreements from the Conference of Parties (COP) 16 in 2010 that established policy approaches and incentives⁸ and the Warsaw Framework for REDD+ from COP 19 in 2013 that established a work program on results-based financing to support the full implementation of REDD+ activities.⁹ Several of the paragraphs of the Cancun Agreements mention WRGE. Procedurally, they encourage the “effective participation of women”¹⁰ in climate change processes. Substantially, they encourage that developing country Parties account for “gender aspects”¹¹ in adaptation measures, national strategies or action plans, and capacity building support. One of the most important components of the Cancun Agreements is the Cancun Safeguards to ensure that REDD+ activities not only minimize environmental and social risks but also deliver environmental and social benefits to developing countries. The social benefits can include improved liveli-

hoods, codified tenure rights, and good governance.¹² In fact, one of the seven safeguards is “respect for the knowledge and rights of indigenous people and members of local communities.”¹³ The Warsaw Framework for REDD+ does not specifically mention WRGE.

Promoting and protecting tenure rights in REDD+ process can be difficult given that some indigenous peoples and forest-dependent local communities have customary tenure systems and/or informal tenure rights. Therefore, the Food and Agriculture Organization’s Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security encourage States to consider “broader political, legal, social, cultural, religious, economic and environmental contexts”¹⁴ when establishing laws and policies that ensure tenure rights. The same goes for projects, such as the ones carried out by NICFI-funded CSOs, that promote and protect tenure rights.



While it is crucial for CSOs to understand and respect these broader contexts, it is equally crucial for the implementation and impact of their projects to be non-discriminatory and promote social equity and gender equality and to conduct a gender impact analysis of current legal and political frameworks to identify discriminatory social norms, practices, and laws. This means that projects, especially those under the NICFI thematic area “Indigenous peoples, local communities and environmental defenders,” should promote and promote equal tenure rights for women.

Climate change

Norway supports the Green Climate Fund (GCF), which is part of the UNFCCC’s Financial Mechanism and assists mitigation and adaptation measures in developing countries. The country pledged kroner (NOK) 3.2 billion to the fund from 2020 to 2023, doubling its annual contribution.¹⁵ Still, the Climate Action Tracker finds that Norway’s climate finance is “insufficient” because its actual contributions have been lower than they were pre-Paris agreement.¹⁶ The GCF itself has some important gender-related components. The GCF has a Gender Policy and a Gender Action Plan (GAP), and its Gender Policy requires partners to submit a gender assessment and project-level GAP in their funding proposal.¹⁷

There are a number of noteworthy trends regarding climate finance for gender-targeted projects. First, a 2019 Oxfam Policy & Practice report raises questions about whether the percentage of bilateral aid committed to projects with gender equality as a principal or significant objective is as high as it seems. The report found that a quarter of projects that were self-reported by donors and used the gender equality marker was mismarked.¹⁸ Second, a brief for COP22 produced by the OECD Development Assistance Committee (DAC) Network on Gender Equality states that 31 percent of bilateral official development assistance for climate change from DAC members in 2014 went to projects with gender equality as a principal or significant objective.¹⁹ The brief also states that gender equality is targeted more in funding for adaptation than mitigation activities and for agriculture and water than economic infrastructure, especially energy. The fact that substantially less funding goes to mitigation activities targeting gender equality has implications for REDD+, which is a key mitigation measure under the UNFCCC.

In addition to finance, important gender-related policies exist under the international climate change regime. At COP25 in 2019, the enhanced five-year Lima Work Programme on Gender (LWPG) and its GAP were adopted.²⁰ The GAP includes five priority areas (1) Capacity-building, knowledge

management and communication, (2) gender balance, participation and women’s leadership, (3) coherence, (4) gender-responsive implementation and means of implementation, and (5) monitoring and reporting.²¹ Each priority area includes two to seven activities, a timeline, deliverables/outputs, and level of implementation and identifies the entities responsible for each activity.

Human rights

Although much of international human rights law was established before the threats of deforestation and forest degradation and climate change were generally understood, the UN Human Rights Council²² and UN General Assembly²³ recently passed non-binding resolutions recognizing the human right to a right to a clean, healthy, and sustainable environment. The hope is that these resolutions will foster rights-protective climate action, especially for those most impacted by climate change, like women and girls. International human rights law also offers a number of relevant norms and principles. The most relevant is article 14 of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW),²⁴ which states that States Parties shall “take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families...” and “take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development...”²⁵

There are also two particularly relevant General recommendations by the CEDAW Committee. First, General recommendation No. 34 (2016) on the rights of rural women²⁶ highlights the importance of ensuring: (1) “the active, free, effective, meaningful and informed participation of rural women in political and public life, and at all levels of decision-making,” (2) “equal access to... ownership and possession of and control over” land and natural resources, including forests and sustainable forest resources, including safe access to fuelwood and non-wood forest resources, and (3) that rural women “benefit from the public distribution, lease or use of” forests.²⁷ Second, General recommendation No. 37 (2018) on the gender-related dimensions of disaster risk reduction in the context of climate change²⁸ highlights the general principles of (1) equality and non-discrimination, (2) participation and empowerment, and (3) accountability and access to justice, the specific principles of (1) assessment and data collection, (2) policy coherence, (3) extraterritorial obligations, international cooperation, and resource allocation, (4) non-State actors and extraterritorial obligations, and (5) capacity development and access to technology, and

specific areas of concern, including the right to (1) live free from gender-based violence (GBV), (2) education and information, (3) work and social protection, (4) health, (5) adequate standard of living, and (6) freedom of movement.²⁹

The specific principle regarding international cooperation is particularly relevant to Norway's activities, as the International Covenant on Economic, Social and Cultural Rights³⁰ requires "international assistance and co-operation, especially economic and technical, to the maximum of its available resources, with a view to achieving progressively the full realization of the rights recognized in the present Covenant."³¹ As such, this specific principle calls on CSOs to

"share resources, knowledge and technology to build... climate change adaptation capacities among women and girls" and "incorporate a gender and women's rights perspective into the design, implementation, and monitoring of all of their programmes..."³²

Finally, the CEDAW Committee criticized Norway's energy policy regarding oil and gas extraction in its 2017 concluding observations³³ on Norway's ninth periodic report in 2016. The Committee urged Norway to "review" this policy in order to account for "the disproportionate negative effects of climate change on the rights of women."³⁴ The Committee drew particular attention to the fact that women "are more reliant on natural resources for their livelihoods than men."³⁵ Given that Norway has extraterritorial obligations under international human rights law, this obviously includes women in forest-dependent local communities in the Global South. Norway did not respond to this recommendation in its 2019 follow-up to the concluding observations,³⁶ and the CEDAW Committee has since included the gendered impact of oil and gas on the climate in its 2020 list of issues prior to reporting.³⁷ Norway attempted to address this issue in its tenth periodic report³⁸ in 2021 that the oil and gas industry has a "clear sphere of responsibility" to account for "important societal interests."^{39,40}

Gender equality

Given that UN Women is involved in the drafting of this report, it is relevant to summarize the organization's efforts related to climate change. While UN Women has produced explainers, news articles, and stories about the relationship between climate change and gender equality, climate change is not one of the organization's priority areas.⁴¹ That said, the Strategic Plan 2022-2025⁴² states that climate change will be mainstreamed across UN Women's focus areas, and it appears that climate change will receive greater attention in the focus area of women's economic empowerment.⁴³ The Strategic Plan also states that the organization will emphasize "the integration of a gender perspective in climate policies and programming to involve and benefit women and girls" and urges increased financing to women's CSOs for climate change, environmental, and disaster risk reduction initiatives.⁴⁴ Finally, and as mentioned in the introduction, the priority theme of this year's CSW related to climate change, environmental, and disaster risk reduction. The Agreed Conclusions⁴⁵ of the commission were to (1) strengthen normative, legal, and regulatory frameworks, (2) integrate gender perspectives into climate change, environmental and disaster risk reduction policies and programmes, (3) expand gender-responsive finance, (4) enhance gender statistics and data disaggregated by sex, and (5) foster a gender-responsive, just transition.⁴⁶



Relevant Norwegian policies and practices

As mentioned in the introduction, Norway aims to align its development priorities and activities with the SDGs. This aim was established by the 2017 white paper “Common Responsibility for a Common Future” (“Felles ansvar for felles fremtid in Norwegian”) and continues to enjoy high-level and bipartisan political support.⁴⁷ There are also several thematic documents that are relevant to this report. “Freedom, Empowerment and Opportunities: Action Plan for Women’s Rights and Gender Equality in Foreign and Development Policy 2016-2020,”⁴⁸ “Norway’s International Strategy to Eliminate Harmful Practices 2019-2023,”⁴⁹ and the “National Action Plan on Women, Peace and Security 2019-2022”⁵⁰ comprise the MFA’s policy framework for WRGE. Across the three documents, there are seven references to climate change, but they are mostly brief and general. The references suggest that Norwegian development actors’ understanding of and efforts on behalf of WRGE in the context of climate change remain quite basic and thus not transformative. Climate change is still characterized as a novel threat to women and girls’ rights, and no concrete steps or indicators are outlined to promote and protect or measure the enjoyment of these rights.

Furthermore, “Climate, Hunger and Vulnerability: Strategy for Climate Adaptation, Prevention of Climate-Related Disasters and the Fight Against Hunger”⁵¹ and “Food, People and the Environment: Action Plan on Sustainable Food Systems”⁵² comprise the MFA’s policy on climate and environment. Noticeably, both of these documents focus on food security in the context of climate change. While food security is a key international issue, it is possible that this single-minded focus comes at the expense of other issues and intersections, including WRGE. For example, the aforementioned “Food, People and the Environment” Action Plan addresses women’s economic empowerment in the context of climate change but omits sexual health and reproductive rights, GBV, etc. This single-minded focus is likely to continue, with the National Budget 2023 (Statsbudsjettet in Norwegian) proposing to allocate an additional NOK 200 million for food security in the coming year, for a total of NOK 1.65 billion,⁵³ and with a member of the agrarian Centre Party (Senterpartiet in Norwegian) serving as the Minister of International Development since 2021.

As previously mentioned, WRGE is one of four cross-cutting issues of Norwegian development policy. According to “Common Responsibility for a Common Future,” this means that “all development efforts are to be assessed on the basis of how they affect or are affected by these cross-cutting is-

ues.”⁵⁴ That said, the OECD DAC observed in its 2019 peer review that “Norway’s approach to cross-cutting issues is not well understood and may limit opportunities to address sensitive issues and go beyond ‘do no harm.’”⁵⁵ In other words, merely refraining from committing human rights violations against women and girls is not enough; Norway should also adopt positive measures to prevent human rights violations committed by other actors, to remove obstacles to human rights enjoyment, and to promote human rights enjoyment through awareness raising, service delivery, etc. Another potential flaw with Norway’s approach is that these cross-cutting issues become “add-ons” or “taken-for-granted” that are not engaged with in a meaningful way. A Quality Assessment of Decentralised Evaluations in Norwegian Development Cooperation⁵⁶ published in 2020 confirmed this flaw, as it found that “The terms of references for a substantial number of evaluations did not include one or more cross-cutting issues.”⁵⁷

Regarding Norad specifically, the agency does not have a public strategy for gender mainstreaming. In fact, “Norad’s strategy towards 2030”⁵⁸ does not mention “women” or “gender” at all. The document with the most gender provisions is “Norad’s Support to Civil Society: Guiding Principles.”⁵⁹ This document, which applies to NIFCI, calls for Norad-funded CSOs to foster inclusion, accountability, and be context-sensitive. Inclusion should include carrying out gender-sensitive projects and ensuring gender balance and inclusion within the organization, accountability should include conducting a gender sensitive review of SDG implementation, and context-sensitivity should include analyzing gender structures prior to establishing projects.⁶⁰

Lastly, a word on the MCE. The Minister of Climate and Environment, who is a member of the social democratic Labour Party (Arbeiderpartiet in Norwegian) and has been in office since 2021, has been rhetorically committed to addressing the impact of climate change on women and girls. For example, the Minister participated in the Nordic Roundtable on Gender Equality and Climate Justice⁶¹ convened by FOKUS, UN Women, and the Nordic Council of Ministers in January 2022. Among other things, the Minister underscored the need for a gender perspective to achieve a just transition during the green shift.⁶² While this stance is welcome, there has been much less action on the Ministry’s part. For example, the Minister led the Norwegian delegation to the Stockholm+50 conference in June 2022. The delegation included representatives from environmental and youth organizations but no women’s organizations.⁶³





The Norwegian Climate and Forest Initiative

NICFI describes itself as “[Norway’s] most important international endeavor to mitigate climate change, by protecting the world’s rainforests.”⁶⁴ This payment-by-results initiative was established in 2008, has pledged up to NOK 3 billion per year, and is administered by MCE in collaboration with Norad. NICFI’s two main modalities are bilateral agreements with partner countries and the application-based civil society support scheme. The current partner countries are Brazil, Colombia, the Congo Basin (six countries), Ecuador, Ethiopia, Guyana, Indonesia, Liberia, and Peru.⁶⁵ The initiative works in seven strategic areas: land use policies, indigenous people’s rights, carbon markets and international support structures, transparency, deforestation-free commodity markets, deforestation-free financial markets, and international forest crime.⁶⁶

Since its establishment, the NICFI’s civil society support scheme has carried out four project periods. Under the most recent 2021-2025 portfolio, the scheme supports 39 organizations.⁶⁷ For the current portfolio, the four thematic areas are (1) deforestation-free supply chains and financial markets, (2) indigenous peoples, local communities and environmental defenders, (3) mobilising ambition and support for forest friendly policies, and (4) reduced forest crime and improved forest monitoring.⁶⁸ According to the NICFI “grant scheme rules,” addressing cross-cutting issues requires the grantee to have safeguards against negative impacts on WRGE.⁶⁹ As of the 2021-2025 portfolio, this requires the grantee to include a risk and vulnerability (RAV) analysis and a mitigation plan in their application. Furthermore, those applying under the thematic area indigenous peoples, local communities and environmental defenders need to demonstrate a particular focus on women as a target group.⁷⁰ On the other hand, NICFI’s strategic framework, which was most recently revised in 2020 and applies to the country partnerships as well as the civil society support scheme, does not include any positive outcomes for WRGE.⁷¹

Gender mainstreaming

Generally, there are two methods for working on gender in development policy. The first is stand-alone gender equality initiatives, or “gender targeting,” which is the traditional method. According to UN Women, there are three “critical target areas” for this work: (1) GBV, (2) capability distribution, such as education, health, etc., and (3) decision-making in public and private life.⁷² The

second method is “gender mainstreaming,” through which all projects include a gender perspective. Gender mainstreaming is now standard practice in the development field, and many organizations implement a multiple-track strategy that includes a gender-integrated approach across all thematic areas as well as gender-targeted approaches for specific groups and/or processes.

Figure 1. UN Women's multi-track strategy for gender mainstreaming



Source: <https://unsdg.un.org/sites/default/files/gender-mainstreaming-issuesbrief-en-pdf.pdf>

There are five steps for gender mainstreaming: (1) analysis, (2) program design, (3) budget planning, (4) implementation modalities, and (5) monitoring and evaluation, reporting, and strategy readjustment.⁷³ Gender analysis involves evidence-gathering about the relevant context and institution(s), and program design involves selecting priority issues, target groups and coverage, articulating a theory of change, and often integrating these elements into a results-based planning system. Monitoring and evaluation involves developing indicators and should include collecting gender statistics and sex-disaggregated data, which is crucial for filling knowledge gaps.

There is also specific guidance for mainstreaming gender in REDD+, as UN-REDD established its Gender Marker Rating System in 2017.⁷⁴ The system uses four criteria to assess gender mainstreaming in (1) contextual analysis, (2) project implementation, (3) monitoring and reporting, and (4) budget, expertise, and tools. Please see Figure 2 for an in-depth explanation of each criterion. Each criterion is scored using a three-point rating scale: GEN-0 is gender blind, GEN-1 is gender partially mainstreamed, and GEN-2 is gender-responsive. Please see Figure 3 for an in-depth explanation of each rating level.

Figure 3. Three-point scale for UN-REDD Gender Marker Rating System

GEN 0	GENDER-BLIND: Output not likely to contribute to gender equality and does not meet any of the four criteria.
GEN 1	GENDER PARTIALLY MAINSTREAMED: Only some of the activities of the output address gender. This means the output meets one or more of the four criteria but not all.
GEN 2	GENDER-RESPONSIVE: Gender is fully mainstreamed within the output. This means the output meets all of the four criteria.

Source: https://www.un-redd.org/sites/default/files/2021-09/UN-REDD_Gender_Marker_Info%20Brief%20%28303949%29.pdf

Figure 2. Four criteria for UN-REDD Gender Marker Rating System

CRITERIA 1 MAINSTREAMING GENDER IN CONTEXT

This means undertaking a gender analysis for the output and documenting its findings. The analysis can take many forms and does not need to be a separate analysis; however, it must demonstrate that adequate gender context informed and was taken into account within the output. It should be tailored to the scope of the output and cover a range of topics, such as those noted below:

- Productive, reproductive community roles of women and men (and youth, when applicable).
- Women's, men's and youth use of forests and role in the forestry sector.
- Differences, gaps and inequalities between women and men in access to and control over resources.
- Influencing factors defining gender relations and possible inequalities that exist within them (e.g. demographic conditions, institutional structures, policies and laws, socio-economic factors, etc.).
- Extent gender is reflected in relevant government policies (e.g. climate change, REDD+, NRM, etc.).

CRITERIA 2 INTEGRATING A GENDER APPROACH IN IMPLEMENTATION

Adequately integrating gender in implementation will vary depending on the scope of the output and whether it is related to country or global knowledge management support. However, often this work involves:

- Gender-targeted activities (e.g. sponsoring travel of gender specialists and/or women's organizations to meetings/trainings)
- Gender-responsive activities [e.g. supporting women and marginalized groups to obtain property, resource or access rights)
- Gender-responsive arrangements (e.g. women make up at least 40% of seats/positions within REDD+ management arrangements/task forces)

CRITERIA 3 DEVELOPING GENDER-RESPONSIVE MONITORING AND REPORTING

Gender needs to be adequately integrated into monitoring and reporting processes. At a minimum, indicators concerning people (e.g. beneficiaries, trainees) must be disaggregated by sex. In addition, indicators and targets on gender should be included. Below are some examples of indicators and targets.

Sample indicators:

- # of workshops where gender is an agenda item
- # of publications that integrate gender into their analysis
- % and # of women involved in consultations who felt they
 - 1) understood the topic being discussed
 - 2) could actively participate and
 - 3) had their perspectives taken into account

Sample targets:

- Women represent at least 40% of workshop participants
- 50% of a country's REDD+ policies and measures integrate gender dimensions
- 90% of women participants involved in trainings apply knowledge one year after training given

CRITERIA 4 UTILIZING GENDER BUDGET, EXPERTISE AND/OR TOOLS

Evidence that one or more of the following criteria have been met:

- Explicit budget for gender activities allocated or documentation that budget line is gender-related.
- Evidence that gender expertise was consulted and involved in the activities of the output.
- Gender tools were reviewed and there is evidence that guidance was integrated into output.

Findings and recommendations of previous FOKUS report

As previously mentioned, FOKUS conducted a gender equality review of Norwegian REDD+ efforts in 2014.⁷⁶ The report assessed Norway's role in global REDD+ developments from 2005 to 2013 as well as the NICFI civil society support scheme. It also included desktop research conducted by Women's Environment and Development Organization (WEDO) about NICFI projects in the partner countries the Democratic Republic of Congo (DRC), Guyana, and Indonesia as well as field research, including interviews with Norwegian public servants, UN agencies, and CSOs working with NICFI projects in the partner countries Brazil and Tanzania.



The report found that Norway became increasingly progressive in REDD+ international negotiations and policymaking but did not “consistently push boundaries,” especially when compared to numerous governments in the Global South and when considering binding gender provisions. At the same time, Norway was a leading sup-

porter of knowledge development and meeting points, especially as a donor. Regarding the NICFI civil society support scheme, the report found that out of 42 projects that received funding in the 2013-2015 portfolio, only 13 projects (31 percent) indicated gender equality as a focus area, and only one project carried out by the Tebtebba Foundation, an indigenous people's rights organization based in the Philippines, substantively included gender equality as a main objective and in a planned result. The desktop research about NICFI's projects in DRC, Guyana, and Indonesia was guided by the following questions: (1) How has the gender perspective been implemented in Norway's partnership with the Congo Basin Forest Fund, Guyana's REDD+ Investment Fund (GRIF) and Indonesia?, (2) Has Norway been a promoter for a clear gender perspective in these programs? In which manners may this have been done?, and (3) Are there any examples of women organizations or activists that have been involved in the planning or implementation of these initiatives? This desktop research was largely inconclusive due to the absence of gender equality in the evaluation reports. That said, this research showed that NICFI's activities in Indonesia failed to provide funding or direct attention to women's organizations and issues.

In the REDD+ program in Tanzania (which is no longer an NICFI partner country), the FOKUS researchers observed that the increasing focus on WRGE among Norwegian embassy employees was limited to the number of women participating in an activity or were responsible for research projects. The FOKUS representatives also found that CSOs working on climate and the environment did not have experience working on gender. In the REDD+ program in Brazil and the Amazon Fund specifically, the FOKUS researchers noted that gender equality was not prioritized possibly due to delayed financing and to a focus on indigenous peoples and biodiversity “instead of” gender equality. The report concluded with recommendations for Norwegian authorities in international, national (in the partner country), and local contexts. The report's main recommendation was for the Norwegian government to establish an action plan for the inclusion of gender equality and women's participation in all REDD+ efforts. As of the current report, such an action plan still does not exist.

Other evaluations

Norad's Department for Evaluation is responsible for evaluating activities that receive funding from the Norwegian development budget. Since 2013, the department has commissioned five NICFI-specific evaluations. Their key point(s) about WRGE are presented in the table below.

Table 1. Previous Norad evaluations of NICFI's gender equality efforts

Topic	Year	Key point(s) about women's rights and gender equality
Private sector initiatives ⁷⁷	2021	This evaluation does not mention women or gender. Specifically, it does not evaluate how NICFI-funded projects reduce the impact of commercial activities on women and girls in forest-dependent local communities.
Indigenous peoples and forestdependent local communities ⁷⁸	2017	The evaluation states that "Gender equality was not found to have been fully integrated as a cross cutting objective in the projects evaluated," which undermined the empowerment of women and girls as well as women and girls of indigenous descent and in forest-dependent local communities. Specifically, "policy dialogue did not integrate a gender focus and has generally not translated into the policy, legal and institutional reforms needed to secure their territorial rights and long-term access to forest goods and services."
Lessons learned and recommendations ⁷⁹	2017	The evaluation recommends that NICFI and the partner country establish a national coordination mechanism for REDD+ to facilitate a more country-specific approach and that women should be included in this mechanism. The evaluation also recommends that NICFI support the aforementioned mechanism in reaching a formal agreement on REDD+ goals that includes country-specific indicators, including gender equality. Most importantly, "[T]here is evidence confirming NICFI's support through UN-REDD has been gender sensitive thanks to the UN's own guidelines and commitments to gender equality. However, at both the multilateral and bilateral levels too much attention is given to the number of women participating in project activities, rather than on the outcomes of this participation (such as whether they have improved access to services, resources, information, training, etc.)." Finally, "[G]uidance as to how [WRGE] should be monitored and reported remains inadequate to facilitate learning and guide future funding at both the bilateral and multilateral levels."
Literature review and programme theory ⁸⁰	2016	The evaluation states that "Gender has been poorly integrated in most REDD+ strategies and programmes."
Key results 2013-2015 ⁸¹	2016	The evaluation provides anecdotal evidence of gender issues being included in policy and of women's participation in REDD+ efforts. One example is the Development Fund Norway's partner Gambicacha Forest Management Group, which is a women-led collective in the Southern Nations, Nationalities, and Peoples' Region in Ethiopia.
Synthesising report 2007-2013 ⁸²	2014	Finding 40 of the evaluation is that "Attempts have been made through the NICFI portfolio to address gender issues in REDD+; however, among the NICFI partners there is a lack of understanding of, and a low general capacity to address, gender issues." The evaluation states that work on WRGE in projects in Brazil was lacking completely. Lastly, "gender perspectives have been well integrated [in Indonesia] but... women's secure control over forest lands and resources and a more gender sensitive approach to Free Prior Informed Consent needed to be emphasised."

Furthermore, a 2015 evaluation on WRGE as a cross-cutting issue in all Norwegian development cooperation does not mention NICFI but draws attention to issues with capacity-building on WRGE for MFA staff, including embassies.⁸³ It states that training does not cover how to plan for or evaluate the results of gender mainstreaming and that there is not enough resources, time- and staff-wise, for improved training. Regarding climate change, the evaluation states that gender mainstreaming training is particularly lacking on how to achieve results in these thematic areas that are not traditionally "gendered." Finally, comparing a 2020 evaluation on anti-corruption

as a cross-cutting issue in all Norwegian development cooperation to the aforementioned evaluations is telling, as it shows that Norad has successfully addressed anti-corruption in NICFI as compared to other thematic areas, such as global health.⁸⁰ This raises the question of why one cross-cutting issue is easier to address or receives greater attention in NICFI. It also underlines the inference made by Bård Vegar Solhjell, the former Norwegian Minister of Climate and the Environment and the current Norad director, in the previous FOKUS report. He suggested that all thematic areas besides climate and the environment, not just WRGE, have received limited attention in NICFI.⁸⁵

Gender equality in NICFI bilateral agreements

Norway has an MoU, letter of intent (LoI), or joint declaration of intent with the following six partner countries: Brazil,⁸⁶ Colombia,⁸⁷ Guyana,⁸⁸ Indonesia,⁸⁹ Liberia,⁹⁰ and Peru.⁹¹ These agreements were signed between 2008 (Brazil) and 2022 (Indonesia). The three agreements signed before 2014 - Brazil and Guyana - do not mention WRGE or even human rights, social and environmental safeguards, or civil society more broadly. Improvements occurred in the three agreements signed with Colombia, Liberia, and Peru during or after 2014, likely due to the Cancun Safeguards established in 2010. Specifically, two of the agreements mention CEDAW, and three of the agreements mention women as stakeholders, focusing on their effective participation in REDD+ processes. The LoI with Liberia is particularly detailed and gender-responsive, as it includes “ensuring gender equality”

as part of its priorities in the following two “areas of effort” in REDD+ phase 2: (1) capacity building in key institutions, civil society and communities and (2) testing incentives for participating landowners.⁹² An MCE representative stated during an interview that the increased attention to WRGE in NICFI bilateral agreements is the result not only of international law and policy, such as the Cancun Safeguards, but also to broader social learning about the negative consequences of climate change and forest management on women and girls.⁹³ That being said, by the signing of the new MoU with Indonesia in 2022, the human rights-based language was reduced to “the Partners share a mutual commitment to transparency as well as high social and environmental integrity and safeguards” and “the participation of relevant stakeholders will be ensured.”⁹⁴



Gender equality in the NICFI civil society support scheme

2013-2015

As previously mentioned, gender statistics and sex-disaggregated data are crucial for measuring and monitoring progress on WRGE. Despite UN Women and others pushing for increased collection of this data in the development field, the lack of this data remains an issue. This is clear upon review of Norad's previous "Template for report and accounts for organizations under the Climate and Forest Initiative funding scheme for civil society"⁹⁵ and "Menu of common indicators."⁹⁶ The former asked the grantee to "report on whether the project has contributed to" three cross-cutting issues, one of which is "gender equality," in the results section. The latter included 10 indicators total, with one indicator, "contribution to changes in policy and plans for land use in targeted landscapes," mentioning gender. Specifically, it asked the grantee to "describe to what extent gender issues are covered in the different policies and plans listed above." Three other indicators potentially relate to gender equality, namely "number of people whose main income/livelihood is from sustainable land use in targeted landscapes," "adoption of REDD+ safeguards," and "hectares of land which indigenous peoples and forest-dependent local communities gained rights over." Regarding REDD+ safeguards, the grantee was asked to describe changes in policy or implementation as well as the grantee and/or its partner's contribution to categories including "respect for the knowledge and rights of indigenous peoples and members of local communities" and "the full and effective participation of relevant stakeholders." Despite the relevance of these indicators for WRGE, the reporting requirements themselves were gender-blind. For example, in order to measure and monitor whether the project leads to increased women's economic empowerment, the indicator for "number of people whose main income/livelihood is from sustainable land use" should have been sex-disaggregated.

2016-2020

There were moderate improvements made to "Results report and final report form,"⁹⁷ which is analogous to the "Template for report and accounts for organizations." First, it asked the grantee to "indicate how the project is related to the SDGs." As such, the grantee could describe the relevance to SDG 5 on gender equality. Second, it asks

the grantee to describe whether internal and external risk factors had "unintended negative consequences" for cross-cutting issues, including WRGE. The improvements made to "Standardised reporting information - results framework for the Climate and Forest Initiative funding to civil society,"⁹⁸ which is analogous to the "Menu of common indicators," are more noticeable. First, one of the three outcomes defined for the 2016-2020 portfolio was "Governments in targeted developing countries have implemented REDD+ related policies, measures and safeguards," including policies for women's rights. In addition to the indicators included in the 2013-2015 version, the 2016-2020 version asked the grantee to describe "how women in particular have access to the land, both formally and informally."

As previously mentioned, only 31 percent of projects that received funding in the 2013-2015 portfolio indicated gender equality as a focus area. For the 2016-2020 portfolio, gender equality was removed as a focus area while others, such as indigenous peoples, remained. This is presumably because WRGE should be included as a cross-cutting issue in all projects, per Norwegian development policy. That said, a keyword search for "gender" on the Norad NICFI CSO funding web page shows that none of the projects in the 2016-2020 portfolio mention "gender,"⁹⁹ and eight out of 42 projects (19 percent) mentioned "women."¹⁰⁰

Interview findings: Norwegian government Ministry of Climate and Environment

Two representatives from the MCE were interviewed, and the interview focused on NICFI country partnerships as well as climate negotiations.

NICFI

In its NICFI efforts, the Ministry follows Norwegian development policy by addressing WRGE as a cross-cutting issue. This includes the screening of partnership agreements and other multilateral and bilateral aid by Norad for quality control.¹⁰¹ One of the interviewees defended this approach, as it allows all work streams to be assessed according to their gender awareness (i.e., minimizing harm) and as a specific concern (i.e., positive outcomes) and thus provides a wider reach than establishing WRGE as its own thematic area.¹⁰² In addition to addressing WRGE as a cross-cutting issue, the MCE additionally promotes the Cancun Safeguards, of which the rights of indigenous peoples rights is a special concern. In this area, MCE conducts numerous gender-targeted activities. One example is the Norwegian Support Program for Indigenous Peoples, which the Norwegian Embassy in Brazil (and therefore the MFA) has operated and hosted since 1983.¹⁰³ One of the goals of this program is to “identify and contribute to initiatives that promote indigenous women’s rights and gender equality,” and two-thirds of the funding for the program’s activities marked as having gender equality as a principal or significant objective.¹⁰⁴ For example, the program has supported indigenous women’s leaders including Sônia Guajajara, the leader of the Articulation of the Indigenous Peoples of Brazil, and Hindou Oumarou Ibrahim, the Co-Chair of the UNFCCC Local Communities and Indigenous Peoples Platform.¹⁰⁵ Regarding multilateral and bilateral agreements, one of the MCE interviewees acknowledged that these instruments can be less directly gender-responsive.¹⁰⁶ This is because these agreements focus on reducing emissions and are fairly general. The interviewee stated that it is at the operational level and in results frameworks where WRGE and other cross-cutting issues apply and where Norway’s contributions are clearer.¹⁰⁷

Multilateral partnership

A representative from the CAFI secretariat, which is hosted by the UN Development Programme, was also interviewed. CAFI is the main venue for NICFI’s work in the

Congo Basin, and Norway is a member of the executive board.¹⁰⁸ This initiative is arguably the strongest example of Norway’s gender perspective in REDD+. Programmatically, CAFI’s theory of change acknowledges women’s role in SFM, uses the UN-REDD Gender Marker Rating System to assess the projects it funds, and sets targets for the percentage of gender-responsive and gender-sensitive projects it funds.¹⁰⁹ Furthermore, CAFI will require all new projects by the end of the 2022 reporting cycle to, among other things, (1) conduct a gender analysis, (2) consult women stakeholders during program development, and (3) establish sex-disaggregated baselines and indicators, prior to CAFI approval.¹¹⁰

While CAFI benefits significantly from UN expertise and donor support, this also has its drawbacks. For example, implementing organizations must be accredited by the GCF, the Global Environment Facility, etc.,¹¹¹ which eliminates many women’s organizations run by indigenous peoples and forest-dependent local communities from receiving funding.¹¹² Furthermore, while the provision that all projects display gender sensitivity prior to CAFI approval is binding, the initiative was not able to obtain binding provision on other matters. For example, the development of a GAP by each project remains an encouragement rather than a requirement.¹¹³

Lastly, according to the interviewee from the CAFI secretariat, the Norwegian representatives on the CAFI executive board have been some of the strongest advocates of a gender perspective among the donor countries.¹¹⁴ For example, Norway pushed for the binding provision that all projects display gender sensitivity prior to CAFI approval. Before this provision was adopted, projects were only assessed after approval/during the monitoring and evaluation stages. As a result of the new provision that Norway advocated for, there is an increased likelihood that CAFI-funded projects go beyond minimizing harm by providing positive outcomes, both procedurally and substantively, for women and girls. Furthermore, the interviewee from the CAFI secretariat has observed that the Norwegian representatives often flag gender-related concerns, such as family planning and GBV, that CAFI does not directly work on.¹¹⁵ This ensures that WRGE are not overlooked in REDD+, which can be a highly technical area.



Climate policy dialogue and negotiations

One of the MCE interviewees is Norway's National Gender and Climate Change Focal Point under the UNFCCC. The interviewee explained that, in the past, the linkage between WRGE and climate change was not a priority area for the Ministry, especially in the national context.¹¹⁶ However, they have noticed a significantly increased focus on WRGE in this context in the past year or so. They pointed to the Nordic Roundtable on Gender Equality and Climate Justice as well as the Nordic Council of Ministers' commitment, Feminist Action for Climate Justice, announced at CSW66¹¹⁷ as examples. The interviewee said that the Ministry is now focused on creating knowledge about the aforementioned linkage that has not been sufficiently explored or addressed and on implementing a gender perspective in climate policies in practice, especially in the national context.¹¹⁸

The interviewee also shared their observations from this year's Bonn Climate Change Conference. They noted that, while many of the Parties in the negotiations appear eager to enhance WRGE in the context of climate change, each Party has its own priorities that make this "surprisingly difficult."¹¹⁹ They explained that Norway has prioritized the implementation of the LWPG and its GAP and specifically on carrying out the activities and achieving the objectives of the current GAP rather than establishing new activities and objectives. The interviewee stressed the Norwegian delegation's belief that because Parties have not achieved the current objectives, it is unproductive to scale up ambition at this point.¹²⁰ Lastly, the interviewee highlighted the impact of the COVID-19 pandemic on the implementation of the GAP, with many Parties stressing a lack of financing and capacity.¹²¹

Ministry of Foreign Affairs

An interview with a climate and forestry expert at one of the Norwegian embassies in Latin America was also conducted. The interviewee appeared to view a gender perspective primarily as the gender ratio in employment, project activities etc.¹²² They also described the embassy's gender perspective as "so well integrated in our work that it is something we do more or less unconsciously" and said that they "take it for granted" that a gender perspective is implemented, so they do not "monitor [it] very closely."¹²³ Conversely, when asked about other thematic areas, namely indigenous peoples and forest crime, the interviewee emphasized their importance to Norway's climate and forestry efforts in the region.¹²⁴ This reflects the findings of the 2020 Norad evaluation on anti-corruption as a cross-cutting issue in Norwegian development cooperation; specifically, that NICFI has successfully mainstreamed anti-corruption.¹²⁵ Again, this raises the question of why WRGE, another cross-cutting issue, has not been mainstreamed to the same extent. Lastly, the interviewee has not noticed any changes or improvements in the embassy's gender perspective in recent years, stating that WRGE have always been on the agenda.¹²⁶ All in all, the MFA interviewee expressed greater confidence in Norway's gender perspective than the MCE and Norad interviewees.

The interviewees from the seven CSOs were asked about their experiences with the Norwegian embassy in their project countries. Their experiences were extremely mixed, with some interviewees receiving a lot of support from, having frequent meetings, and performing joint monitoring and evaluation of projects with the embassy¹²⁷ and other interviewees having little to no correspondence with the embassy.¹²⁸ One of the CSO interviewees had a possible explanation for these mixed experiences, suggesting that a gender perspective in climate and forestry work comes down to the individual initiative of the ambassador because it is not integrated enough in the structure.¹²⁹

Norad

A representative from Norad's Section for Forests, which is responsible for following up on the NICFI civil society support scheme, was interviewed, and the interviewees from seven CSOs were asked about their experiences with Norad. The CSO interviewees shared mixed perspectives on Norad's gender perspective in the NICFI civ-

il society support scheme in recent years but confirmed an overall improvement. Specifically, the introduction of WRGE as a cross-cutting issue and its inclusion in the RAV analysis have brought the issue to the fore of the dialogue between Norad and the CSO grantees and guided the grantees in the direction of gender mainstreaming.¹³⁰ Furthermore, since 2016, Norad has asked for information on gender-responsive outcomes, which sought to bring the scheme beyond a "do no harm" approach,¹³¹ and has encouraged a strong linkage to the SDGs.¹³²

That being said, the gender provisions in the results report are not binding, so the grantees do not lose their funding (as long as they do no harm) if they fail to deliver gender-responsive outcomes.¹³³ Therefore, the current gender provisions are unquestionably valuable but are ultimately suggestions rather than requirements. Additionally, while one of Norad's achievements in this area is the development of gender-responsive policy guidance and tools for multilateral and bilateral channels (e.g., the Forest Carbon Partnership Facility), the agency falls short at providing this guidance and tools for the CSOs it funds. The interviewee from Norad's Section for Forests stated that, although Norad is trying to challenge grantees to be gender-responsive, the interviewee personally believes that the agency could strengthen the gender perspective in its NICFI strategy and requirements.¹³⁴

As previously mentioned, the CSO interviewees confirmed an overall improvement in Norad's gender perspective. Nevertheless, several interviewees described the agency's gender perspective as fluctuating, largely as a result of organizational changes.¹³⁵ One interviewee drew attention to the constancy of the agency's gender perspective in work on UN Security Council resolution 1325 specifically and women, peace, and security generally, which includes the establishment and implementation of a national action plan.¹³⁶ As such, the interviewee suggested applying the same approach to climate and forestry work.¹³⁷

Analysis of OECD funding statistics

The OECD statistics for Norway’s funding to the relevant sectors suggest that WRGE are not cross-cutting issues. The theme “aid activities targeting gender equality and women’s empowerment” shows that from 2016 to 2020, only 3.91 percent of bilateral allocable aid to developing countries for the general environmental protection

sector¹³⁸ was committed to projects with gender equality as a principal or significant objective, and no bilateral allocable aid to developing countries for the forestry sector¹³⁹ was committed to projects with gender equality as a principal or significant objective.

Table 2. Assessment of gender indicators in Norwegian aid for general environmental protection and forestry, respectively, 2016-2020

General environmental protection, total					
Year	Principal	Significant	Total (Principal + Significant)	Screened, not targeted	Percentage
2020	\$0.14	\$7.57	\$7.71	\$309.66	2.43%
2019	0.23	7.859	8.089	289.753	2.72
2018	0.027	42.35	42.377	411.15	9.34
2017	0	3.681	3.681	478.186	0.76
2016	0.239	16.126	16.365	436.039	3.62
Total	\$0.64	\$77.59	\$78.23	\$1,924.79	3.91%

Forestry, total					
Year	Principal	Significant	Total (Principal + Significant)	Screened, not targeted	Percentage
2020	\$0	\$0	\$0	\$9.69	0%
2019	0	0	0	3.718	0
2018	0	0	0	5.903	0
2017	0	0	0	2.33	0
2016	0	0	0	2.434	0
Total	\$0	\$0	\$0	\$24.08	0%

Flow type: Commitments / **Amount type:** Current Prices / **Unit:** US Dollar, Millions

Group PROBLUE multidonor trust fund as well as 12.29 million USD to the International Center for Integrated Mountain Development medium-term action plan for the period of 2018-2022.¹⁴⁰ While the PROBLUE multidonor trust fund supports “integrated and sustainable economic development in healthy oceans,” the International Center for Integrated Mountain Development medium-term action plan helps “mountain communities address transboundary environmental issues.” The gender component of the former is that it is “fully aligned with the WBG Gender Strategy (2016-2023),” and the gender component of the latter is that it seeks to “improv[e] the wellbeing of men, women and children in the Hindu Kush Himalaya.”¹⁴¹

These percentages are quite low compared to overall OECD DAC bilateral aid to developing countries. Speci-

fically, 37.62 percent of screened DAC bilateral aid for general environmental protection from 2016 to 2020 was committed to projects with gender equality as a principal or significant objective,¹⁴² and 64.13 percent of screened DAC bilateral aid for the forestry sector for the same period was committed to projects with gender equality as a principal or significant objective.¹⁴³ Furthermore, these percentages are extremely low compared to Sweden, Norway’s fellow OECD DAC country and Scandinavian neighbor with a feminist foreign policy. For Sweden, 74.55 percent of screened bilateral aid for general environmental protection from 2016 to 2020 was committed to projects with gender equality as a principal or significant objective,¹⁴⁴ and 79.52 percent of screened bilateral aid for the forestry sector for the same period was committed to projects with gender equality as a principal or significant objective.¹⁴⁵

Gender analysis of the 2013-2015 NICFI portfolio: outcomes

This section provides a gender analysis of the 2013-2015 NICFI portfolio. There are two reasons for this: (1) the results reports for the 2016-2020 portfolio are not publicly available, and (2) the results reports for the 2013-2015 portfolio were not yet publicly available when FOK-US conducted its previous report. Based on the report template for the 2013-2015 portfolio, the target group(s) and desired impact(s), respectively, for each program or project were measured. Out of 42 organizations total,¹⁴⁶ CARE Norway was the only women's organization that received direct financial support from NICFI. Furthermore, RECOFTC – The Center for People and Forests was the only organization that identified women as a target group,¹⁴⁷ and no organization specified WRGE or other gender-responsive outcomes as a desired impact.

Based on common themes for WRGE and REDD+ generally and the LWPG and its GAP five priority areas and the CEDAW Committee's general recommendations specifically, the following 10 indicators were measured: (1) capacity building, (2) research and best practices, (3) law and policy, (4) women's organizations, (5) technical skills, (6) gender mainstreaming, (7) participation in public decision-making, (8) economic empowerment, (9) commercial sphere, and (10) GBV. Table 3 below shows the aggregate performance for all CSOs for each indicator. It shows that the CSOs performed best on REDD+ capacity building trainings targeted at women participants and worst on GBV and gender mainstreaming training for capacity building, respectively. The interviewee from Norad's Section for Forests provided a possible reason for the best performance. They suggested that the requirements of results frameworks may lead grantees to focus on activities that provide quantitative measurements, such as the number of women participants, rather than more transformative outcomes that are less quantifiable.¹⁴⁸

21.43%	Capacity building: REDD+ trainings targeted at women participants			
16.67%	Research/best practices			
14.29%	Law/policy			
9.52%	Women's groups	Technical skills	Gender mainstreaming	Participating in public decision- making
7.14%	Economic empowerment	Commercial sphere		
4.80%	Gender-based violence	Capacity building: Gender mainstreaming training		

Table 3. Aggregate performance for each indicator, highest to lowest percentage

Capacity building

Gender mainstreaming training

Two CSOs conducted gender mainstreaming training for forest-dependent local communities:

- RECOFTC conducted 14 trainings at the national, sub-national, and grassroots levels. They stated that this resulted in the establishment of “a cadre of local women resource persons and gender champions” in Indonesia, Lao People’s Democratic Republic (PDR), Myanmar, and Viet Nam. Additionally, RECOFTC’s project has targets for the number of training sessions for gender mainstreaming in REDD+ capacity development.¹⁴⁹

- The Rainforest Foundation Norway’s (Regnskogfondet in Norwegian) partner the Center for Planning and Social Studies trained 20 Afroecuadorian, peasant, and indigenous women from Sucumbíos in the northern Ecuadorian Amazon, and these women replicated this training in 305 workshops attended by 2,800 people.¹⁵⁰

Number of women participants

Conversely, nine CSOs - the Land Alliance,¹⁵¹ the International Centre for Research in Agroforestry,¹⁵² the International Union for Conservation of Nature,¹⁵³ the International Criminal Police Organization (Interpol),¹⁵⁴ RECOFTC,¹⁵⁵ Rainforest Foundation Norway,¹⁵⁶ Solidaridad Network,¹⁵⁷ Transport & Environment,¹⁵⁸ and the United Nations Educational, Scientific and Cultural Organization¹⁵⁹ - conducted REDD+ trainings that were targeted at women participants. For example, the International Union for Conservation of Nature carried out forest restoration workshops with farmers and public servants in Ghana, and women comprised about 40 percent of the participants. For other capacity building efforts, the percentage of women participants remained quite low. For example, only 10 percent of participants were women in Interpol’s Project Leaf training for countries’ law enforcement agencies in Brazil, DRC, and Indonesia.¹⁶⁰ One organization, RECOFTC, detailed its use of culturally and gender-sensitive communication tools, such as street plays and puppet shows, to include illiterate women in capacity building activities in Indonesia and Lao PDR, Nepal, and Myanmar.¹⁶¹



Research and best practices

Seven CSOs conducted research and published academic articles, reports, and/or best practices on gender equality and REDD+. The organizations produced 11 publications

in total. The table below provides more details on these research efforts.

Organization	Publication title	How was gender included?
CARE Norway	1. From research to action, leaf by leaf: Getting gender right in REDD+ SES ¹⁶² 2. "Gender and REDD+ safeguards" module in REDD+ safeguards training kit ¹⁶³	CARE Norway's partners the REDD+ SES Initiative and WEDO conducted gender action research in Brazil, Nepal, and Tanzania and published a guide (1) that includes action steps for national REDD+ programs. The REDD+ SES Initiative also added a gender module (2) to the REDD+ safeguards training kit that includes a presentation and activities for participants. ¹⁶⁴
Center for International Forestry Research	3. Gender in forestry and REDD+ in Indonesia ¹⁶⁵ 4. Gender mainstreaming in REDD+ and PES: Lessons learned from Vietnam ¹⁶⁶ 5. Women's participation in REDD+ national decisionmaking in Vietnam ¹⁶⁷	CIFOR provided the Ministry of Women in Indonesia with evidence and policy briefs during the development of the national REDD+ strategy, which resulted in a publication (3) about gender mainstreaming in forestry and REDD+ in the country. The organization also performed and published research on gender inequality in REDD+ decision-making in Vietnam [(4) and (5)]. ¹⁶⁸
Latin American Solidarity Foundation	N/A	FSLA distributed questionnaires to soy and beef producers in Paraiba Valley, Brazil, that included questions about women's economic empowerment. The organization also conducted interviews with women producers and leaders to discuss the results of the questionnaires. ¹⁶⁹
International Centre for Research in Agroforestry	6. The balance of power in household decision-making: Encouraging news on gender in Southern Sulawesi ¹⁷⁰ 7. Land use change and shifts in gender roles in central Sumatra, Indonesia ¹⁷¹ 8. Gender-specific spatial perspectives and scenario building approaches for understanding gender equity and sustainability in climate-smart landscape ¹⁷² 9. A guide for gender mainstreaming in agroforestry research and development ¹⁷³	ICRAF produced four gender-related publications as part of the SECURED Landscapes project in Cameroon, Peru, Vietnam, Indonesia, and DRC that included action research on landscape approaches to emission reductions with sustainable benefits. The publications included academic articles about women's role in household decision-making (6) and land use patterns (7), respectively, a book chapter about women's perceptions of climate-smart landscapes (8), and a guide on gender mainstreaming in agroforestry (9). ¹⁷⁴
International Institute for Applied Systems Analysis	N/A	IIASA and its partner the World Resources Institute researched gender inequality in REDD+ decision-making and its impact on women living inside REDD+ project areas in DRC. ¹⁷⁵
International Union for Conservation of Nature	10. Gender and sustainable development assessment in the Yucatán Peninsula, Mexico ¹⁷⁶ 11. Roots for the future: The landscape and way forward on gender and climate change ¹⁷⁷	IUCN used the Environment and Gender Index to evaluate gender issues in the Mexican state of Yucatán in a project developing a sub-level restoration strategy (10). Based on this evaluation, the IUCN collaborated with the IUCN Global Gender Office to develop a strategy for gender mainstreaming in restoration activities and REDD+ benefit sharing mechanisms at the sub-national level (11). ¹⁸⁰
Rainforest Action Network	N/A	RAN documented the experiences and needs of women community members living near palm oil and pulpwood production in Indonesia. ¹⁷³

Table 4. Research on and best practices for gender equality

Law and policy

Six CSOs worked with their partners and/or public officials to provide gender-responsive guidance and/or to include gender-responsive provisions in REDD+ law and policy. The organizations influenced the development

and/or outcome of 10 laws and policies in total. The table below provides more detail on how each organization introduced a gender perspective.

Organization	Country	Law/policy	How was gender included?
Center for International Forestry Research	Indonesia	National REDD+ strategy (STRANAS) ¹⁸¹	CIFOR attended meetings and provided policy briefs to the Ministry of Women during the development of the aforementioned strategy. This included identifying challenges and providing recommendations on livelihoods, tenure, migration, etc. as well as recommendations on gender analyses, sex-disaggregated data, etc. ¹⁸²
International Institute for Applied Systems Analysis	DRC	Decree on the Approval Process for REDD+ Projects ¹⁸³	Moabi DRC, an independent, collaborative platform that monitors natural resource use, lobbied the government on WRGE. As a result, gender safeguards were included in the aforementioned decree. The decree requires all REDD+ projects to identify the potential adverse impacts on women in the proposed project areas. ¹⁸⁴
International Union for Conservation of Nature	Guatemala	PROBOSQUE Act ¹⁸⁵	IUCN's partners mainstreamed gender in the development of three landscape restoration business models that informed the aforementioned act. The act provides incentives to protect forests and for controlled production and ensures equal access to these incentives. Note that the act does not include positive measures for gender equality. ¹⁸⁶
International Union for Conservation of Nature	Guatemala	National Forest Landscape Restoration Strategy ¹⁸⁷	IUCN and its partners shared their research findings with the National Forest Landscape Restoration Roundtable, which used the findings to develop the aforementioned strategy. IUCN also outlined the implementation of the strategy with a gender perspective, including benefit sharing between men and women. ¹⁸⁸
International Union for Conservation of Nature	Mexico	REDD+ Strategy for the State of Quintana Roo ¹⁸⁹	Based on the research produced through IUCN's partnership with its Global Gender Office, the REDD+ strategies for the aforementioned states incorporated a gender perspective. ¹⁹⁰
International Union for Conservation of Nature	Mexico	REDD+ Strategy for the State of Yucatán	Based on the research produced through IUCN's partnership with its Global Gender Office, the REDD+ strategies for the aforementioned states incorporated a gender perspective.
RECOFTC – The Center for People and Forests	Nepal	Community Forestry Development Guidelines (third revision) ¹⁹¹	The partner organization HIMAWANTI advocated for social inclusion and gender equality to be added to aforementioned guidelines. As a such, the revised guidelines require that women representatives must account for at least 50 percent of each community forest user group (CFUG) management committee and that either the chairperson or the secretary of the committee must be a woman. ¹⁹²
Rainforest Foundation Norway	DRC	Maï Ndombe Emission Reduction Program ¹⁹³	The partner organization GTCR-Rénové lobbied the National REDD+ Coordination to include women's rights in the aforementioned program that seeks to achieve "green development in the Congo Basin." ¹⁹⁴
World Wildlife Fund	Peru	Concerted Development Plan of Madre de Dios ¹⁹⁵	WWF provided technical and policy support during the development of the aforementioned plan. The plan implements participatory processes, guides medium- and long-term strategic planning, and encourages comprehensive and sustainable development. As a result of WWF's support, the plan included gender equality as a cross-cutting issue. ¹⁹⁶
World Wildlife Fund	DRC	Community Forest Decree (Decree 14/1018) ¹⁹⁷	WWF supported gender mainstreaming in the aforementioned decree that revised the maximum permitted area of the "community concession." ¹⁹⁸

Table 5. Gender-responsive law and policy development and outcomes

Women's organizations

Four CSO partnered with women's organizations in their projects:

- The Nature Conservancy supported the establishment of the Xikrin Assembly of Women, an indigenous women's group in the Brazilian Amazon that implements small-scale economic projects.¹⁹⁹

- RECOFTC worked with numerous women's organizations, including the Himalayan Grassroots Women's Natural Resource Management Association (HIMAWANTI) in Nepal and the Women's Advancement Committee and the Lao Women's Union under the Department of Forests in Lao PDR. As previously mentioned, HIMAWANTI worked on gender mainstreaming in REDD+ capacity development. The latter two women's organizations worked on gender mainstreaming in SFM at the grassroots level.²⁰⁰

- Rainforest Foundation Norway's partner the REDD Climate Working Group–Rénové in DRC supported the establishment of the Coalition of Women Leaders for Environment and Sustainable Development that focuses on women's participation in REDD+ processes, land tenure reform, and women's land rights.²⁰¹

- CARE Norway's partners the REDD+ SES Initiative and WEDO (the latter of which is also a women's group) supported the addition of the Women's Political Secretariat in Acre, Brazil, to the stakeholder consultations of the System for Incentives for Environmental Services.²⁰²

It is noteworthy that only HIMAWANTI and the Coalition of Women Leaders for Environment and Sustainable Development are CSOs; the remaining women's organizations are part of the respective governments.

Technical skills

Four CSOs provided women with technical skills related to REDD+. This is closely related to knowledge management, which is included in the first GAP priority area, and economic empowerment:

- The Latin American Solidarity Foundation trained technicians who then trained women farmers in Fazendinha, Brazil, on the biochar technique.²⁰³

- Solidaridad Network trained women farmers and agronomists in Mexico, Colombia, and Peru on sustainable agricultural production methods and supply chains.²⁰⁴

- GRID-Arendal provided frontline protection training for rangers. Although the organization did not provide this training for women rangers specifically, the organization "ensures as far as possible that all activities have a fair percentage of women as direct beneficiaries." Therefore, it can be assumed that some of the rangers the organization trained were women.²⁰⁵

- The Land Alliance provided wildfire monitoring and combat training for women volunteer firefighters on ranches, reservations, and state parks in the Brazilian Amazon and Cerrado savanna.²⁰⁶

While building women's technical skills in the context of climate and forestry is important, it is worth noting that these trainings were not targeted at women but rather simply reported sex-disaggregated data on the trainings.

Gender mainstreaming

Four CSOs, namely GRID-Arendal,²⁰⁷ the International Union for Conservation of Nature,²⁰⁸ RECOFTC,²⁰⁹ and Solidaridad Network,²¹⁰ stated that they mainstreamed gender, were gender sensitive, and/or addressed WRGE as a cross-cutting issue in their project. Five projects, namely those carried out by Global Canopy,²¹¹ Friends of

the Earth Norway (Naturvernforbundet in Norwegian) and Rainforest Foundation Norway,²¹² Interpol,²¹³ Transparency International,²¹⁴ and The Nature Conservancy,²¹⁵ stated that they merely “encouraged” women’s participation when prompted to explain how their work contributed to gender equality.

Participation in public decision-making

Four organizations provided evidence of improving women’s participation in public decision-making on REDD+, SFM, and climate change-related issues:

- RECOFTC’s partner HIMAWANTI became a member of the REDD+ working group after contributing substantially to the previous National REDD+ Strategy in Nepal. The same partner also contributed to the revised Community Forestry Development Guidelines in 2014.²¹⁶

- Rainforest Foundation Norway’s partner Center for Planning and Social Studies supported an initiative led by 12 Kichwa indigenous women from Ecuador’s Pastaza province to restore the community’s ancestral agroforestry system. The same partner’s Training for Trainers program secured the participation of indigenous women at COP20 and COP21 as well as in the intersessional meetings in Bonn.²¹⁷

- The World Resources Institute’s Governance of Forests Initiative established gender focal points in eight ministries that work on natural resource management in Cameroon. This is in addition to a quota requirement established by the National REDD+ and Climate Change Civil Society Platform for the number of women and indigenous representatives as regional-, commune-, and village-level coordinators.²¹⁸

- CARE Norway’s partners the REDD+ Social and Environmental Standards Initiative and WEDO conducted gender action research.²¹⁹ As a result, the Women’s Policy Secretariat in the state of Acre in northwestern Brazil was added as a stakeholder group for all future System for Incentives for Environmental Services consultations. Established by State Law No. 2.308, the System for Incentives for Environmental Services creates economic incentives for reducing emissions.²²⁰

These are important examples of how the NICFI civil society support scheme has brought women and women’s groups into the decision-making fold beyond establishing provisions for gender balance in decision-making bodies.

Economic empowerment

Three organizations contributed to women's economic empowerment:

- The Latin American Solidarity Foundation trained technicians on the biochar technique that has the potential to recover degraded pasturelands and sustainably increase their productivity. The technicians then trained women farmers in the Brazilian district of Fazendinha. The women farmers' knowledge of this technique contributes to food security and steady income for the family unit.²²¹

- The Nature Conservancy supported the establishment of the Xikrin Assembly of Women that carries out small-scale economic projects as part of the São Félix do Xingu Green Development Program in Brazil. For example, the group creates and sells babassu palm products and clothing with indigenous designs.²²²

- Solidaridad Network trained women farmers and agronomists in Mexico, Colombia, and Peru on sustainable agricultural production methods and supply chains, especially for coffee. Across all three countries, 30 percent of farmers and agronomists trained were women.²²³

While the small-scale projects outlined under this indicator are valuable, it is noteworthy that none of the projects addressed WRGE at the macro level. This reflects a missed opportunity to scale up the economic empowerment of women in forest-dependent communities.

Commercial sphere

Three organizations focused on the impact of business activities on the rights of women and girls in forest-dependent local communities:

- The National Wildlife Federation, with projects in Brazil, Mexico, and Indonesia, designed satellite-based deforestation monitoring systems for and promoted the adoption of more stringent gender equality policies by the Roundtable on Sustainable Palm Oil and the Roundtable of Sustainable Biofuels. This CSO also introduced deforestation monitoring into the Quality Assurance working group for the High Carbon Stock Approach Steering Group, which encourages gender perspectives in the free, prior, and informed consent (FPIC) process.²²⁴

- The Rainforest Action Network trained CSOs and forest-dependent local community members on how to track and document human rights violations, including common violations of the rights of women and girls, committed by oil and pulpwood companies. As previous-

ly mentioned, this CSO also documented the experiences and needs of women community members living near palm oil and pulpwood production in Indonesia.²²⁵

- Transport & Environment partners the Union of Concerned Scientists and Climate Advisers worked with the palm oil company Wilmar International to adopt gender equality policies, including those on forced labor and sexual harassment and abuse, as well as provisions for separate accommodations for single men and women.²²⁶

Given the increased focus on human rights due diligence and environmental, social, and governance frameworks, grantees in later NICFI portfolios should have a deeper understanding of how to promote WGRE in business contexts. SheDil²²⁷ is one key tool they can use to achieve this, as it provides guidance on women's rights due diligence in the agricultural and extractive sectors, which are often the focus projects in the thematic area of deforestation-free supply chains and financial markets.

Gender-based violence

As the CEDAW Committee and UN Women emphasize, GBV work is crucial in climate action and gender mainstreaming, respectively. Two organizations acknowledged the prevalence of GBV in their project areas:

- Global Canopy's Forest Compass project provided employment opportunities for community data monitors. In Acre, Brazil, applicants were asked their willingness to walk long distances alone to survey the forest, which limited the eligibility of many women.²²⁸

- GRID-Arendal's Organized Forest Crime project stated that women instructors of the frontline protection training for rangers were more likely to be attacked at the Pasiansi Wildlife Training Institute in Tanzania.²²⁹

Only one organization, Transport & Environment, not only acknowledged the prevalence of GBV but also took action. In terms of acknowledgement, the organization

noted that deforestation forces women to walk longer distances for firewood, risking GBV and is used as a cover for sex trafficking and other crimes against women.²³⁰

In terms of action, Transport & Environment's partner Inter-Church Commission for Justice and Peace led a gender-sensitive resource mapping of the Guajibo indigenous community in Mapiripán, Colombia, and found that women and mothers carry extra responsibility for protecting young women from sexual violence and that the establishment of palm oil plantations has brought about an increase in reported prostitution.²³¹ Additionally, after Urabeño paramilitaries reportedly raped a Guajibo girl, Inter-Church Commission for Justice and Peace and another partner, the Environmental Investigation Agency, mobilized their gender and psychosocial team to train local women how to support sexual assault victims.²³²

Despite these examples, none of the NICFI-funded projects, even those focused on reducing forest crime, identified reduced GBV as a desired impact.

Other

This section addresses the WRGE-related themes and/or outcomes that were largely absent from the NICFI-funded projects. Most noticeably, none of the organizations focused on tenure rights for women in forest-dependent local communities or used social or other types of media to promote WRGE. Only one organization, the Advocacy and Legal Advice Centre of Transparency International's Papua New Guinea chapter, focused on access to justice. The organization provided legal support, namely guidance on processing corruption-related complaints, to about 750 people, 33 percent of whom were women.²³³

Gender analysis of the 2021-2025 NICFI portfolio: programming

Based on the criteria for the UN-REDD Gender Marker Rating System, a scoring rubric was developed to assess the CSOs that receiving funding under the 2021-2025 NICFI portfolio.²³⁴ While the above gender analysis of the 2013-2015 portfolio was able to focus on outcomes since the results reports are publicly available, the present gender analysis instead focuses on the CSOs' existing WRGE work. The rubric includes four indicators: (1) gender requirement or policy, (2) gender program,

project, or activities, (3) gender focal point or staff, and (4) partnership(s) with women's organization(s). For (1), the requirement or policy must be programmatic, not organizational. For (2), the program, project, or activity must relate to climate and/or forestry. While up to two points are possible for indicators (1) and (2), only one point is possible for indicators (3) and (4). Please see Table 6 for an in-depth explanation of each criterion and Annexes 2a and 2b for how the scores were determined.

Table 6. Scoring rubric

Score	Gender requirement or policy?	Gender program, project, or activities?
0	No or no information publicly available online	No or no information publicly available online
1	Has a diversity, equity, and inclusion and/or non-discrimination policy and/or strategic plan that requires mainstreaming WRGE in programming	Some activities, but the gender perspective is not systematic
2	Has a gender policy for programming	Projects focus on women's participation and/or gender-responsive outcomes

Score	Gender focal point or staff?	Partnership(s) with women's organization(s)?
0	No or no information publicly available online	No or no information publicly available online
1	Yes	Yes

The following tables show the scores for various indicators, including the aggregate score for each individual indicator and for all indicators combined (Table 7), the scores for each NICFI thematic area (Table 8), the

scores based on the region that the organization is headquartered in (Table 9), and the scores for the five CSOs²³⁵ that received the most NICFI funding (Table 10).

Table 7. Scores per indicator and aggregate score

CSOs (39 total)	Gender requirement or policy?	Gender program, project, or activities?	Gender focal point or staff?	Women's organization(s) as a partner?	Score
Total	32 out of 78 possible points	33 out of 78 possible points	9 out of 39 possible points	11 out of 39 possible points	85 out of 234 possible points
Percentage	41.01%	42.31%	23.08%	28.21%	36.33%

Table 8. Scores per NICFI thematic area

Thematic area	N	Percentage
Deforestation- free supply chains and financial markets	9	37.04
Indigenous peoples, local communities and environmental defenders	13	44.87
Mobilising ambition and support for forest friendly policies	10	36.67
Reduced forest crime and improved forest monitoring	8	25

This analysis shows that CSOs funded in the current NICFI portfolio generally do not score very high on WRGE indicators based on their existing strategies/policies, projects, staff positions, and partnerships, receiving an aggregate score of around 36 percent for all CSOs and indicators. Table 7 shows that a roughly equal number of CSOs perform gender mainstreaming and/or have a gender-targeted program, project, or activity in their climate and/or forestry work. These are the two indicators where the CSOs score the highest, though still less than 50 percent. The table also shows that the CSOs score lowest on having dedicated staff members or teams that focus on WRGE within their organizations. This reflects a limited amount of WRGE expertise, which can lead to gender-blindness, especially in highly technical activities. Furthermore, Table 8 shows that the CSOs working under the NICFI thematic area of indigenous peoples, local communities and environmental defenders score the highest on WRGE indicators, which is unsurprising given the links between human rights and WRGE. Conversely,

Table 9. Scores per headquarters location

Region	N	Percentage
Global North	26	39.74
Global South	13	29.49

Table 10. Top-funded CSOs

N	Score	Percentage
5	13 out of 13 possible points	43.33

it is a bit surprising that that the CSOs working under the thematic area of reduced forest crime and improved forest monitoring scored the lowest. This is a missed opportunity to invest in crucial topics, such as exploring the relationship between forest crime and GBV and promoting women's leadership and participation in community-based forest monitoring. Table 9 shows that CSOs headquartered in the Global North, which are often international non-governmental organizations (NGOs), score 10 percentage points higher than CSOs headquartered in the Global South, which are often founded or operated by indigenous peoples and/or local communities. Similarly, Table 10 shows that the five CSOs that received the most NICFI funding,²²⁹ all of which are linked to international NGOs or are international NGOs themselves, score seven percentage point higher than all of the CSOs combined. These findings are unsurprising, as the majority of organizational resources, including financing, thematic expertise, and capacity for most issues, not just WRGE, is concentrated in large CSOs in the Global North.

Interview findings: CSOs

As previously mentioned, interviews were conducted with representatives from seven CSOs that received funding in at least one of the three most recent portfolios. Please see Annex 1b for the interview guide.

Gender integration

Four out of seven CSOs integrate gender through a gender equality and social inclusion lens.²³⁷ Some examples are Samdhana Institute's Analytical Framework of Living Space and Livelihood²³⁸ and World Wildlife Fund (WWF) Norway's Environmental and Social Safeguards Framework and Inclusive Conservation and its inclusive and rights-based approach to conservation. Conversely, CARE Norway focuses on women and girls in all of its projects,²³⁹ and Norwegian Church Aid (Kirkens Nødhjelp in Norwegian) specifically focuses on women's effective participation.²⁴⁰

Gender targeting

Only one previously-mentioned organization, CARE Norway, had gender-targeted projects funded by NICFI. One possible explanation for the lack of gender-targeted projects is a lack of climate and forestry expertise in women's organizations. For this reason, CARE Norway did not succeed when the organization applied for funding from the subsequent 2016-2020 portfolio.²⁴¹ Moreover, WRGE is not one of the thematic areas of the civil society support scheme, and Norad has not discussed including it as one, according to the interviewee from the Norad Section

for Forests.²⁴² It is likely for this reason that the scheme does not receive many applications from women's organizations, which are the ones who carry out the majority of gender-targeted projects.²⁴³ On the other side of the same coin, without WRGE as a thematic area, it is more difficult for CSOs to obtain funding for gender-targeted REDD+ projects. This reduces WRGE to individual outcomes and/or indicators in results frameworks or to "plugging in gender here and there in different projects."²⁴⁴ However, gender-targeted REDD+ projects certainly exist. One example is RECOFTC's Weaving Leadership for Gender Equality (WAVES) initiative funded by the Swedish International Development Cooperation Agency. This initiative has built a network of 35 gender leaders in seven countries to strengthen WRGE in SFM and governance in the Asia-Pacific region.²⁴⁵

Gender activities

The most common gender activity is capacity building trainings, with five out of seven CSOs using this tactic.²⁴⁶ This suggests improvement since the 2013-2015 NICFI portfolio, when only 4.80 percent of organizations conducted these activities.²⁴⁷ These training were not limited to women participants but rather were directed at public officials, faith leaders, CSOs, journalists, and indigenous peoples and forest-dependent local communities. One example is RECOFTC's "cascade"²⁴⁸ or "training of trainers" approach in which stakeholders from different groups and sectors are trained at the national level, and then



those participants train multiple stakeholders at the subnational level, and so forth. Furthermore, the World Resources Institute conducts women and youth trainings for Social Forestry Business units under the Ministry of Forestry in five provinces in Indonesia and has conducted gender awareness training in one village so far²⁴⁹ based on the gender action learning system for sustainability, which seeks to promote community-led, participatory gender justice.²⁵⁰ Another gender activity carried out by three CSOs is the establishment of local groups. For example, Norwegian Church Aid establishes Women of Faith advocacy groups in several religions in the forestry sector in Ethiopia.²⁵¹ A final example of a gender activity carried out by two CSOs is experience exchange or cross-cutting learning.²⁵² For example, in Colombia, NHRF facilitates this activity between environmental, indigenous, and women's organizations.²⁵³

Results framework

Five out of seven CSOs include gender-specific outcomes or indicators in their results frameworks for their forestry, climate, and/or NICFI-funded work.²⁵⁴ For example, the Samdhana Institute's Expanding Community Rights, Livelihoods Innovation and REDD+ in Indonesia (PERMATA) project includes empowerment of women and youth groups as outcome area 4.²⁵⁵ Furthermore, WWF Norway uses gender-specific indicators in several areas. One example is the management committees the organization sets up at the community level in DRC. Although the principal objective of these committees is to strengthen FPIC, one of its targets is for women to comprise 30 percent of the representatives. Using gender-specific indicators like this allows the organization to "bake [WRGE] into the work [they] do naturally."²⁵⁶

Challenges

The CSO interviewees outlined challenges with working on WRGE in REDD+ that can be arranged into three categories:

Political

■ Some of the progress that the organizations made in project countries were dependent on the individual leaders in the government at the time, and that progress was sometimes halted or reversed after a change in leadership.²⁵⁷

■ In many project countries, women are less represented in government. As a result, there is a limited understanding of the gender perspective, which makes it more difficult to implement.²⁵⁸

■ The current Norwegian Minister of International Development is a member of the agrarian Centre Party. As a result, Norwegian development aid and policy has shifted to prioritize food security, agriculture, and smallholder farmers, and other topics, such as WRGE, can fall by the wayside.²⁵⁹

Social

■ Indigenous peoples and forest-dependent local communities sometimes do not understand the concept of gender, and the indigenous peoples' organizations that CSOs partner with can struggle to implement a gender perspective.²⁶⁰

■ The perception in some cultures and religions that women can manage the land and tenure (e.g., bookkeeping) but do not have rights to the land and tenure and should not be involved in decision-making about the land and tenure.²⁶¹

■ Given this perception, CSOs need to build relationships and trust to change attitudes and practices, which is a much longer process than a top-down intervention.²⁶²

■ In the Latin American context, the cultural presence of machismo hinders the inclusion of a gender perspective and women's effective participation in REDD+ processes. In the same context, it is crucial yet difficult to address the issue of femicide, especially among indigenous peoples and forest-dependent local communities, and to protect women's rights defenders.²⁶³

Technical

■ Some agriculture and forestry cooperatives have land ownership as a criterion and/or limit membership to one person per household, both of which often exclude women.²⁶⁴

■ CFUGs often hold meetings that women cannot attend due to housework, childcare, etc. This leads to social exclusion and other disadvantages. For example, when the group manages the sale of forest products, women forgo economic empowerment when they are unable to participate.²⁶⁵

■ Some partners of the NICFI-funded CSOs focus heavily on the technical aspects of climate change and SFM and thus maintain that WRGE does not relate to their thematic areas (e.g., land use planning).²⁶⁶

Annexes

1a. Interviewee information

NT #	Organization	Headquarters Country	Role(s)	Date (2022)	Format
1	RECOFTC – The Center for People and Forests	Thailand	(1) Deputy Executive Director	26 August	Online
			(2) Senior Program Officer for Social Inclusion and Gender Equality		
2	Norwegian Human Rights Fund	Norway	Country Director Colombia	12 September	In person (Oslo, Norway)
3	Samdhana Institute	Indonesia	(1) Head of Capacity Development Unit; Gender Focal Point	14 September	Online
			(2) Coordinator, PERMATA Project		
4	Norwegian Ministry of Foreign Affairs	Chile/Peru	Special Envoy, Climate and Forests	15 September	Online
5	CARE Norway	Norway	Senior Advisor	16 September	Online
6	Norad	Norway	Leader and Assistant Director, Section for Forests	19 September	Online
7	World Resources Institute, Indonesia	Indonesia	(1) Climate Research Analyst; Gender, Equity and Social Inclusion Lead	21 September	Online
			(2) Gender, Equity, and Social Inclusion Analyst		
8	Norwegian Church Aid	Norway	(1) Senior Advisor	21 September	Online
			(2) Head, Climate Programme in Ethiopia		
9	Central African Forest Initiative/ United Nations Development Programme	DRC	Programme Analyst; Gender Focal Point	23 September	Online
10	World Wildlife Fund Norway	Norway	(1) Advisor, Deforestation/ NICFI	27 September	In person (Oslo, Norway)
			(2) Senior Advisor, Rights-based and Inclusive Nature Conservation		
11	Ministry of Climate and Environment	Norway	(1) Jurist; National Gender and Climate Change Focal Point	12 October	In person (Oslo, Norway)
			(2) Senior Adviser, NICFI		

1b. Interview guide for civil society organizations

- Can you speak a bit about [the organization]’s gender perspective in its NICFI work?
Does [the organization] mainstream WRGE or work with it as a cross-cutting issue?
How is this operationalized?
- (If applicable) Can you describe your responsibilities as gender focal point?
- Are any outcomes in the [year]-[year] NICFI work gender-targeted?
- Can you give an example of how this work has benefited women and girls in one of the project countries?
- Can you describe any progress or challenges [the organization] has experienced when working with WRGE in climate or forestry projects?
- Are any of [the organization]’s partners in its NICFI work women’s groups?
- To what extent does [the organization]’s WRGE work “compete with” its work on indigenous peoples, forest crime, etc. for resources?
- In your experience, does Norway/Norad promote a gender perspective in these programs? In what way(s)?
a. Have you noticed any improvement in Norad’s approach/expectations on gender equality in the past 5-10 years?
- What type of support have you received the Norwegian embassy in [country] if any?
- Is there anything you wish to add?

2a. Scores and sources for “Gender analysis of the 2021-2025 NICFI portfolio: programming”

Alliance of Indigenous Peoples of the Archipelago (Aliansi Masyarakat Adat Nusantara, or AMAN)

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	PEREMPUAN AMAN Statue https://perempuan.aman.or.id/wp-content/uploads/2021/04/Statuta-PEREMPUAN-AMAN-2021-2026-.pdf ; note that the main organization does not appear to have a gender policy	2
Gender program, project, or activities? (should reflect gender targeting)	PEREMPUAN AMAN is the women’s wing of main organization, and all of their programs are gender-targeted https://perempuan.aman.or.id/wp-content/uploads/2021/04/Garis-Besar-Program-Kerja-PEREMPUAN-AMAN-2021-2026.pdf	2
Gender focal point or staff? (should reflect organizational capacity)	Women’s Chairperson AMAN https://aman.or.id/organization-document/tentang-kman in addition to the staff of PEREMPUAN AMAN	1
Women’s organization(s) as a partner? (should reflect women’s participation)	HWDI (Indonesian Women with Disabilities Association)	1
Total score		6

Amazon Conservation

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	1. https://www.amazonconservation.org/what-we-do/empower-people/ 2. https://www.amazonconservation.org/wp-content/uploads/2022/05/2020-2030-Amazon-Conservation-Strategy-full-map.pdf	0
Gender program, project, or activities? (should reflect gender targeting)	1. https://www.amazonconservation.org/where-we-work/on-the-ground/ 2. https://www.amazonconservation.org/where-we-work/across-the-amazon	0
Gender focal point or staff? (should reflect organizational capacity)	https://www.amazonconservation.org/about/staff/	0
Women's organization(s) as a partner? (should reflect women's participation)	https://www.amazonconservation.org/about/partners/	0
Total score		0

Amazon Environmental Research Institute (Instituto de Pesquisa Ambiental da Amazônia, or IPAM)

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	NN/A	0
Gender program, project, or activities? (should reflect gender targeting)	https://ipam.org.br/strategic-axes/	0
Gender focal point or staff? (should reflect organizational capacity)	https://ipam.org.br/who-we-are/	0
Women's organization(s) as a partner? (should reflect women's participation)	https://ipam.org.br/about-ipam/	0
Total score		0

Institute of People and the Environment (Instituto do Homem e Meio Ambiente da Amazônia, or IMAZON)

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	1. Mission, vision, and values ("Ethics: do not discriminate based on... gender... in internal and external relations): https://imazon.org.br/en/about-us/mission-vision-and-values/ 2. Bylaws ("Article 4: In carrying out its activities, Imazon... will not make any discrimination based on... gender") https://imazon.org.br/wp-content/uploads/2019/04/EstatutoSocial_Imazon-atual_bxr.pdf	1
Gender program, project, or activities? (should reflect gender targeting)	https://imazon.org.br/en/programs/	0
Gender focal point or staff? (should reflect organizational capacity)	https://imazon.org.br/en/about-us/executive-officers/	0
Women's organization(s) as a partner? (should reflect women's participation)	https://imazon.org.br/en/about-us/ourhistory/	0
Total score		1

BBC Media Action

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	Gender equality: Our approach and strategy http://downloads.bbc.co.uk/mediaaction/aboutus/organisational-strategy2018-21.pdf	2
Gender program, project, or activities? (should reflect gender targeting)	1. http://downloads.bbc.co.uk/mediaaction/annualreports/2020-2021.pdf 2. Our project with UN Women involved in-depth, participatory research in Kampot and Pursat provinces to understand how women and men are affected by climate change... https://www.bbc.co.uk/mediaaction/publications-and-resources/research/reports/asia/cambodia/un-women-climate/	1
Gender focal point or staff? (should reflect organizational capacity)	https://www.bbc.co.uk/mediaaction/about/management-and-trustees/	0
Women's organization(s) as a partner? (should reflect women's participation)	UN Women http://downloads.bbc.co.uk/mediaaction/annualreports/2020-2021.pdf	1
Total score		4

Brazilian Foundation for Sustainable Development (Fundação Brasileira para o Desenvolvimento Sustentável, or FBDS)

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	1. Safeguarding Policy: "our objective is to protect the rights of all people who FBDS interacts with to live in safety, free from abuse and neglect. This applies equally to all people, regardless of gender" http://www.fbds.org.br/article.php3?id_article=616#safeguarding-policy 2. Equality Policy: "Our staff will not discriminate directly or indirectly, or harass customers or clients because of... gender reassignment, pregnancy and maternity... or sex... in the provision of the FBDS's services." http://www.fbds.org.br/article.php3?id_article=616#equality-policy	1
Gender program, project, or activities? (should reflect gender targeting)	1. http://www.fbds.org.br/article.php3?id_article=609 2. http://www.fbds.org.br/rubrique.php3?id_rubrique=4	0
Gender focal point or staff? (should reflect organizational capacity)	https://www.bbc.co.uk/mediaaction/about/management-and-trustees/	0
Women's organization(s) as a partner? (should reflect women's participation)	http://www.fbds.org.br/article.php3?id_article=49	0
Total score		1

Caritas

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	1. Ethics: "Commitment to tackling gender and other inequalities." https://www.caritas.org/who-we-are/ethics/ 2. "All help is provided regardless of the recipient's faith, gender and ethnicity." https://www.caritas.no/om-caritas-norge/	1
Gender program, project, or activities? (should reflect gender targeting)	While there are gender-mainstreamed or -targeted activities in matsikkerhet and nødhjelp programs, only activities in Uganda relate to climate https://www.caritas.no/caritas-norge-i-uganda/ - climate-adapted agriculture and increasing farmers' incomes, in addition to farmers being supported in their rights - Emphasis is placed on reaching vulnerable groups such as households headed by single women	0
Gender focal point or staff? (should reflect organizational capacity)	https://www.caritas.no/ansatte/	0
Women's organization(s) as a partner? (should reflect women's participation)	https://www.caritas.no/samarbeidspartnere/	0
Total score		1

Ceres

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	DEI policy is only internal https://www.ceres.org/sites/default/files/reports/2020-10/Ceres%20Roadmap%20Summary%202030%20-%20FINAL.pdf	0
Gender program, project, or activities? (should reflect gender targeting)	No, closest is "Building a Just and Inclusive Economy" https://www.ceres.org/homepage	0
Gender focal point or staff? (should reflect organizational capacity)	https://www.ceres.org/about-us/staff/	0
Women's organization(s) as a partner? (should reflect women's participation)	https://www.ceres.org/about-us/ceres-nonprofit-partners	0
Total score		0

CDP

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	1. https://www.cdp.net/en/climate 2. https://www.cdp.net/en/forests	0
Gender program, project, or activities? (should reflect gender targeting)	1. Diversity and Equity Initiative https://www.cdp.net/en/articles/companies/cdp-partnerships-launches-its-diversity-equity-initiative 2. None of the reports mention gender https://www.cdp.net/en/reports/archive	1
Gender focal point or staff? (should reflect organizational capacity)	https://www.cdp.net/en/info/staff	0
Women's organization(s) as a partner? (should reflect women's participation)	https://www.cdp.net/en/info/collaborations	0
Total score		1

Client Earth

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	https://www.clientearth.org/about/who-we-are/mission/	0
Gender program, project, or activities? (should reflect gender targeting)	No, closest is “Promoting environmental justice” https://www.clientearth.org/what-we-do/why-we-fight/environmental-justice/	0
Gender focal point or staff? (should reflect organizational capacity)	1. https://www.clientearth.org/about/who-we-are/our-team/experts/ 2. https://www.clientearth.org/about/who-we-are/our-team/advisors/	0
Women’s organization(s) as a partner? (should reflect women’s participation)	https://www.clientearth.org/our-global-reach/	0
Total score		0

Common Good Institute (Instituto del Bien Comun, or IBC)/Amazon Network of Georeferenced Socio-Environmental Information (Rede Amazônica de Informação Socioambiental Georreferenciada, or RAISG)

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	1. https://ibcperu.org/en/servicios/incidencia-legal/ 2. https://www.raisg.org/en/about/	0
Gender program, project, or activities? (should reflect gender targeting)	1. https://ibcperu.org/en/programas/ 2. https://ibcperu.org/en/servicios/	0
Gender focal point or staff? (should reflect organizational capacity)	N/A	0
Women’s organization(s) as a partner? (should reflect women’s participation)	Scroll down to “Who is involved?” https://www.raisg.org/en/about/	0
Total score		0

Conservation International

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	Guidelines for Integrating Gender & Social Equity Into Conservation Programming https://www.conservation.org/docs/default-source/publication-pdfs/integrating-gender-and-social-equity-into-conservation-programming-2019.pdf?sfvrsn=6b8e5c33	2
Gender program, project, or activities? (should reflect gender targeting)	Conservation International Gender Program https://www.conservation.org/docs/default-source/publication-pdfs/ci-gender-program-overview-may-2017_final.pdf?sfvrsn=289f8145_3%22%20%5C	2
Gender focal point or staff? (should reflect organizational capacity)	https://www.conservation.org/about/senior-staff	0
Women’s organization(s) as a partner? (should reflect women’s participation)	https://www.conservation.org/about	0
Total score		4

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The Development Fund, Norway (Utviklingsfondet)

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	Guidelines for Integrating Gender & Social Equity Into This is how we work to strengthen women's rights and equality https://www.utviklingsfondet.no/arbeid/slik-jobber-vi-med-likestilling-og-deltakelse	2
Gender program, project, or activities? (should reflect gender targeting)	1. Economic empowerment in Guatemala (women's groups and coffee cooperatives) https://www.utviklingsfondet.no/aktuelt/nyheter/kvinnekamp-i-kaffekoppen 2. "Unge kvinner kan" clubs in Malawi https://www.utviklingsfondet.no/her-jobber-vi/malawi 3. Equality and participation component in each country program	2
Gender focal point or staff? (should reflect organizational capacity)	Gender and Youth Advisor in Ethiopia https://www.utviklingsfondet.no/om-oss/ansatte	1
Women's organization(s) as a partner? (should reflect women's participation)	Norway's Rural Women's Association https://www.utviklingsfondet.no/aktuelt/nyheter/marked-og-kommunikasjon-i-2021	1
Total score		6

Environmental Investigation Agency (EIA)

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	EIA UK Equality and Diversity Policy: "Our staff will not discriminate directly or indirectly, or harass customers or clients because of... gender reassignment, pregnancy and maternity... or sex... in the provision of the Organisation's goods and services" https://eia-international.org/wp-content/uploads/EIA-UK-Equality-and-diversity-policy.pdf	1
Gender program, project, or activities? (should reflect gender targeting)	1. https://eia-international.org/climate/ 2. https://eia-international.org/forests/ 3. https://eia-international.org/about-us/ 4. https://eia-international.org/about-us/what-we-do/	0
Gender focal point or staff? (should reflect organizational capacity)	https://eia-international.org/about-us/how-we-are-governed/the-senior-management-team/	0
Women's organization(s) as a partner? (should reflect women's participation)	https://eia-international.org/about-us/what-we-do/	0
Total score		1

EcoCiencia

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	https://ecociencia.org/nosotros/	0
Gender program, project, or activities? (should reflect gender targeting)	https://ecociencia.org/capitacion-para-el-empoderamiento-de-la-mujer-en-areas-ambientales-y-geoespaciales/	1
Gender focal point or staff? (should reflect organizational capacity)	https://ecociencia.org/nosotros/estructura/	0
Women's organization(s) as a partner? (should reflect women's participation)	Not systematic - Training for the empowerment of women in environmental and geospatial areas https://ecociencia.org/nosotros/redes-a-las-que-perteneceemos/	0
Total score		1

Fern

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	Gender Statement https://www.fern.org/who-we-are/gender-statement/	2
Gender program, project, or activities? (should reflect gender targeting)	Improving Gender Justice in Forest Policy https://www.fern.org/how-we-work/improving-gender-justice-in-forest-policy/	2
Gender focal point or staff? (should reflect organizational capacity)	Gender advocates accountable to Fern's Board and staff, who develop, manage and encourage initiatives in line with these commitments (see Gender Statement)	1
Women's organization(s) as a partner? (should reflect women's participation)	https://www.fern.org/how-we-work/how-we-work-with-our-partners/	0
Total score		5

Forest Trends

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	1. https://www.forest-trends.org/who-we-are/our-history/ 2. https://www.forest-trends.org/who-we-are/mission-and-history/ 3. https://www.forest-trends.org/topics/forests/ 4. https://www.forest-trends.org/topics/climate/	0
Gender program, project, or activities? (should reflect gender targeting)	Through our Natural Infrastructure for Water Security project, we supported the Ministry of Environment of Peru in establishing a National Committee for Women and Climate Change to integrate gender equality in the development of climate policies in Peru https://www.forest-trends.org/wp-content/uploads/2021/12/FT_Impact-Report-2021_rev-2_1-7-22.pdf	1
Gender focal point or staff? (should reflect organizational capacity)	Senior Gender Specialist Natural Infrastructure for Water Security Project https://www.forest-trends.org/team/	1
Women's organization(s) as a partner? (should reflect women's participation)	https://www.forest-trends.org/wp-content/uploads/2019/11/Vision_Catalyzing-Investment.pdf ; https://www.forest-trends.org/wp-content/uploads/2019/11/Vision_Community-Partnerships.pdf	0
Total score		2

Foundation for Conservation and Sustainable Development (Fundación para la Conservación y el Desarrollo Sostenible, or FCDS)

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	https://fcds.org.co/en/about-us/	0
Gender program, project, or activities? (should reflect gender targeting)	https://fcds.org.co/en/projects	0
Gender focal point or staff? (should reflect organizational capacity)	https://fcds.org.co/en/team/	0
Women's organization(s) as a partner? (should reflect women's participation)	Scroll down to "Partners" and "Collaborators" https://fcds.org.co/en/about-us/where-we-work/	0
Total score		0

Friends of the Earth – Brazilian Amazon (Amigos da Terra – Amazônia Brasileira)

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	https://amigosdaterra.org.br/institucional/	0
Gender program, project, or activities? (should reflect gender targeting)	https://amigosdaterra.org.br/projetos/	0
Gender focal point or staff? (should reflect organizational capacity)	https://amigosdaterra.org.br/institucional/#quemsomos	0
Women's organization(s) as a partner? (should reflect women's participation)	"the organization directly supported... 44 indigenous women who remained at the venue for the Women's March" http://amigosdaterra.org.br/wp-content/uploads/2022/08/Relatorio-2021-AdT-v3.pdf	1
Total score		1

Global Canopy

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	DEI policy is very general; despite including a "programmatic work" section, the section does not mention gender https://globalcanopy.org/wp-content/uploads/2021/03/Diversity-statement.pdf	0
Gender program, project, or activities? (should reflect gender targeting)	https://globalcanopy.org/what-we-do/	0
Gender focal point or staff? (should reflect organizational capacity)	https://globalcanopy.org/team/	0
Women's organization(s) as a partner? (should reflect women's participation)	https://globalcanopy.org/who-we-work-with/civil-society/	0
Total score		0

Indonesian Forum for the Environment (Yayasan Wahana Lingkungan Hidup Indonesia, or WALHI)

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	1. Gender policy working paper https://issuu.com/walhi/docs/kertas_kerja_kebijakan_gender_walhi 2. Organizational Basic Values includes "gender justice:" "Everyone has the right to a decent life and environment regardless of gender... Be fair to men and women in terms of roles and responsibilities that occur due to social conditions, community culture and state political policies" https://www.walhi.or.id/visi-dan-misi	2
Gender program, project, or activities? (should reflect gender targeting)	Gender Perspective Training Workshop https://www.walhi.or.id/jpp-lampung-dan-walhi-menggelar-lokalatih-perspektif-gender-perwakilan-banten-siaran-pers-blog-not-systematic	1
Gender focal point or staff? (should reflect organizational capacity)	1. https://www.walhi.or.id/eksekutif-nasional (though "pengembangan potensi rakyat" (development of the people's potential) may be close) 2. https://www.walhi.or.id/eksekutif-daerah	0
Women's organization(s) as a partner? (should reflect women's participation)	N/A	0
Total score		3

Mongabay

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	https://mongabay.org/about/	0
Gender program, project, or activities? (should reflect gender targeting)	Women and gender in the conservation sector, which highlights success stories where women have overcome social, cultural, economic barriers and also offers examples of nature-based solutions led by women. This included a sub-series on Amazon Women: a series on women leading and managing conservation solutions aimed at protecting forests, sustaining communities, and addressing climate change in the Amazon. https://news.mongabay.com/list/gender-and-conservation/?_hstc=117075033.c7905b72fd00af794fcd08049bb-bc764.1660897594123.1662367236309.1662991208049.4&_hssc=117075033.76.1662991208049&_hsfp=1457272742&_ga=2.81557143.1834112256.1662991224-796055959.1662991224	2
Gender focal point or staff? (should reflect organizational capacity)	https://mongabay.org/about/team/	0
Women's organization(s) as a partner? (should reflect women's participation)	https://mongabay.org/about/partners-2/	0
Total score		2



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National Wildlife Federation

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	DEI policy/strategy does not mention gender https://www.nwf.org/-/media/Documents/PDFs/Equity/NWF-Equity-and-Justice-Strategic-Plan.ashx	0
Gender program, project, or activities? (should reflect gender targeting)	Women in Conservation Leadership https://www.nwf.org/Our-Work/People/Women-in-Conservation-Leadership	2
Gender focal point or staff? (should reflect organizational capacity)	https://www.nwf.org/About-Us/Leadership	0
Women's organization(s) as a partner? (should reflect women's participation)	https://www.nwf.org/About-Us/Partners-and-Supporters	0
Total score		2

Norwegian Church Aid (Kirkens Nødhjelp, or NCA)

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	<ol style="list-style-type: none"> 1. Gender Justice Policy https://www.kirkensnodhjelp.no/globalassets/strategiske-dokumenter-og-foringer/policies/nca-gender-justice-policy-2017.pdf 2. Statement of Principles includes women's rights and gender equality https://www.kirkensnodhjelp.no/globalassets/strategiske-dokumenter-og-foringer/kn_prinsippdok_en_2011.pdf 3. Sustainability Standards include gender sensitivity https://www.kirkensnodhjelp.no/en/how-we-work/programme-framework-2020-2030/programme-framework-2020-2030/ 4. "Norwegian Church Aid is committed to gender justice as an integral part of all its work" https://www.kirkensnodhjelp.no/contentassets/aa5fdabb9ca418ca60830df9fb36ab9/global-strategy-2019.pdf 	2
Gender program, project, or activities? (should reflect gender targeting)	<ol style="list-style-type: none"> 1. Climate smart economic empowerment has "more emphasis on women" https://www.kirkensnodhjelp.no/en/how-we-work/climate-smart-economic-empowerment/climate-smart-economic-empowerment/ 2. Faith-based climate action mentions women https://www.kirkensnodhjelp.no/en/how-we-work/faith-based-climate-action/climate-resilience/ Neither is gender-targeted 	1
Gender focal point or staff? (should reflect organizational capacity)	https://www.kirkensnodhjelp.no/contentassets/9c2d6e30ef504123ad-254b91f428a0df/engelsk-org-kart-01052022.pdf	0
Women's organization(s) as a partner? (should reflect women's participation)	<p>Pg. 25 "In Guatemala, NCA and partners supported a women's group with training on budget monitoring to challenge legislators to budget for and implement women's development programmes;" pg. 39 "Women's Network for Peace" https://www.kirkensnodhjelp.no/contentassets/9c02c81670b34cdfbcb7a8d8d3e4bec9/qza-19-0212-ps1_2021_global_progress_report_010722.pdf</p>	1
Total score		4

Norwegian Human Rights Fund (Menneskerettighetsfondet)

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	<p>1. Theory of Change includes the “NHRF approach to gender” (page 7) https://nhrf.no/assets/documents/NHR_TheoryOfChange_FINAL-narrative.pdf</p> <p>2. Strategic Plan of Action (2021-2025): Gender equality is not one of the three “key thematic areas for support,” but “The NHRF will apply a gender lens and approach to each thematic area and its outcomes;” “Information about our commitments to gender can be found in our policy on gender and gender equality” - policy is not publicly accessible; Organizational capacity: the NHRF will focus on implementing and sharpening its policy on gender and gender equality. We will enhance our capacity and that of our grantees to ensure equality, diversity, and inclusion in our work https://nhrf.no/assets/documents/NHRF-Strategy-FullLength-FINAL_18-December.pdf</p>	2
Gender program, project, or activities? (should reflect gender targeting)	Workshops for gender capacity building as well as plans for experience exchange between deforestation and feminist and indigenous women’s organizations (information obtained via interview)	1
Gender focal point or staff? (should reflect organizational capacity)	Gender focal point in Colombia (information obtained via interview)	1
Women’s organization(s) as a partner? (should reflect women’s participation)	<p>1. Annual report 2020 (page 6): EcoFeminist Women’s Corporation (COMUNITAR) https://issuu.com/csugraphicdesign_portmacquarie/docs/nhrf-ar-2020-finaledit-singlepages</p> <p>2. ASMUCACD, Hiladoras de Vida, and ASMUPROPAZ (information obtained via interview)</p>	1
Total score		5

ProNaturaleza - Peruvian Foundation for the Conservation of Nature (Fundación Peruana para la Conservación de la Naturaleza, or FPCN)

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	<p>1. https://www.pronaturaleza.org/who-we-are.html</p> <p>2. https://www.pronaturaleza.org/strategic-lines.html</p>	0
Gender program, project, or activities? (should reflect gender targeting)	https://www.pronaturaleza.org/projects.html	0
Gender focal point or staff? (should reflect organizational capacity)	https://www.pronaturaleza.org/team.html	0
Women’s organization(s) as a partner? (should reflect women’s participation)	https://www.pronaturaleza.org/donors-and-partners.html	0
Total score		0

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Rainforest Alliance - AFi

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	1. Gender equality guidance (for Certificate Holders) https://www.rainforest-alliance.org/wp-content/uploads/2020/12/guidance-f-gender-equality.pdf	2
Gender program, project, or activities? (should reflect gender targeting)	1. 2020 Certification Program: Gender Equality https://www.rainforest-alliance.org/wp-content/uploads/2020/07/2020-program-gender-equality.pdf 2. 2020 Sustainable Agriculture Standard: Testing the assess-and-address system with pilots in Ethiopia, Malawi, and Ghana - includes gender equality requirements https://www.rainforest-alliance.org/business/certification/piloting-our-2020-sustainable-agriculture-standard-how-our-assess-and-address-approach-is-tackling-human-rights-issues/ 3. Gender is in the "human rights" issue https://www.rainforest-alliance.org/issues/human-rights/	1
Gender focal point or staff? (should reflect organizational capacity)	https://www.rainforest-alliance.org/leadership/	0
Women's organization(s) as a partner? (should reflect women's participation)	https://www.rainforest-alliance.org/approach/?_ga=2.50954030.601014807.1663594421-25220693.1662968027&_gac=1.81027685.1662968109.CjwKCAjwsfuYBhAZEi-wA5a6CDOisyFwiXXktmYeh1hothK9e1PYZtJdZCK66oCsxIZQo-gZEL-nukSRoCiS8QAvD_BwE&_gl=1*u1m5uf*_gcl_aw*R0NMLjE2Njl5N-jgxMDkuQ2p3S0NBandzZnVZQmhBWkVpd0E1YTZDRE9pc3IG-d2IYWGt0bVllaDFob3RoSziIMVBZWnRKZFpDSzY2b0NzeElaU-W8tZ1pFTG51a1NSb0NpUzhRQXZEX0J3RQ..	0
Total score		3

Rainforest Foundation Norway (Regnskogfondet)

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	Gender Policy https://d5i6is0eze552.cloudfront.net/documents/Styringsdokumenter/RFN-Gender-Policy.pdf?mtime=20180226134116	2
Gender program, project, or activities? (should reflect gender targeting)	1. https://www.regnskog.no/en/what-we-do/how-we-achieve-political-change 2. https://www.regnskog.no/en/what-we-do/how-we-work-on-the-ground 3. https://www.regnskog.no/en/what-we-do/central-africa 4. https://www.regnskog.no/en/what-we-do/the-amazon 5. https://www.regnskog.no/en/what-we-do/southeast-asia-and-occeania	0
Gender focal point or staff? (should reflect organizational capacity)	https://www.regnskog.no/en/staff	0
Women's organization(s) as a partner? (should reflect women's participation)	https://www.regnskog.no/en/what-we-do/our-impact	0
Total score		2

Rainforest Foundation US

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	https://rainforestfoundation.org/about/mission-history/	0
Gender program, project, or activities? (should reflect gender targeting)	https://rainforestfoundation.org/our-work/priorities/	0
Gender focal point or staff? (should reflect organizational capacity)	https://rainforestfoundation.org/about/team/	0
Women's organization(s) as a partner? (should reflect women's participation)	https://rainforestfoundation.org/about/partners/	0
Total score		0

Pro-Indian Commission of Acre (Comissão Pró-Índio do Acre)

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	https://cpiacre.org.br/quem-somos/	0
Gender program, project, or activities? (should reflect gender targeting)	1. See “programas” and “projectos e iniciativas” - nothing is gender-integrated or -targeted https://cpiacre.org.br/ 2. Indigenous Women on the Move podcast https://cpiacre.org.br/?s=podcast+mulheres+ind%C3%ADgenas+em+movimento - not systematic	1
Gender focal point or staff? (should reflect organizational capacity)	https://cpiacre.org.br/equipe-e-consultores/	0
Women's organization(s) as a partner? (should reflect women's participation)	Association of Kaxinawa Women Artisans Producers of Tarauacá and Jordão (APAMINKTAJ) https://cpiacre.org.br/parceiros-e-apoios/	1
Total score		2

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Society, Population and Nature Institute (Instituto Sociedade, População e Natureza, or ISPN)

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	1. Code of Ethics: Corporate Posture: Support initiatives for the access and permanence of women... in the field of sustainable development; Personal posture: Talk about issues related to gender, listen and empathize with those who are victims of inequalities – especially women; Service delivery attitude: Respect people of all races, genders; Be an example of respect for the rights of women; Always seek to be informed about policies to promote gender equality in your work environment https://ispn.org.br/site/wp-content/uploads/2022/01/Codigo-de-Etica-e-Conduca-ISP-ISP-ISP_Fev_2022.pdf 2. Policy for the Protection of Vulnerable Persons: “Respect all people equally, without any distinction of... sex, religion... gender identity” https://ispn.org.br/site/wp-content/uploads/2021/11/Politica-de-Protecao-de-Pessoas-em-Situacao-de-Vulnerabilidade.pdf	1
Gender program, project, or activities? (should reflect gender targeting)	Maranhão Program - contributes to discussions on agroecology, ethnodevelopment, institutional development, gender and health regulation for the insertion of sociobiodiversity products - not gender-targeted https://ispn.org.br/programas/programa-maranhao/	1
Gender focal point or staff? (should reflect organizational capacity)	N/A	0
Women's organization(s) as a partner? (should reflect women's participation)	Articulation of Indigenous Women of Maranhão (Amima) https://ispn.org.br/programas/programa-povos-indigenas/	1
Total score		3

Samdhana Institute

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	Our values: “Diversity and Inclusivity: Ensuring no one is left behind or discriminated against because of... gender” https://www.samdhana.org/about-us#vision-mission	1
Gender program, project, or activities? (should reflect gender targeting)	1. Social Equality is a thematic area https://www.samdhana.org/about-us#thematic-areas 2. Project: Increasing Tagbanwa Women and Youth Capacity in Traditional Foods Conservation https://www.samdhana.org/node/943	2
Gender focal point or staff? (should reflect organizational capacity)	Head of Capacity Development is also the gender focal point (information obtained via interview) https://www.samdhana.org/about-us/staff	1
Women's organization(s) as a partner? (should reflect women's participation)	Perempuan AMAN https://www.samdhana.org/node/965	1
Total score		5

Stockholm Environmental Institute (SEI)

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	Equity, Gender and Diversity Plan includes programmatic work (“Integration of Gender Equality, Social Equity and Poverty (GESEP) into research”) https://www.sei.org/wp-content/uploads/2022/07/sei-hq-equity-gender-and-diversity-plan-2022-2023.pdf	2
Gender program, project, or activities? (should reflect gender targeting)	Initiative on Gender Equality, Social Equity and Poverty https://www.sei.org/projects-and-tools/projects/sei-initiative-on-gender-equality-social-equity-and-poverty/	2
Gender focal point or staff? (should reflect organizational capacity)	https://www.sei.org/people/?keyword=gender#listing	1
Women’s organization(s) as a partner? (should reflect women’s participation)	https://www.sei.org/wp-content/uploads/2022/05/seij9390-annual-report-2021-220506-web.pdf	0
Total score		5

TRAFFIC International

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	<ol style="list-style-type: none"> https://www.traffic.org/about-us/our-mission/ https://www.traffic.org/about-us/our-conservation-strategy/ https://www.traffic.org/site/assets/files/14637/traffic_environmental_sustainability_policy_-_final.pdf https://www.traffic.org/site/assets/files/14637/traffic_safeguarding_statement.pdf 	0
Gender program, project, or activities? (should reflect gender targeting)	Gender empowerment, legality frameworks, and species identification on the agenda at the ITTO Council https://www.traffic.org/news/gender-empowerment-legality-frameworks-and-species-identification-on-the-agenda-at-the-itto-council/ - not systematic	1
Gender focal point or staff? (should reflect organizational capacity)	https://www.traffic.org/about-us/our-staff/	0
Women’s organization(s) as a partner? (should reflect women’s participation)	https://www.traffic.org/about-us/collaborators/	0
Total score		1

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Transport and Environment

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	1. https://www.transportenvironment.org/about-us/ 2. https://www.transportenvironment.org/wp-content/uploads/2022/03/06-TE-AR21.pdf	0
Gender program, project, or activities? (should reflect gender targeting)	https://www.transportenvironment.org/challenges/	0
Gender focal point or staff? (should reflect organizational capacity)	https://www.transportenvironment.org/about-us/te-staff-and-board/	0
Women's organization(s) as a partner? (should reflect women's participation)	1. https://www.transportenvironment.org/about-us/supporters/ 2. https://www.transportenvironment.org/about-us/members/	0
Total score		0

Wildlife Conservation Society

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	Non-discrimination policy & notice: "WCS values diversity and prohibits discrimination on the basis of... sex. The WCS community is committed to ensuring that no one... is excluded or discriminated against in WCS's programs and activities https://www.wcs.org/legal/nondiscrimination-notice	1
Gender program, project, or activities? (should reflect gender targeting)	1. Women in Fisheries Forum (Belize program) https://www.pbs.org/wnet/nature/blog/womens-history-belize/ 2. Gender Equity and Social Inclusion Analysis for Coastal Fisheries (Guide from Fiji program) https://programs.wcs.org/Resources/Publications/Publications-Search-ll/ctl/view/mid/13340/pubid/DMX4030400000.aspx ; also see page 42 https://c532f75abb9c1c021b8c-e46e473f8aadb72cf2a8ea-564b4e6a76.ssl.cf5.rackcdn.com/2021/10/04/15z42n0d9g_WCS_Impact_Report_2021_FNL_linked_WEB.pdf	1
Gender focal point or staff? (should reflect organizational capacity)	https://www.wcs.org/about-us/management	0
Women's organization(s) as a partner? (should reflect women's participation)	Association of Waorani Women of Ecuador https://www.wcs.org/about-us/partners	1
Total score		3

World Resources Institute (WRI)

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	Strategic Plan 2018-2022: We will increase our focus on... gender and social equity http://wriorg.s3.amazonaws.com/s3fs-public/uploads/wri-strategic-plan-2018-22.pdf	1
Gender program, project, or activities? (should reflect gender targeting)	Gender project is part of Center for Equity https://www.wri.org/equitable-development/gender	2
Gender focal point or staff? (should reflect organizational capacity)	https://www.wri.org/about/experts-staff?search_api_fulltext=gender	1
Women's organization(s) as a partner? (should reflect women's participation)	Search for "partner" http://wriorg.s3.amazonaws.com/s3fs-public/uploads/wri-strategic-plan-2018-22.pdf	0
Total score		4

World Wildlife Fund (WWF) Norway

Question	Links	Score
Gender requirement or policy? (should reflect gender mainstreaming)	Global Network Policy: Gender Policy Statement https://files.worldwildlife.org/wwfmsprod/files/Publication/file/58g7i9mk5k_9_WWF_Gender_Policy.pdf?_ga=2.42010661.1601798938.1662992734-1588508011.1662623224	2
Gender program, project, or activities? (should reflect gender targeting)	1. Women and girls initiatives as part of “People and Communities” section https://www.worldwildlife.org/initiatives/women-and-girls 2. Hariyo Ban (project in Nepal) focuses on gender https://www.worldwildlife.org/projects/hariyo-ban-mitigating-and-adapting-to-climate-change-in-nepal	2
Gender focal point or staff? (should reflect organizational capacity)	https://www.worldwildlife.org/experts/nathalie-simoneau	1
Women’s organization(s) as a partner? (should reflect women’s participation)	CARE https://www.worldwildlife.org/partnership-categories/partnerships-for-people	1
Total score		6

Total	32	33	9	11	85
Percentage	out of 78 possible points 41.01%	out of 78 possible points 42.31%	out of 39 possible points 23.08%	out of 39 possible points 28.21%	out of 234 possible points 36.33%



2b. Calculation of scores per thematic area

Thematic area	Level							Total	Percentage
	6	5	4	3	2	1	0		
Deforestation-free supply chains and financial markets	0	10	4	3	2	1	0	20 out of 54 possible points	37.04%
	0 organizations x 6 points	2 organizations x 5 points	1 organization x 4 points	1 organization x 3 points	1 organization x 2 points	1 organization x 1 point	3 organizations x 0 points		
Indigenous peoples, local communities and environmental defenders	12	10	4	3	4	2	0	35 out of 78 possible points	44.87%
	2 organizations x 6 points	2 organizations x 5 points	1 organization x 4 points	1 organization x 3 points	2 organizations x 2 points	2 organizations x 1 point	3 organizations x 0 points		
Mobilising ambition and support for forest friendly policies	6	0	8	3	2	3	0	22 out of 60 possible points	36.67%
	1 organization x 6 points	0 organizations x 5 points	2 organizations x 4 points	1 organization x 3 points	1 organization x 2 points	3 organizations x 1 point	2 organizations x 0 points		
Reduced forest crime and improved forest monitoring	0	0	4	3	2	3	0	12 out of 48 possible points	25.00%
	0 organizations x 6 points	0 organizations x 5 points	1 organization x 4 points	1 organization x 3 points	1 organization x 2 points	3 organizations x 1 point	2 organizations x 0 points		

2c. Calculation of scores per headquarters location

Region	Level							Total	Percentage
	6	5	4	3	2	1	0		
Global North	12	15	16	6	8	5	0	62 out of 156 possible points	39.74%
	2 organizations x 6 points	3 organizations x 5 points	4 organizations x 4 points	2 organizations x 3 points	4 organizations x 2 points	5 organizations x 1 point	6 organizations x 0 points		
Global South	6	5	0	6	2	4	0	23 out of 78 possible points	29.49%
	1 organization x 6 points	1 organization x 5 points	0 organizations x 4 points	2 organizations x 3 points	1 organization x 2 points	4 organizations x 1 point	4 organizations x 0 points		

Footnotes

1. <https://www.regjeringen.no/contentassets/217f38f99edf45c498befc04b7ef1f7e/en-gb/pdfs/stm201620170024000engpdfs.pdf>
2. <https://undocs.org/en/A/RES/70/1>
3. <https://www.nicfi.no/>
4. REDD+ stands for “reducing emissions from deforestation and forest degradation and the role of conservation, sustainable management of forests and enhancement of forest carbon stocks in developing countries” and is a mitigation measure under the UNFCCC.
5. <https://www.fao.org/redd/en/>
6. <https://d3jkgmi357tqm.cloudfront.net/1504461734/ser-vi-ikke-kvinner-for-bare-trar-web.pdf>
7. <https://www.unwomen.org/en/csw/csw66-2022>
8. <https://unfccc.int/resource/docs/2010/cop16/eng/07a01.pdf#page=2>
9. <https://unfccc.int/resource/docs/2013/cop19/eng/10a01.pdf#page=24>
10. Cancun Agreements, para. 7.
11. Warsaw Framework, para. 130.
12. <https://www.unredd.net/knowledge/redd-plus-technical-issues/multiple-benefits.html>
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19. <https://www.oecd.org/environment/cc/Making-Climate-Finance-Work-for-Women.pdf>
20. https://unfccc.int/sites/default/files/resource/cp2019_13a01_adv.pdf
21. Lima Work Programme on Gender and its GAP, para. 2-8.
22. <https://documents-dds-ny.un.org/doc/UNDOC/GEN/G21/289/50/PDF/G2128950.pdf?OpenElement>
23. https://digitallibrary.un.org/record/3982508/files/A_76_L.75-EN.pdf?ln=en
24. <https://www.ohchr.org/sites/default/files/Documents/ProfessionalInterest/cedaw.pdf>
25. CEDAW, art. 14(1)-(2).
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27. CEDAW General recommendation No. 34, para. 54, 59, 78(d).
28. https://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/1_Global/CEDAW_C_GC_37_8642_E.pdf
29. CEDAW General recommendation No. 37, para. 26(a)-(c), 39-78.
30. <https://www.ohchr.org/sites/default/files/cescr.pdf>
31. ICESCR, art. 2(1).
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42. <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N21/186/22/PDF/N2118622.pdf?OpenElement>
43. UN Women Strategic plan, para. 44, 52-53.
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46. CSW66 Agreed conclusions, para 62.
47. <https://www.oecd-ilibrary.org/sites/4b6f3c09-en/index.html?itemId=/content/component/4b6f3c09-en>
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57. Norad Quality assessment, p. 39-40.
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IF A TREE FALLS IN A FOREST, ARE THE WOMEN INSIDE HEARD?

A follow-up gender equality review
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forestry policies and activities

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