



Climate and Forests



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## BACK TO OFFICE REPORT (BTOR)

Submitted by: **Celina Yong**  
Date Submitted: **2 April 2019**

**1. Practice Area: BPPS/SD**

**2. Service Line: REDD+**

**3. Mission Period (incl. of travel days): 24 – 28 March 2019**

**4. Type of Service/Mission**  
Backstopping

**5. Client(s)**  
UNDP CO; FCPF RTS

**6. Purpose of Mission**  
Technical support for REDD+ Gender Group to deliver Training Workshop on Gender Integrated Planning in REDD+ and identify plans for 2019

**7. Documents, Materials, Resources from Mission.**

**8. Mission Member(s) (include Consultants, if any)**  
N/a

**1. Annexes**  
**Annex 1: Mission agenda; Annex 2: Training Agenda**

### 1. Brief Summary of the Mission:

The training workshop was well-received by the 28 participants (22 F: 6 M) representing government institutions and national NGOs. There was high-level support by the Ministry of Environment (MoE) where the State Secretary opened the workshop. A discussion with Gender Group (GG) concluded with an initial work plan for 2019. Next steps for safeguards, specifically the Sol were also agreed.

### 2. Key findings:

#### Gender

- The State Secretary of MoE, Her Excellency Mum Thany, who opened the training, expressed strong interest to create and lead a coordinating mechanism with a gender focus among development partners, NGOs, projects and programs. The objectives of this mechanism are to synergize interventions and lessons and mobilize resources.
- The FCPF Stakeholder Engagement and Communications Officer will follow up with the Under Secretary of HE Mum Thany to start this process. The FCPF program will set aside some seed money to support this process and create avenues to ensure the uptake of key recommendations from the “Mainstreaming Gender into Cambodia’s REDD+ Action and Investment Plan” report, particularly subnational level recommendations, e.g., supporting a gender focal point in each province to coordinate with the national platform.

#### Gender Group (GG) Work Plan 2019

- The 4 activities agreed for 2019 are:
  - Ensure NRS AIP is gender responsive
  - Support and ensure selected activities under the LoA with GDANCP on PA (PA strategy) in Kulen Mountain are gender mainstreamed
  - Support capacity for gender in REDD+
  - Participate in South-South Knowledge Exchange (SSKE) related to mainstreaming gender in

REDD+.

*Safeguards and Summaries of Information*

- Draft SOI 1 will be shared with the Safeguards TT and RTF for comments and be opened to public comments as well.

**3. Key lessons learned derived from the mission:**

- Where feasible, future training should include an additional day for field work with clear tasks linked to the concepts and frameworks presented in the training. However, government participants are already on very tight availability, so that needs to be considered against the scope and depth of any proposed trainings.

**4. If applicable, identify a headline for a storyline (article or case study) and provide contact details of focal point in country who can provide additional information:**

Ela, Beth, Tola (FCPF Stakeholder Engagement and Communications Officer) and Lydie (UNDP Cambodia intern) are already linked to work on the following products for CO and the Climate and Forest team:

- Exposure/photo story – Strengthening capacities of women to better respond and engage in REDD+
- Blogpost – Summarized version of the exposure/photo story
- Interview piece – REDD+ Gender Group shaping opportunities for gender transformative impacts
- Info brief – Title to be determined based on content of the above products

## Annex 1: Mission agenda

Date	Item
Sunday, 24 Mar	AM <ul style="list-style-type: none"><li>• Arrive in Phnom Penh</li><li>• Travel to Kep province</li></ul> PM <ul style="list-style-type: none"><li>• Final preparation for training workshop</li></ul>
Monday, 25 Mar	AM & PM <ul style="list-style-type: none"><li>• Training Workshop on Gender Integrated Planning in REDD+</li><li>• Daily debrief</li></ul>
Tuesday, 26 Mar	AM & PM <ul style="list-style-type: none"><li>• Training Workshop on Gender Integrated Planning in REDD+</li><li>• Daily debrief</li></ul>
Wednesday, 27 Mar	AM & PM <ul style="list-style-type: none"><li>• Training Workshop on Gender Integrated Planning in REDD+</li><li>• Daily debrief</li></ul>
Thursday, 28 Mar	AM <ul style="list-style-type: none"><li>• Travel to Phnom Penh</li></ul> PM <ul style="list-style-type: none"><li>• Debrief with FCPF PMU</li><li>• Forward planning on safeguards</li></ul>

## Annex 2: Training agenda

### Detail Agenda

#### Training Workshop Gender Integrated Planning in REDD+

25-27 March, 2019, Kep Province

#### Objectives of the Training Workshop

- 1) To develop skills on gender analysis, participatory methods and planning to integrate gender in REDD+, particularly in the context of Cambodia's National REDD+ Action and Investment Plan.
- 2) To develop institutional gender Action Plans for each participating institution (Forest and Fisheries Administration, Ministry of Environment, Gender Group, etc.) within the training to enable them to bring about changes for more gender-responsive practices and activities in the support they provide on National REDD+ implementation, including within the design and implementation of the REDD+ Action and Implementation Plan.
- 3) To provide national-level government staff, who are directly involved in REDD+ implementation, with the capacity to work with sub-national REDD+ staff and projects and communities to integrate gender in REDD+ implementation

Time	Activity	Responsibilities and Methodology
<b>Monday 25<sup>th</sup> March 2018</b>		
<b>Session 1. Welcome and Introduction</b>		
<b>Objectives of the session:</b>		
<ul style="list-style-type: none"> <li>• Welcome and introduction of the participants</li> <li>• Setting the context of the training – share objectives, agenda, and set the ground rules</li> <li>• Inform participants about training logistics and administration.</li> </ul>		
08.00	Registration of participants	Register names, contact address and provide stationary Who: REDD+Secretariat
08.30	Welcome Participants  Introduction of Participants	Who: Welcome speech by the organizer or chief guest  Ice-breaker exercises, e.g. games are effective to know the participants and put them at ease; Who: Trainer or Gender Group Member (GGM).
09.30	Expectations from the Training  Objectives of the Training	<ul style="list-style-type: none"> <li>• Ask participants to write down their expectations on their diaries and ask them in plenary and write it on the flip chart;</li> <li>• Read the course objectives and session outline aloud and explain how the course may or may not meet their expectations;</li> <li>• Go through the programme schedule/objectives, highlighting the</li> </ul>



	<p>each other; based on different gender, caste, religion, nationality, disability, age etc.</p> <ul style="list-style-type: none"> <li>• How does socialization and identities, stereotypes interact.</li> </ul>	<p>Explain and give instruction to write or draw to describe as many identities of the individual as possible and stick on the wall. Gallery walk – observe by all participants;</p> <ul style="list-style-type: none"> <li>• Discussions and sharing of individual experiences in plenary</li> <li>• PPT presentation (Cambodian Experience) on multiple identities/intersectionality. Summarise</li> </ul> <p>Who: Trainer + GGM</p>
14.30	<ul style="list-style-type: none"> <li>• What is implicit Bias? How is it expressed and articulated?</li> <li>• What are the implications of these biases at your work?</li> </ul>	<ul style="list-style-type: none"> <li>• Brainstorm and discussion in plenary.</li> <li>• Group Work (List all forms of biases at the workplace?;</li> <li>• Discuss its implication in your work (make the participants talk about it).</li> </ul> <p>Who: Trainer + GGM</p>
15.15	Tea/Coffee Break (15 min)	
15.30	<ul style="list-style-type: none"> <li>• Introducing Climate Change Concepts in the context of Gender and REDD+</li> </ul>	<ul style="list-style-type: none"> <li>• Brainstorming, discussion and presentation of the concepts – what is exclusion, vulnerability, capability, how are they different? Link with gender and REDD+</li> <li>• Summarise – how the socialization - intersectionality, stereotyping, implicit biases leads to exclusion of women, excluded groups, vulnerable people’s meaningful participation, access to and control over resources and benefit sharing.</li> </ul> <p>Who: Trainer</p>
16.15	<ul style="list-style-type: none"> <li>• What is REDD+ (structure) in the context of Cambodia</li> <li>• Linkages between Gender and REDD+ in the specific context of value chains (forestry, fisheries)</li> </ul> <p>Focusing on the key gender issues and challenges in the forest and fisheries sectors.</p>	<ul style="list-style-type: none"> <li>• Presentation of the basic REDD+ structures (PPT or flip chart) – by REDD+ Secretariat</li> <li>• Presentation/Sharing of key Value Chain steps in Fishery and Forestry Sector with key gender opportunities and barriers (flip chart) followed by discussion – by GGM and Trainer</li> </ul> <p>Who: REDD+ Secretariat, GGM and Trainer</p>
17.00	Closing of Day I	
<b>Day 2</b>		
<b>Tuesday – 26<sup>th</sup> March, 2019</b>		
<b>Session 3. Introduction to Four modules of Gender-Integrated Planning Framework</b>		
08.30	Reflections of Day 1	Ask Participants in Plenary – what they liked; wants to be improved (logistics, content, training style/approaches,

		suggestions etc.) Who: Trainer
09.00	Introduction - Steps of Gender Integration in Planning Cycle	Energizer – Game or exercise Brainstorm and in Flipchart -Introduce Result Chain Framework and show how Gender and CC concepts can be applied in each step Who: Trainer
<b>Session 4. Gender Problem Analysis in the Context of REDD + (Forestry and Fisheries value chains (Module 1)</b>		
09.30	Gender Problem Analysis  Overview of key issues and challenges in the forestry sector in the context of Cambodia	Presentation/discussion of key gender issues in Forestry/REDD+ in Cambodia (share key findings from the Draft Gender Assessment Report-2019)  Who: GGM and REDD+ Secretariat
10.30	Tea/Coffee Break (15 min)	
10.45	Continued...  Gender Problem Analysis from VC context by Participants using the key concepts discussed above.	Group Work – Gender Problem Analysis – Identification/listing of the problems from Gender, CC perspectives in Forestry/REDD+ Check if problems/issues and opportunities identified are related to Material Conditions or Social Position of women and men? Who: Participants
12.00	Lunch Break (1.5 hours)	
13.30	Continue Gender Problem Analysis in the context of Forestry and Fishery VCs	Problem Tree – Identification of key Problem; Causes and Effects. Check if the causes and effects are related to Material Conditions or Social Position of women and men  Presentation and discussion Who: Participants + GGM+Trainer
14.45	Coffee/Tea Break (15 min)	
<b>Session 5. Developing Gender responsive Objectives for Gender Integration for REDD+ (forestry and Fisheries value chains) related programmes/projects (Module 2)</b>		
<b>Objectives of the Session:</b>		
<ul style="list-style-type: none"> <li>To develop gender related objectives/results to address the issues/problems identified during the session on Gender Problem Analysis.</li> <li>Analyse if the objectives/results are gender responsive</li> </ul>		
15.00	Identify and develop Gender and REDD+ responsive objectives/results (What change/result you want to	Understanding Outcomes – Immediate; Intermediate and Long -term Group work – developing Objectives or results and check if the they addresses/improves or does not address/improve or

	achieve?)	does no harm to: <ul style="list-style-type: none"> <li>• Material Condition/ Practical Needs/ Vulnerabilities</li> <li>• Social Position/Strategic Interests/Capabilities of different groups of women and men</li> </ul> Who: Participants +GGM+ Trainer
<b>Session 6. Developing Gender responsive Activities for Gender Integration for REDD+ (forestry and Fisheries value chains) related programmes/projects (Module 3)</b>		
<b>Objectives of the Session:</b> <ul style="list-style-type: none"> <li>• Developing gender and climate change related activities and inputs to achieve the results developed in Module 4 (How will you achieve the results?)</li> </ul>		
16.00	Identify and develop Gender and CC responsive Activities (How will you achieve results developed in Module 5) Policy/Strategy Level Program Level	Group work – developing Activities and check if the they addresses/improves or does not address/improve or does no harm to: <ul style="list-style-type: none"> <li>• Material Condition/ Practical Needs/ Vulnerabilities</li> <li>• Social Position/Strategic Interests/Capabilities of different groups of women and men</li> </ul> Who: Participants + GMMG+ Trainer
17.00	Closing of Day 2	
<b>Day 3 Wednesday 27<sup>th</sup> March, 2019</b>		
08.30	Reflections of Day	
<b>Session 7. Developing Indicators and Risks for M&amp;E (Module 4)</b>		
<b>Objectives of the Session:</b> <ul style="list-style-type: none"> <li>• To develop gender-responsive Indicators and Risks (How will you know you have achieved these results?)</li> </ul>		
09.00	<ul style="list-style-type: none"> <li>• Introducing Indicators – Types of Indicators: Output and Outcome; Qualitative; Quantitative; SMART Indicators</li> <li>• Develop gender-responsive outcome level indicators and risks</li> </ul>	Group work – develop indicators – How will they know if and when they have achieved the results/changes (developed in Module 3)?  Check if the indicators developed can measure changes related to both the Condition/Practical Needs/Vulnerability and Position/Capability/Strategic Interest of different groups of Women and men. Who: Participants
10.00	Tea/Coffee Break	
10.15	Continue – developing Indicators	Who: Participants
<b>Session 8. Developing Gender-responsive Monitoring and Evaluation Framework</b>		
<b>Objectives of the Session:</b> <ul style="list-style-type: none"> <li>• To develop a gender-responsive M&amp;E plan</li> </ul>		
11.00	Development of Gender and Climate Change	Introduce gender responsive M&E

	Responsive Monitoring and Evaluation Plan	<p>framework – Trainer</p> <p>Group Work – Ask the participants to link and compile the Result Chain – Modules 1,2,3 and 4 (Problem, Objective/Result, Activities and Indicators) in the M&amp;E Plan; Market Place – display plans by each group on the wall; Gallery Walk – ask all participants to walk around and observe each plans. Plenary; Ask following questions:</p> <ul style="list-style-type: none"> <li>• Has Gender and Climate Change concepts and issues have been incorporated.</li> <li>• Do the interventions address the needs, and priorities of both women and men?</li> <li>• Does it meet the Practical Needs and Strategic Interests of both Men and Women?</li> </ul>
12.00	Lunch Break (1.5 hrs)	
13.30	Continue ...Development of M&E Plan	Gallery walk – M&E plan; discussion Who: Participants
14.30	Brief Presentation and discussion – Gender Audit	Presentation and discussion Who: Trainer
15.30	Tea/Coffee Break (15 Min)	
15.45	Step Forward	Who: UNDP/REDD+ Secretariat
16.15	Evaluation	Who: Trainer + GGM+ REDD+ Secretariat
16.45	Closing of the Workshop	