Information Note

UN-REDD Gender Marker Rating System for the
2018-2020 Technical Assistance Programme

What is the UN-REDD Gender Marker Rating System?

This system has been modelled after the similar Gender Marker point scale and rating systems of the three UN-REDD agencies (UNDP, FAO and UN Environment). Under the Gender Marker Rating System for all three agencies, all projects receive a Gender Marker Rating to establish how and to what degree they advance or contribute to achieving gender equality and the empowerment of women.[1] The UN-REDD Gender Marker Rating system created for the 2018-2020 UN-REDD Technical Assistance (TA) Programme establishes synergies with these existing gender reporting processes while developing a concrete and effective method of tracking and reporting on gender under the 2018-2020 TA Programme. It seeks to blend the Gender Marker Rating Systems of the three agencies, while also aligning the rating definitions to the scope of the 2018-2020 TA Programme.

Why the need for the UN-REDD Gender Marker?

The UN-REDD Gender Marker has been created to help more systematically track and monitor the gender responsiveness of UN-REDD's assistance provided to countries and support on global knowledge management. While reporting on gender has improved over the years within UN-REDD, this progress on reporting has been slow, and to date, UN-REDD still lacks a mechanism to trace and to more proactively promote the integration of a gender approach systematically in its work.

The UN-REDD 3-point Gender Marker Rating System and its Criteria

The UN-REDD Gender Marker Rating System uses a 3-point scale. Because all outputs within the 2018-2020 TA Results Monitoring Framework concern and involve people either as designers, implementers or recipients, gender is applicable to all of them, and thus, all outputs will be assigned a Gender Marker rating for the baseline as well as each year of the TA Programme (i.e. 2018, 2019 and 2020). To note, Gender Marker ratings for outputs can change in the different stages of the project cycle, and from one year to the next. Support is available within UN-REDD to help assist outputs to achieve a higher Gender Marker rating. (For such assistance, see staff contact information listed at the end this document.)

Listed in Table 1 below is a brief explanation of the 3-point scale for the UN-REDD Gender Marker Rating System (i.e. GEN-0, GEN-1 and GEN-2). To help ensure consistency in assigning the Gender Marking Rating to each output, four criteria have also been developed (an expanded explanation of these 4 criteria is presented in Table 2 below). How each output addresses each of these four criteria will determine which Gender Marker Rating it will receive.

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[1] For additional information and documentation on the Gender Marker rating systems of UNDP, UN Environment and FAO, please contact the staff noted at the end of this document in the "Contact Information" section.

Table 1: UN-REDD 3-point Scale Gender Marker Rating System

Code	Meaning	Criteria

GEN 0	Gender-blind, output not likely to contribute to gender equality, may even exacerbate inequalities or exclude women or men	- Output does not contribute to gender equality or women's empowerment.
		- Specifically, gender is **not** reflected explicitly in any of the following aspects within the output:
		  1. Context
		  2. Implementation
		  3. Monitoring and reporting process
		  4. Budget and/or expertise or tools consulted

GEN 1	Gender partially mainstreamed	- Only some of the activities of the output address gender, and do so in a limited way. This means gender is reflected in **one or more** of the following aspects of the output **but not all**:
		  1. Context
		  2. Implementation
		  3. Monitoring and reporting process
		  4. Budget and/or expertise or tools consulted

GEN 2	Gender-responsive output, gender is fully mainstreamed	- Gender equality, even though not the main objective of the output, is mainstreamed within the output. This means gender is reflected in **all** of the following:
		  1. Context
		  2. Implementation
		  3. Monitoring and reporting process
		  4. Budget and/or expertise or tools consulted

Table 2: Expanded Explanation of the 4 Criteria for the Gender Marker Ratings

Criteria (4)	Description
1. Mainstreaming gender in **context**	Having gender in the context means undertaking a gender analysis for the output, and documenting its findings. This analysis can take many forms and does not need to be a separate analysis. Also, depending on the scope of the output, project staff, consultants and/or personnel might not need to do an in-depth assessment, but rather just demonstrate that adequate gender context informed and was taken into account within the output. This can be demonstrated by drafting a brief 'note-to-file' stating that, for example, existing country gender reports were reviewed and referenced, and their findings were integrated into output development and implementation. This 'note-to-file' will need to be sent to the UNREDD Gender Specialist through the Lead Advisors/Thematic Lead. When existing gender reports are used and referenced, it is strongly recommended to ensure they are recent (e.g. drafted in the last 3-4 years) and related to REDD+ or the natural resource management (NRM) and/or the forestry

	sector. To note, in cases where project staff, consultants and/or personnel find that undertaking such a gender analysis is not applicable to the output at hand, they will need to provide a brief justification for why this is the case, and share this justification with the UNREDD Gender Specialist. Undertaking a gender analysis can vary from using secondary data (e.g. online country reports, existing national and local gender analyses in the NRM sector, etc.) to collecting primary data through stakeholder consultation (e.g. among women's, youth and men's groups in local communities, Ministry of Gender/Women/Social Affairs, government departments, CSOs, NGOs, etc.). It should be tailored to the scope of the output and be focused on the NRM sector at a minimum (and ideally on REDD+ and the forestry sector). It should also cover a range of topics, such as those noted below (although this list is not exhaustive and might not apply to all outputs): • Productive, reproductive and 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. • Influencing factors defining gender relations and possible inequalities that exist within them (e.g. community norms, demographic conditions, institutional structures, policies and laws, economic factors, etc.). • Differences, gaps and inequalities between women and men (and youth, when applicable) in access to and control over resources (land, forest, finance, etc.). • Extent gender is reflected in relevant government policies (e.g. policies on climate change, REDD+, NRM, etc.). • Whether any policies, laws and/or regulations on gender in the country exist. If project staff have any questions on what type of gender analysis is needed, and what type of gender-related information should be collected for a given output, they can contact the UN-REDD staff listed at the end of this document for assistance.
2. Integrating a gender approach in **implementation**	Adequately integrating gender in output 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 the following (again this list is not exhaustive): • Gender-targeted activities (e.g. sponsoring travel of gender specialists and/or women's organizations to meetings/trainings; undertaking a gender and REDD+ training among REDD+ staff, stakeholders, etc.); • Gender-responsive activities [e.g. women represent at least 40% of the actors involved in a given activity; ensuring women and marginalized groups are obtaining property, resource or access rights; evidence that feedback and perspectives of women (and youth, when applicable) are taken into account, etc.];

	• Gender-responsive arrangements (e.g. women make up at least 40% of seats/positions within REDD+ management arrangements/task forces, women/gender-focused organizations and ministries/departments sit on REDD+ management boards/taskforces/roundtables, etc.); and/or • Forging of partnerships to advance gender equality (e.g. output develops partnership with CSOs, NGOs and government ministries/agencies working on gender/women's issues to carry out gender-related activities associated with the output).
3. Developing gender-responsive **monitoring and reporting**	Having gender be adequately integrated into monitoring and reporting processes of the output requires at a minimum that indicators concerning people (e.g. beneficiaries, number of government officials and stakeholders trained, etc.) are disaggregated by sex (also advised to disaggregate by age). In addition to that, indicators and targets on gender should be included (e.g. in work plans, etc.). Listed below are some examples of both. Sample indicators: • Evidence that activities take into account the roles and responsibilities of women and men, in order to ensure equal opportunities for and benefits from participation • Number of workshops where gender is an agenda item • Number of publications that integrate gender into their analysis • Percentage and number 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 • Percentage and number of women recipients who report that the knowledge and support they obtained from training was helpful. Measured right after event and one year later Sample targets: • Women represent at least 40% of workshop participants • Women represent at least 40% of recipients for extension services and training • 50% of a country's REDD+ policies and measures integrate gender dimensions • 90% of women participants felt they at least 'adequately' 1) understood the topic being discussed 2) could actively participate and 3) had their perspectives taken into account • 90% women participants involved in trainings apply knowledge one year after training given • 30% of REDD+ lending or investment in projects and private sector businesses are earmarked for women-led businesses/projects (e.g. women entrepreneurs, women's groups, women co-ops, etc.)

4. Utilizing gender **budget, expertise and/or tools**	For this criterion, evidence needs to be presented that one or more of the following criteria have been met: • Explicit budget (e.g. in work plans, etc.) for gender activities was allocated (e.g. travel for National Socio-Economic and Gender Expert; development of a gender analysis, etc.) or documentation that a certain budget line (e.g. in work plans, etc.) is gender-related (e.g. a budget line noting a 'gender-responsive stakeholder engagement plan' is budgeted for) • Evidence that a gender expert or focal point or gender expertise was contacted, consulted and involved in the activities of the output; and/or • Gender tools, such as UN-REDD gender publications (e.g. *Methodological Brief on Gender*, *Guidance Note on Gender-Sensitive REDD+*), partner agency publications (e.g. FAO's *How to mainstream gender in forestry: A practical field guide*, UN Environment's *Global Gender and Environment Outlook: The Critical Issues*), or the like, were reviewed and there is evidence that guidance was integrated into output.

Established Targets

By identifying good practices and areas of improvement through this assessment and monitoring process, it is envisioned that the gender responsiveness of the outputs for the 2018-2020 TA will steadily improve over time. It is the target of the UN-REDD Programme that **50 percent of the outputs have fully mainstreamed gender (that is, have at least a GEN-2 rating) by the close of the TA Programme (end of 2020)**.

Application

First, a Gender Marker baseline will be established. This baseline review is currently being conducted by the UN-REDD Gender Specialist, in collaboration with Agency gender focal points, who are working closely with UN-REDD lead technical advisors to assign Gender Marker ratings to each of the outputs for the baseline. The baseline assessment is indicative and limited to a document review. It consists of the 2018-2020 TA Programme Document, 2017 Annual Report results, as well as any initial inception documents and existing REDD+ related reports that have been prepared and undertaken.   The baseline documents for each output are being analyzed as a unit and not individually, to assess across the unit, if and how they meet the existing four criteria (see Table 2 above). Based on this review, the appropriate Gender Marker rating will then be assigned to each output.

Thereafter, to track the gender responsiveness of each of the outputs, their successes, as well as to identify areas for improvement, a gender marker assessment will occur after each year of the Programme, in the first quarters of 2019, 2020 and 2021. In terms of determining the Gender Marker ratings for 2018, 2019 and 2020, it is planned to undertake a similar process as with the baseline, wherein the UN-REDD/UNDP Gender Specialist, in collaboration with FAO and UN Environment gender focal points, will work closely with UN-REDD lead technical advisors to assign Gender Marker ratings to each of the outputs. The data, reports and materials produced under the output within the given year, together with the gender results reported in the applicable annual report, will be the basis for assessing the Gender Marker ratings for the outputs in 2018, 2019 and 2020. The information collected for each output will also be assessed as a unit to see how it meets the existing four criteria (see Table 2 above).

Next Steps for 2018

As illustrated by this Information Note, defining the approach and methodology for the Gender Marker has been progressing well. Nevertheless, various activities still need to be undertaken in 2018 before the launch of the Gender Marker in early 2019. These next steps/activities are listed below:

1. Finalize this Informational Note and share it with UN-REDD Management Group (MG) and Team for feedback.
   a. Estimated time of completion: July 2018
2. While documents for the baseline analysis for the outputs have been collected, reviewed, and corresponding initial baseline Gender Marker ratings have been assigned to each of the outputs, these results are still currently being validated with UNREDD lead advisors.
   a. Estimated time of completion: June-July 2018
3. Incorporate comments received on this Gender Marker Information Note from UN-REDD MG and Team, and finalize it. Then share finalized version of the Information Note, along with results of the baseline analysis, at the October 2018 Executive Board Meeting.
   a. Estimated time of completion: July-September 2018
4. While, to date, some UNREDD colleagues have been consulted on the Gender Marker (e.g. UNREDD gender focal points, UNREDD stakeholder specialists and a handful of UNREDD staff with gender expertise), there is a need to more widely disseminate information on it and build the Team's capacity on its need, purpose and functionality. To address this need, it is recommended to hold 1-2 webinars (or more, if demand is present) on the Gender Marker with the UNREDD Team. Options for also holding a face-to-face workshop with UN-REDD colleagues and producing a poster/infographic on the Gender Marker will also be explored.
   a. Estimated time of completion: September-November 2018
5. Within annual reporting templates for the 2018-2020 TA, work with UN-REDD Secretariat to develop specific questions for data collection which will help to assess if and to what degree outputs integrated gender considerations.
   a. Estimated time of completion: December 2018
6. As needed and requested, provide ongoing support to the UN-REDD Team on the Gender Marker as well as coaching on how to effectively integrate gender and women's empowerment's considerations into UN-REDD support to countries and within global knowledge management efforts.
   a. Estimated time of completion: ongoing

Contact Information

For any assistance and/or questions related to this information, please do not hesitate to contact the UN-REDD Gender Specialist based in UNDP (Elizabeth.eggerts@undp.org) or the corresponding UN-REDD gender focal point within his/her agency for assistance (FAO: Amanda.Bradley@fao.org, UN Environment: janet.macharia@un.org, UNDP: Elizabeth.eggerts@undp.org).