

## Gender-relevant considerations for developing REDD+ indicators

### Lessons learned for Indonesia

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#### Key messages

- Despite the promising benefits that reduce emissions from deforestation and forest degradation, and foster conservation, sustainable management of forests, and enhancement of forest carbon stocks (REDD+) offers through incentives to conserve forests and/or change behavior, it also risks excluding women, exacerbating gender inequalities and restricting women's access to decision-making and benefit-distribution processes.
- Efforts to mainstream gender in REDD+ in Indonesia are underway. But these remain scattered, fragmented and concentrated at the national level. The Ministry of Environment and Forestry (MoEF) with support from the Ministry of Women's Empowerment and Child Protection (MWECP) have a pivotal role to play in providing a clear and accessible platform for streamlining these initiatives, and building on synergies with ongoing efforts in other sectors.
- Lessons from CIFOR's assessment of existing efforts to mainstream gender in REDD+ and review of broader research on gender and forests, point to the importance of focusing on both national and subnational levels. A balance must be made between promoting gender equality at all levels whilst designing and implementing measures that are flexible and reflect local-level realities.
- Recommendations for promoting gender equality in REDD+ include: mainstreaming gender across REDD+ agencies; fostering gender equitable participation in free prior and informed consent; and developing gender-inclusive action plans that are evidence based and developed in consultation with key stakeholders.

#### Introduction

Despite the promising benefits that REDD+ offers through the introduction of financial incentives to conserve forests and/or change deforestation or forest degradation behavior, there is an emergent concern globally and in Indonesia that REDD+ will exclude and disempower women as a group. This includes women from forest-dependent communities and women from other important stakeholder groups (such as government, the private sector and civil society organizations) whose actions may determine the fate of forests. By excluding women, REDD+ cannot only undermine women's human rights to have a say in decisions that affect their lives and livelihoods, but also reinforce existing societal and institutional structures that marginalize women. REDD+ could further disadvantage forest-dependent women by limiting access to and entitlements over resources that they were previously

dependent on, increasing their workload, and restricting their access to direct benefits that accrue from REDD+ (Westholm and Arrora-Jonson 2015; Asher and Sijapati Basnett 2016; Bee and Sijapati Basnett 2016). Excluding and/or disempowering women is a concern in its own right but this may also undermine the sustainability of REDD+ and jeopardize the multiple objectives that REDD+ seeks to realize (equity, efficiency and effectiveness).

Such gendered risks are of particular concern in Indonesia as the forestry sector has historically been male dominated, with women playing a marginal role in forestry institutions, and policies and actions being largely gender blind (Setyawati 2012; Marcoes 2015). Social norms, cultural attitudes and religious interpretations serve to systematically disadvantage women over men in many forested landscapes in the country (William-de Vries and Sutarti 2006; Colfer and Minarchek 2013; Colfer et al. 2015). REDD+ as a new program in Indonesia's forestry sector is therefore prone to excluding women and exacerbating gender inequalities when introduced within potentially unequal gender dynamics at the local level (Gurung et al. 2010; Wornell et al. 2015).

Driven by a firm commitment to ensure that REDD+ not only does no harm to women but also benefits women

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and men equally, a wide range of actors involved in REDD+ policy making are actively designing, advocating and/or implementing measures to 'mainstream gender' in REDD+. 'Gender mainstreaming' refers to the process of assessing the implications of any REDD+ planned policies, programs and actions for women and men of forest-dependent communities, in all areas and at all levels (UN-REDD 2013). However, these initiatives remain scattered and fragmented. Furthermore, many of these initiatives are generic and lack recognition of the diversity of gender dynamics and women's evolving position in Indonesia as well as the challenges of translating national-level priorities at the local level.

In Indonesia, the Gender Task Force of MoEF with support from MWECP<sup>1</sup> is well placed to facilitate results-oriented gender mainstreaming by streamlining existing efforts, scaling up good practices for better results, and coordinating and aligning actions in REDD+ with Indonesia's broader commitments to promote gender equality and women's empowerment at the national and global levels. The 2000 Presidential Instruction No. 9 mandates MoEF to take the lead in mainstreaming gender in REDD+, with MWECP responsible for facilitating this process.

This infobrief serves to inform the ongoing efforts of MWECP and the MoEF Gender Task Force to develop gender mainstreaming indicators for REDD+ and ensure that REDD+ promotes gender equality. It highlights the importance of

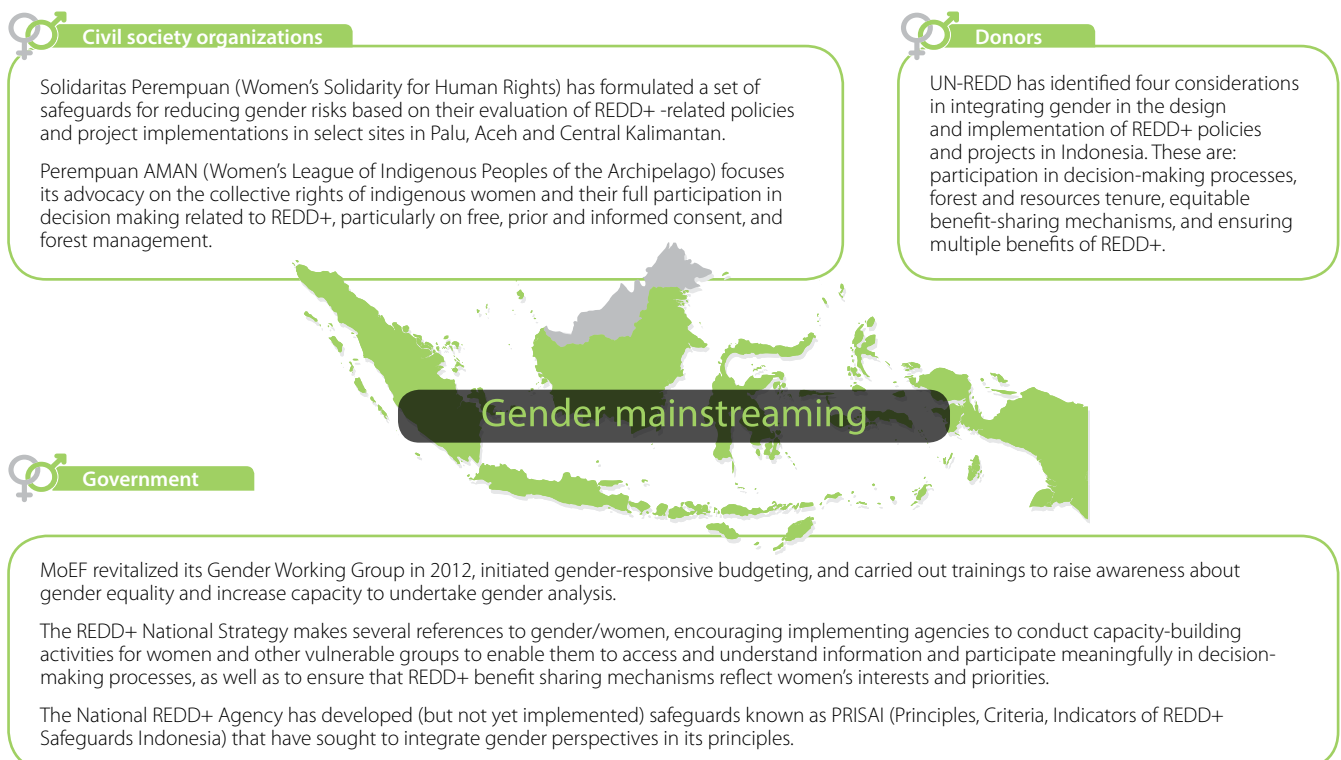
focusing on both the subnational and national levels to ensure that gender-mainstreaming efforts yield inclusive results on the ground. Through an assessment of existing gender mainstreaming initiatives for REDD+ in Indonesia as well lessons from a rich body of research on gender and forestry in Indonesia and globally, the infobrief lastly makes recommendations for developing actions and indicators for monitoring, evaluating, learning and improving as well as for promoting gender-inclusive REDD+ safeguards and accountability mechanisms more broadly.

## REDD+ gender mainstreaming efforts at a glance

To mitigate the major risks associated with REDD+ and to abide by commitments to promote gender equality and women's empowerment, some of the key REDD+ actors in Indonesia are actively developing and implementing measures to mainstream gender in REDD+. Figure 1 provides an overview of some of the leading initiatives by three actor groups – the Indonesian Government, donors and civil society organizations.

As shown in Figure 1, each of these actors is making distinct contributions to mainstream gender into REDD+ based on its mandate and authority level. MoEF is developing policy and safeguard documents that have gender as a cross-cutting component (National REDD+ Agency 2012). Donors such as UN-REDD are publishing studies and recommending measures for mainstreaming gender in REDD+ (e.g. UN-REDD 2012). Civil society organizations such as Solidaritas Perempuan and Perempuan AMAN are prioritizing the

1 Presidential Instruction No. 9/2000 states that MWECP is the lead government agency in Indonesia in mainstreaming gender across sectors and multi-level governance throughout the development process of policies and programs.



Source: Down to Earth 2012; UNREDD Programme 2012; Satgas REDD 2012; Wardarina et al. 2013; Yuliana 2014

**Figure 1. Gender mainstreaming efforts in Indonesia.**

mitigation of gendered risks during REDD+ implementation. Many of these initiatives and recommendations were not developed at the national level only but also included gender analyses at the local level. For example, the UN-REDD+ document, *Integrating gender into REDD+ safeguards implementation in Indonesia*, is based on a pilot project in Central Sulawesi (UN-REDD 2012), and Solidaritas Perempuan's evaluation is based on a demonstration area in Aceh, and three out of seven Forest Carbon Partnership Facility project sites in Kalimantan and Sulawesi (UN-REDD 2012). However, given the diverse nature of gender relations in Indonesia, initiatives and recommendations are still based on a selective assessment of potential gendered risks, which may not represent the whole country. Furthermore, most of them focus on national policy processes and insufficiently on translating policies into actions and impacts at the implementation level.

In comparison to these initiatives, PRISAI, as a jurisdictional and project-based safeguard for REDD+ in Indonesia, and has the potential to bridge the divide between policy and implementation. However, gender is only mentioned once in the context of its principle related to "full and effective participation of relevant stakeholders with attention to gender" (UN-REDD 2012, 19). Yet for other PRISAI principles, such as the one related to REDD+ benefit sharing, gender and women are not mentioned at all.

In this context, MoEF and MWECP have a pivotal role to play in providing a clear and coherent platform for streamlining these initiatives, and by building on synergies with ongoing efforts in other sectors. Mandating these agencies to play such a role is more sustainable than relying on projects and programs with short-term horizons and/or defined geographic reach and mandate. Furthermore, as the lead agency responsible for reporting on Indonesia's global and national level commitments (e.g. the 5<sup>th</sup> Sustainable Development Goal on gender equality and women's empowerment, the Convention on the Elimination of Discrimination Against Women, the Beijing Platform for Action, and other national priorities), MWECP is well placed to help ensure that gender mainstreaming in REDD+ is results oriented (i.e. safeguards women's rights and promotes gender equality at the local level) and contributes to the broader gender and development goals of the Government of Indonesia.

## Bridging the divide between national and subnational levels

An extensive analysis of 388 Indonesia-related REDD+ documents produced by intergovernmental agencies, national/subnational agencies, international NGOs and businesses found that only 83 mentioned gender. Of those, very few included gender mainstreaming principles to a level that could be considered integrated and substantive (Tickamyer et al. 2014; Wornell et al. 2015). Many mentions of gender only referred to demographics or statistics alone and/or were superficial. There was typically an acknowledgment of why gender should be considered and/or the importance of gender inclusion, but gave few details on how it has been integrated into policy or projects at national and subnational levels.

Even in the 83 documents where gender is mentioned, there is little recognition of women's role as important stakeholders, users of the forests and important members of their community. Women are often viewed as belonging to the 'marginalized peoples' category. Yet women as a group are not uniformly marginalized nor are women's interests always in tandem with the goals of forest conservation. For example, a recent study on gender and oil palm conversion in Jambi, Indonesia, used social role playing games to decipher women's and men's preferences for land-use change. The study found that women were more likely to opt to convert public and private land to oil palm whereas their male counterparts were more conservation oriented (Villamor et al. 2014). As such, excluding women (and half the target group) from REDD+ decision-making forums in such instances would only serve to undermine the effectiveness of REDD+ as a way of reducing deforestation and forest degradation by altering the perceptions and behavior of local stakeholders.

CIFOR's research in gender and forestry in Indonesia and globally points to the importance of targeting gender mainstreaming efforts at both national and subnational levels. The reviewed evidence highlights that gender-related risks are present at all levels, spanning the national and subnational continuum (see Table 1). Many of the current gender mainstreaming initiatives have emphasized national-level measures and solutions in the absence of subnational-level efforts. Gender-related risks are particularly important to consider at the subnational level where REDD+ has a direct impact on the lives of women and men, and the environment in which they reside.

At the national level, a number of critical policies and legislations in Indonesia continue to be gender blind and/or gender regressive with subsequent implications for REDD+ outcomes at the local level. One example is the Indonesian Regulation on Land Tenure (UU PA No. 5/1960), which makes no mention of women's rights to own property as joint or individual owners. This has served to legitimize the registration of the majority of land under the name of the head of the household – usually a man – and has undermined women's rights and their entitlements in relation to land in customary systems. A number of studies have documented how gender-equitable practices defining access and control over land among the Dayak Kenyah in East Kalimantan or the Minangkabau in West Sumatra are being undermined as national policies are articulated at the local level and decision-making gets routed through male community leaders and household heads (Colfer 2008; Resurreccion and Elmhirst 2012; Colfer et al. 2015). Such gender blind policies at the national level have had a number of ripple effects at the subnational level, including invitation to attend public meetings related to REDD+ and the distribution of compensation and direct benefits to registered land owners only.

Gender progressive policies and reforms at the national level – where they exist, that is – have yet to translate into substantive changes in the lives of women and men. Table 2 illustrates some of the disjuncture between gender progressive policies and ground-level realities.

Working closely at the subnational level to bridge the divide between implementation and policy is all the more important given the highly decentralized state of Indonesia. Recent changes in local government law (i.e. Law No. 23/2014) has

**Table 1. Gender-related risks in REDD+ at national and subnational levels.**

National Level	Subnational Level
<p><b>Gender risks during REDD+ policy making processes:</b></p> <p>Women are not recognized as full and valuable members of society, or as stakeholders in forest management and REDD+ initiatives.</p> <ul style="list-style-type: none"> <li>• The REDD+-related policies/schemes do not adequately consider whether its objective falls within the continuum of 'gender blind', 'gender aware' and 'gender transformative'.<sup>a</sup></li> <li>• Forest-dependent women and their representatives are often excluded during public consultation. If there are women's representatives, they do not represent the diversity of interests among women and/or only represent elite women's interests.</li> <li>• Gender analysis/assessment with gender disaggregated data on forest use, knowledge, access, and relative dependence on forests for livelihoods are rarely collected and used to inform policy design and implementation.</li> <li>• How REDD+ actors can impinge on gender equality is poorly understood, as are the ways in which gendered dynamics in forest access and use are influenced by opportunities and constraints at multiple levels from intra-household to meso-and macro-levels (see Colfer and Minarchek 2013).</li> </ul>	<p><b>Gender risks during REDD+ project implementation:</b></p> <ul style="list-style-type: none"> <li>• There is a lack of cross-sectoral coordination between REDD+ agencies and bodies responsible for gender mainstreaming.</li> <li>• Gender-sensitive policies are poorly implemented at the field level due to lack of political commitment, capacity constraints and inability to reach out to women's organizations, influence community leaders, etc.</li> <li>• Women are excluded from decision making related to REDD+ implementation such as free, prior and informed consent, and from decisions about benefit-sharing/distribution arrangements.</li> <li>• Women's pre-existing rights to land and forest resources are constrained due to REDD+.</li> <li>• Women have limited access to benefits accruing from REDD+ because of insecure land and property rights.</li> <li>• Women are excluded from the direct and indirect benefits associated with REDD+.</li> <li>• Women's non-monetary contributions toward forest conservation increases. Women experience an increase in work burden because of their husbands' involvement in REDD+ activities, creating an added burden on women's time in men's absence.</li> </ul>

Source: adapted from Setyowati 2012; UN-REDD 2013; Quesada-Aguilar et al. 2013

Note:

a 'Gender blind' does not consider inequalities between women and men; 'gender aware' seeks to bring economic and welfare benefits to women and families but does not seek to change the status quo; 'gender transformative' is focused on challenging entrenched gender inequalities and structures (Kabeer 2010). This infobrief uses 'gender inclusive' to signify a combination of aware and transformative as we are of the view that REDD+ cannot be judged on the basis of whether it was able to bring about change that was outside of its sphere of influence. REDD+ programs that only seek to 'do no harm' to women are not gender inclusive if they do not simultaneously strive to safeguard women's rights and expand women's opportunities.

altered decision-making and resource mobilization authority from the district level back to the province and national levels, particularly for land use and forestry sector permit issuance. At the same time, the law also gives large degrees of autonomy to villages to direct their economic development, including decisions related to forest use within the village area. Furthermore, REDD+ implementation is moving toward a jurisdictional, nested approach, which has elevated the importance of the subnational level.

Indonesia encompasses a huge array of social norms, traditions and cultures across its regions with varying implications for gender relations for households, communities and beyond. Scholars have documented both gender egalitarian and unequal norms and practices in division of labor, decision making and resource allocation processes (Li 1998; Elmhirst 2002; Wiliam-de Vries and Sutarti 2006; Colfer and Minarchek 2013; Colfer et al. 2015). Hence, gender-responsive REDD+ actions must be cognizant of gender relations and inequalities at the local level instead of imposing predetermined policies and actions that have been developed at the national level.

At the same time, it is important to recognize that persistent inequalities at the national level cannot be ignored.

According to the United Nations Development Program's *Human Development Report* for 2015, Indonesia has a gender inequality index value of 0.494, ranking it 110 out of 155

countries in the 2014 index. Only 17.1% of parliamentary seats are held by women and female participation in the labor market is 51.4% compared with 84.2% for men. Women's low participation in formal employment is symptomatic of deep-rooted inequalities in employment opportunities, and although any political structure should represent the diversity of its population, Indonesia's clearly does not represent half of its population (women) adequately. Representation is critical for recognition of women's rights and redistribution of entitlements and benefits bestowed to citizens.

In summary, any effort to mainstream gender in REDD+ needs to strike a delicate balance between prioritizing gender equality at the national level whilst adopting flexibility and context specificity in implementation at the subnational level. This is to ensure that measures reflect local realities and empower both women and men from local communities to play an active role in developing, implementing, monitoring and learning from gender-inclusive actions. Having a minimum set of indicators at the national level with the flexibility to expand and add new indicators at the subnational level could be one way to achieve this.

**Table 2. Examples of disjuncture between gender-sensitive policy and its implementation.**

Policy (national level)	Gap between policy and implementation (subnational level)
<p>National Long Term Development Plans of Indonesia (RPJPN, 2005–2025) “stipulates that gender equality is to be ensured in order to enhance the role of women in various development fields by placing priority on enhancing women’s quality of life... women’s concerns are taken into consideration in the course of the national development planning process by stipulating that women’s groups are to be represented in the Development Planning Deliberation processes (Musyawarah Perencanaan Pembangunan or Musrenbang) at village, sub-district, and district/city levels and that their inputs are carried through for consideration at the proceedings of the provincial and national level development planning deliberations.”</p>	<p>A study conducted by HuMa<sup>a</sup> (Dewi and Widiyanto 2013) in Mantangai Hulu and Katunjung, Central Kalimantan, found that women are not invited to attend village-wide consultation meetings and hence, are unaware of REDD+ implementation. There was a strong preference toward only involving men in the project because of the perception that women lack knowledge and their involvement would hinder or delay the project implementation.</p> <p>Similarly, a study conducted in Jalin, Aceh – one of Indonesia’s REDD+ pilot project areas – found that access to information is differentiated by gender (Setyowati 2014). The study did not find any woman in the village who had heard of REDD+, while men were more likely to know about it..</p>
<p>Article 5 of Law No. 13/2003 on labor states “every person available for a job shall have the same opportunity to get a job without discrimination.” The provisions of Article 5 opened up opportunities for women to enter all sectors of employment, with a note that she was willing and able to do the job. Furthermore, Article 6 states “every worker / laborer is entitled to equal treatment without discrimination from employers.”</p>	<p>A study on the furniture industry in Jepara, one of the leading employers within the forestry sector) found that women were paid 50% less than men while working the same hours (Irawati and Purnomo 2012). In addition female workers were concentrated in the warehouses and there were limited opportunities for them to secure employment in more lucrative nodes of the value chain.</p>

Note:

a HuMa (Community and Ecological Based Society for Law Reform) is an NGO focusing its work on law reform and natural resources.

## Key considerations for gender-responsive actions, monitoring and learning

In this final section the infobrief outlines three key recommendations for the development of gender-responsive actions and indicators for promoting gender-inclusive REDD+ safeguards and accountability mechanisms as well as developing indicators for monitoring, evaluation and adaptive learning. These recommendations include (1) investment in results-oriented gender mainstreaming, (2) gender-responsive free, prior and informed consent (FPIC) and (3) the development, monitoring and evaluating of gender action plans.

### Investment in results-oriented gender mainstreaming

To ensure that REDD+ results in women’s rights being safeguarded and the benefits of REDD+ equally distributed between women and men, it is critical for all the key actors involved in REDD+ policy-making, implementation and advocacy to get their ‘houses in order.’ This requires: ensuring that everyone understands and appreciates the importance of prioritizing gender equality in REDD+; investing in recruiting gender experts and enhancing overall gender capacity within and across agencies working on REDD+; dedicating adequate financial resources to gender mainstreaming; and ensuring leadership and accountability.

This necessitates investing in developing a firm commitment to promoting gender equality in REDD+ across actors and levels. This is a question of fairness, as equal opportunities and equal recognition should be guaranteed to all. But gender equality also makes sense for ensuring the efficacy and effectiveness of REDD+. Wornell et al. (2015) and Tickamyer et al. (2014) show that current understanding and commitment toward gender equality remain low among stakeholders involved in REDD+. Moreover, the structures that constrain women’s capabilities and agency are still in place. Even among those actors that acknowledge the relevance of gender mainstreaming, gender is addressed “like an afterthought rather than integrated into the discussion about how benefits and incentives will be distributed in Indonesia’s various REDD+ project sites” (Wornell et al. 2015: p165).

Investing in recruiting gender experts and enhancing the capacity of all staff to integrate gender is critical. RECOFTC’s – The Center for People and Forests – recent assessment of gender mainstreaming in forestry policies across the Asia Pacific region found there is limited technical expertise on gender, including gender analysis, within forestry institutions. This remains a key challenge in designing and implementing gender strategies and action plans (RECOFTC 2015). One way of addressing this is by offering standardized training and guidelines across actors and levels (national to subnational) whilst ensuring that decision makers, implementers and watchdogs are empowered to make adjustments and to use their discretion as per local-level realities and conditions.

An integral marker of political commitment to gender mainstreaming is the allocation of an adequate budget, particularly for efforts at the subnational levels. In most cases,

as gender mainstreaming is often mentioned as a cross-cutting issue, no specific budget is allocated to it (Elson and Sharp 2010). It is recommended that at least 10% of an overall budget be allocated for: recruitment of gender experts; training, collection and analysis of sex-disaggregated data (on potential costs and benefits of REDD+ implementation to women and men); developing and implementing gender-responsive actions; and monitoring, evaluation and constant learning.

Finally, getting 'houses in order' also requires leadership and accountability at the top to make sure that commitments to promoting gender equality are followed through in practice.

## Gender-responsive free, prior and informed consent

There is considerable movement at the national and global levels to ensure that REDD+ implementation strictly follows principles of FPIC. The main features of FPIC are that local community decisions are based on sufficient and advanced knowledge about the potential benefits, costs and trade-offs associated with REDD+, and that the community has the right to give or withhold its consent to proposed projects that affect the lands that they customarily own, occupy or otherwise manage (FPP n.d.). However, current discussions about FPIC in REDD+ are insufficiently gender-responsive (Wornell et al. 2015). CIFOR's global comparative study on REDD+ found that women in REDD+ pilot sites were, on average, far less aware of REDD+ than their male counterparts (Larson et al. 2015). Effective implementation of FPIC is a recurrent challenge both in Indonesia and globally (Mahanty and McDermott 2013). From a gender perspective, this challenge remains as FPIC forums tend to follow cultural norms and practices that predefine who attends, who speaks and what is discussed in such events. The broader gender and forestry literatures (Agarwal 2001; Kusumanto et al. 2005; William-de Vries 2006; Adnan et al. 2008; Coleman and Mwangi 2013) offer the following lessons for designing, monitoring and evaluating gender-responsive FPIC for REDD+:

- Depending on the gendered contexts, consider whether FPIC platforms need to be conducted separately with women and men, or with mixed-gender groups.
- Women-only meetings might be an effective way of consulting women directly but can also be prone to excluding marginalized women if not conducted inclusively.
- In mixed-gender consultative meetings, women are more likely to speak up and represent women's interests if they constitute a critical mass (Agarwal 2014). Hence, FPIC platforms need to ensure that at least 30% of total participants are women.
- Given the diversity of interests and priorities among women, it is important to ensure that there is representation of women from different social groups (proportional to their population size) to ensure contextual fairness of FPIC.
- FPIC decision-making platforms such as village-wide consultative meetings need to be held at a time and venue that is convenient for women participants.

- Women's formal and informal organizations can be leveraged to attract women to these meetings and raise awareness and knowledge of REDD+.
- To measure women's active participation in FPIC platforms and the extent to which it leads to favorable outcomes for women, it is important to consider the number of women who attend, their demographic information, the extent to which they voice their opinions, and their perceptions on procedural and distributional fairness of FPIC.

## Gender action plans for REDD+ implementation

In addition to gender-responsive FPIC, gender action plans must be developed to compensate women and men for any potential costs associated with REDD+ implementation, enhance women's voice and influence in REDD+ decision making, and distribute benefits of REDD+ equally. These action plans need to be an integral part of overall REDD+ implementation, and the results of their implementation a part of overall monitoring, evaluation and learning.

Compensation, whether monetary, non-monetary or both, requires firstly understanding what the potential costs of REDD+ implementation are in terms of livelihood losses due to any restrictions posed on access to forests and/or forest products. It is further important to consider if the implementation of REDD+ will have an impact on the distribution of non paid and care/domestic work. Hence, the ways in which different groups of women and men access forests and trees, earn their livelihoods through forests, and use their time is critical information to inform gender action plans.

To increase women's voice and influence in REDD+ decision making, REDD+ decision makers need to reflect the diversity of constituents they represent, and be in tune with their interests. Thus different groups of women need to be adequately represented and there must be broad-based participation of women. This requires identifying the right leaders, training and coaching them to represent women's interests, and ensuring that there are systems in place to hold them to account.

Equal distribution of benefits from REDD+ includes monetary and non-monetary benefits, such as options for livelihood diversification (e.g. forest-based enterprise, ecotourism), cash incentives, any in-kind support (e.g. seedlings, training) and other benefits. Both women and men must be equally entitled to any employment opportunities generated as a result of REDD+ (e.g. training local communities, distributing benefits, monitoring impacts, etc.). In addition the terms and conditions of employment must follow policies on minimum wages, women's reproductive rights, anti-discrimination on the basis of gender/age/ethnicity, etc.

In conclusion, developing gender-responsive indicators for monitoring and evaluation is critical to assess performance, learn from good practices, and innovate and adapt for greater results. This infobrief has outlined key issues to consider in developing such indicators. These can also be used to design and implement gender-inclusive REDD+ safeguards and accountability mechanisms. The key issues

for consideration include: gender mainstreaming within key actors involved in REDD+ implementation (commitment, people, collection and analysis of gender disaggregated data, leadership, and accountability across all levels); measuring women's participation in FPIC; and evaluating the design and implementation of gender action plans for gender equality in compensation of potential costs, voice and agency in decision making, and equality in distribution of benefits.

Furthermore, it is important to agree on a set of minimum indicators to guide the design, implementation, and monitoring and evaluation of gender-responsive action plans. This should be developed at the national level in consultation with key stakeholders involved in REDD+. The guidance for indicators mentioned above can be used as a framework for deliberating on these standardized indicators. At the subnational level, however, these indicators must be further expanded and refined through consultations with key women and men who have a direct and indirect stake in REDD+ projects. This will help ensure that the indicators are co-created and not imposed on local communities, and that there is community involvement in monitoring, evaluation and learning.

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