



## Gender and Social inclusion in Production Landscapes

A case study of the Asunafo-Asutifi  
Landscape in the Ahafo Region of Ghana

# 1. Introduction

The Production Landscape Programme (PLP) is aimed at helping companies and other stakeholders throughout the agro-commodity production landscape to align with national policy processes to address challenges such as deforestation, child labour, low productivity, insufficient smallholder inclusion and access to land, and gender inequality issues inherent in agro-commodity production.

Proforest considers gender and social inclusion as an important aspect of our landscape work and believes that the “management and use of natural resources are gendered”. Through our landscape initiatives, we recognise that different women and men have different roles, responsibilities, opportunities and access to information, resources, and power, and can be differently affected by implementation of landscape initiatives. By understanding the gender issues at the landscape level, we can better understand the natural resource management dynamics we seek to influence and **avoid inadvertently excluding or discriminating against women or men**. It will also help us to **avoid making incorrect assumptions** – that everyone can participate in, influence, or benefit equally from interventions. Identifying the issues/barriers that exist to women’s and men’s full participation in activities and decision making will help effective gender and social inclusion in the Asunafo-Asutifi Landscape initiative.

There have been several studies on gender issues in the cocoa sector, but these have tended to be **restricted in their scope in terms of coverage, and often project driven by private cocoa companies** such as Mondelez, Barry Callebaut and Touton operating within the Asunafo-Asutifi landscape. These companies are implementing project specific activities whilst mainstreaming gender equality to meet social commitments within their supply chain. In 2015, a gender assessment led by IUCN, was commissioned in Goaso (Asunafo-North), among two other landscapes (Atewa & Bibiani) on several agro-commodities, to build on gender equality and REDD+ knowledge in the country in the context of the Emissions Reduction Programme (ERP), and the planning around sustainable cocoa farming to achieve the programme goals in a gender responsive way.

However, available data suggests that **no HIA-specific gender analysis has yet been conducted**, among other recommended actions that needs to be addressed in collaboration with key stakeholders in the landscape. Fortunately, Proforest continues to ensure, its support to eliminate cocoa driven deforestation in selected landscapes are gendered. As a mechanism for gender and social inclusion, the **PLP provides opportunities for local women and men to become more engaged and empowered** through training, capacity building and other activities which ultimately increase participation and decision making, and additional livelihood options. It is based on this premise that Proforest seeks to leverage on the work of cocoa companies, especially Mondelez, within the landscape by carrying out a gender assessment/analysis and ultimately developing a gender and social inclusion strategy for the landscape.

## 2. Objective of Plan

The main objective of this plan is to ensure effective gender and social inclusion in the Asunafo-Asutifi landscape initiative specifically in strengthening the landscape governance structure, capacity building to enhance CREMA platforms, and implementation of the landscape management and investment plans. The specific objectives are:

- **Understand the gender issues** specific to the Asunafo-Asutifi landscape and the extent to which cocoa company initiatives are addressing these issues to identify gaps and how to upscale good practice. This could be achieved through gender assessment and reviewing ongoing works on gender and social inclusion in the landscape.
- **Develop a gender and social inclusion strategy** that supports and guides the implementation of actions in the Asunafo-Asutifi landscape initiative.

The outcomes from the gender and social inclusion actions are expected to not only contribute to achieving Result 2.1 (National Guidance on engagement incorporates lessons on HRIA and stakeholder engagement in Landscape), but also contribute significantly towards gender and social inclusion in the implementation of the Management and Investment plans as one of the intervention activities that has already been scheduled to be carried out (e.g. training of trainers continue to train & build capacity etc). The Management and Investment Plan provides the basis for our work (particularly for monitoring and capacity building purposes for long term sustainability of the governance structure) in the entire HIA and not just the Asunafo-North where most of Mondelez work focused.



### 3. Approach

The approach to mainstream gender equality into landscape programme activities is based on previous experiences with integrating gender into the planning and delivery of projects and programmes, and on broader lessons from gender mainstreaming globally.

Building on the **gender assessment of Policies, Legal Provisions and Sustainability Initiatives** in selected commodity supply chains conducted to reveal those relevant to the programme, it is important that existing gender equality work is reviewed to understand the gender issues specific to the Asunafo-Asutifi landscape. A preliminary desk review carried out in 2021 covered studies at landscape level, and current state of gender (in) equalities in the cocoa sector. Examples are companies' specific sustainability projects such as Mondelez ESP through the Cocoa Life Programme (further details below), and the IUCN report on Ensuring a Gender-Responsive Emissions Reduction Program. These aspects of the approach support the identification of progress and gaps, as well as the barriers, but also potential entry points, toward enhancing gender equality and social inclusion through the landscape programmes. This information was supplemented with interviews with the REDD+ secretariat, WILDAF, Colandef, Touton, Mondelez and Abantu for Development.

### 4. Activities undertaken; Step-by- step process

#### 4.1 Review of existing gender work to understand the gender issues specific to the Asunafo-Asutifi landscape

The outcome of the desk review revealed that the 5 main pillars of the Ghana Cocoa Forest REDD+ Programme (GCFRP) being implemented in the Asunafo-Asutifi landscape **offers multiple opportunities to integrate a coordinated, gender-responsive landscape approach** that considers and targets all women and men stakeholders at various levels to alter 'business as usual' practices and reduce emissions. A multistakeholder approach was adopted to identify and understand gender issues in this landscape to support on the ground implementation of activities in the GCFRP, especially pertinent to the main pillar C.) Increasing Yields via Climate-Smart Cocoa (CSC).

The **action plan developed in 2022 serves as an entry point** for private sector cocoa companies, government, particularly the National REDD+ Secretariat, and REDD+ implementing partners with the knowledge and entry points/options for developing the skills and tools necessary to increase their capacity to effectively address the identified issues through the program, from identification of activities to design of indicators and monitoring of progress. Below is a table that summarizes key gender issues identified through a multistakeholder engagement including local communities in the Asunafo- Asutifi landscape.

Prioritization by women to engage in value - addition activities demonstrate a desire, or need, for enhancing their skills and therefore income. This would (likely) require training for individuals and women's groups/networks on the processing, as well as resources/materials and a location to conduct the processing, as well as other considerations, and opportunities highlighted in the above section regarding alternative livelihoods, cooperatives, and entrepreneurship.

## Key challenges relating to the achievement of women's rights and gender equality

### Areas needing focused consideration and intervention

#### Lack of participation by women in processes and decision-making

- Lack of self confidence amongst women participants/stakeholders and hesitation to engage.
- Lack of recognition, and valuation, of women's conservation knowledge.
- Lack of tools/know-how to measure success/ impact of gender-sensitive REDD+ process; and
- Inadequate/lack of process and legal knowledge among women's groups.

#### Local social and livelihoods issues

- Working with and representing diverse marginalized groups, especially among women in a range of economic and cultural contexts.
- Training on gender and cocoa climate-smart agriculture practices.
- Promoting or guaranteeing livelihood improvements with landscape programmes
- Not creating additional work burdens for women when engaged in programme implementation.
- Ensuring women's continued engagement through initiatives, especially as demands grow and necessary skills for maintaining program success.
- Land and forest tenure barriers.
- Limited capacity to translate policy onto ground for equitable practices and benefits; and
- Lack of use of methodologies or tools to
- integrate/evaluate/quantify women's labour contribution/value.

#### Institutional challenges

- Insufficient capacity on gender equality across all levels in landscape processes.
- Lack of capacity building opportunities for staff and technical personnel on gender
- Low level of gender mainstreaming amongst implementing partners; and
- Few opportunities for institutional coordination, collaboration, and knowledge exchange of environmental organizations (particularly those involved with GCFRP) with institutions, which have a higher capacity on mainstreaming gender.

## 4.2 Review existing initiatives by cocoa companies to identify the gaps and or actions being taken by companies to promote gender equality

The review primarily consisted of examining action plans by companies to mainstream gender within their supply chain activities in the landscape under the Cocoa Life sustainability Programme.

In Ghana, **Mondelez International** among advocating for women's empowerment in the Cocoa Sector, undertook the following actions as it continues to expand the Cocoa Life program to more communities in the Brong Ahafo Region (Sankore, Asunafo North, Goaso, Asutifi West).

- Improve farming training for female farmers and women working on cocoa farms; increase women's access to finance, farm inputs, land ownership and membership of farmer organizations
- Help women develop other livelihoods by increasing their access to finance, improving business entrepreneurial skills, and teaching the importance of household food security
- Empower women to play an active role in decision making in households, communities and district and national farmer forums; engage women in developing Community Action Plans
- Train community leaders, Cocoa Life implementing partners and staff in gender awareness; engage district and national government institutions on issues affecting women
- Support literacy programs in collaboration with the Ministry of Education and community reading clubs
- Track progress against key performance indicators and local metrics in response to the commitment to gender mainstreaming for each program objective and focus area

Mondelez International continues to advocate for women's empowerment through multi-stakeholder organizations such as the World Cocoa Foundation to establish sector-wide principles for cocoa sustainability that include gender equality. In addition to signing the United Nations Women's Empowerment Principles in 2013, the company is continually sharing gender learnings and advocating for collaborative action to address women's empowerment with farmers, governments, industry (chocolate companies, cocoa processors, and traders) and civil society experts.

*"Gender equality benefits everyone and is essential if cocoa communities are to thrive, Christine M. McGrath, Vice President of External Affairs and Cocoa Life. "These assessments underscore the size of the challenge we face in boosting female cocoa farmers' incomes and advancing women's rights in cocoa farming. This affirms our decision to promote gender equality as a cross-cutting theme when we first created Cocoa Life, and it bolsters our resolve to help lead the fight to eradicate this issue in Ghana and Cote d'Ivoire, our two largest cocoa origins."*

Organization	Initiatives	How gender equality is promoted through interventions	Recommendations
<b>Mondelez</b>	<p>Environmental Sustainability Project (ESP)</p> <p>Mondelez International Cocoa Life Sustainability Program</p> <p>(Project designed to improve lives of women and men)</p>	<p>Capacity building to empower women to accept leadership positions in its farmer cooperatives and Community Resource Management Areas (CREMA) with focus on providing relevant skills and knowledge that will give women greater confidence to identify and redress power imbalances in cocoa communities.</p>	<p>Link women's empowerment interventions to the Gender Dialogue Platform of Ghana and engage stakeholders at higher levels of the value chain.</p> <p>Women's leadership to be recognized as integral to advancing overall human development, not just the needs of women.</p> <p>Awareness, exposure, further training on communication, leadership, and negotiation are recommended</p>
<b>Touton</b>	<p>Touton Cocoa Rehabilitation and Improvement Project</p>	<p>Implementation of 'Additional Livelihood' as a servicedelivery pillar by Touton's Rural Service Centres. Under this project women in cocoa farming households are trained to diversify household income while addressing basic nutrition and food security challenges.</p> <p>Vegetable value chains are being developed where cocoa farming households are producing tomatoes, chili, cabbage and carrot for markets in Accra.</p> <p>Apart from vegetables they are also trained in cassava, plantain, snail and gari/flour production.</p>	
<b>Olam</b>	<p>Though the Olam sustainability project was identified, there were no specific gender mainstreaming activities identified in the landscape as at the time of assessment.</p>		
<b>Armajaro/Ecom Ghana Ltd.</b>	<p>No specific gender mainstreaming activities in the landscape as part of the Ecom sustainability project.</p>		
<b>Cargill</b>	<p>No specific gender mainstreaming activities in the landscape</p>		
<b>Barry Callebaut</b>	<p>No specific gender mainstreaming activities in the landscape</p>		

## 4.3 Next Steps

Based on the desk review and engagement with relevant stakeholders, the best approach to ensure activities carried out by all stakeholders in the cocoa dominated landscape was gender sensitive is to;

- Adopt gender actions of the GCFRP and implement with support from all stakeholders. Stakeholders considered this the best approach to influence and make impact in the ongoing GCFRP process rather than mainstreaming gender at landscape level within company sustainability projects which stakeholders do not have control over, and also where they stand a risk of not aligning with government policies and processes.
- Commission an HIA gender specific analysis and develop a landscape gender strategy, an action needed to GCFRP that needed support from stakeholders. A multistakeholder approach was to be adopted in aligning all activities in the landscape including the development of the management and investment plan and any other activities thereof, which transcends into capacity building and other activities detailed in the action plan.

## Implementation

### 5.1 Carry out gender assessment and develop a landscape strategy for gender and social inclusion in the implementation of the landscape initiative

A **gender assessment** was commissioned in 2021 to understand the gender issues specific to the Asunafo-Asutifi landscape, the extent to which cocoa company initiatives are addressing these issues, the challenges and opportunity for upscaling good modules. In addition to the assessment, a high-level framework to guide the landscape strategy development was drafted. This process was led by a gender consultant<sup>1</sup> with years of unmatched experience for supporting cocoa companies to implement gender and social inclusion activities in the landscape. These two outputs have been reviewed and validated through a multistakeholder workshop. The objective of this process was to ensure effective gender and social inclusion in the Asunafo-Asutifi landscape initiative specifically in strengthening the landscape governance structure, capacity building to enhance CREMA platforms, and implementation of the landscape management and investment plans.

A landscape stakeholder meeting on draft report to discuss initial findings for comments and inputs was undertaken. The workshop helped to firm up the identified gender issues, stakeholder and initiatives mapping exercise, and validate the proposed framework for the gender strategy development

This multistakeholder engagement process led to the development of a Gender and Social Inclusion Strategy for the Asunafo-Asutifi Landscape in alignment with the activities of the GCFRP as outlined in the landscape management and investment plan<sup>2</sup>. Development of the landscape strategy focused primarily on the outcomes of the stakeholder workshop with support from a gender advisor to Proforest, Kanwal Ahluwalia, using the finalised framework and key outcomes from the workshop. Overall, the implementation of such activities would ensure mainstreaming of proposed gender equality actions in this strategy document towards a deforestation-free, climate-resilient sustainable cocoa production landscape that aligns with key pillars of the GCFRP<sup>3</sup> as well as the Cocoa and Forests Initiative Framework<sup>4</sup> for Action (CFI). Stakeholders in the landscape include a range of private sector companies, government officials, civil society actors and local communities. See further highlights from the stakeholder workshop in Annex 1.

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<sup>1</sup> Dr Rose Mensah-Kutin (Director, [Abantu for Development](#), Ghana)

<sup>2</sup> Thematic areas of the plan includes Protection and restoration of degraded forests, including protected areas and forest reserves, Enhancement of tree stock in degraded off-reserve farmland areas through agroforestry, Farm productivity enhancement through the climate-smart production system, Traceable and transparent supply, Legal or customary land use rights by all producers, and Livelihoods improvement of smallholder farmers and community development.

<sup>3</sup> See the [executive summary](#).

<sup>4</sup> The Cocoa & Forests Initiative was launched in 2017 and is an active commitment of top cocoa-producing countries with leading chocolate and cocoa companies to end deforestation and restore forest areas, through no further conversion of any forest land for cocoa production. It is currently being implemented in Côte d'Ivoire and Ghana, which produce approximately 60% of the world's annual supply of cocoa, and Colombia, where cocoa is being seen as an opportunity to support the peace process. See the Ghana Joint Framework for Action and implementation plan for further information.

**Specific objectives include:** (1) Closer alignment of private sector actors with policies and processes, (2) Greater collaboration between different actors to further gender and social inclusion mainstreaming, and (3) Increased support for the achievement of human rights of excluded groups of women and girls (refer to strategy document for full details of strategic objectives in Annex 2, and recommendations from the gender assessment)

## 5.3 Capacity building

This is mainly targeting the implementation of strategic objective 3 (Increased support for excluded groups of women and girls in relation to women's rights, particularly additional livelihoods, vocational training, sexual and reproductive health and rights, and decision-making) and requires the services of a gender consultant. This is aimed at providing the appropriate tools and resources to help address identified challenges faced by these groups of people.

Additionally, capacity strengthening of PF staff and other stakeholders on gender and social inclusion in landscape initiatives is highly recommended as part of the ongoing PLP implementation.

## 5.4 Adopt outcome harvesting tool to monitor and review progress, document lessons and experiences

Development of landscape strategy for gender and social inclusion is a new initiative for the PLP Ghana team. Therefore, plan activities/outcomes will be monitored and reviewed to ensure implementation of the strategy. Lessons and experiences will be documented and shared with other landscape initiatives and interested stakeholders to strengthen and extend good practice. The outcome harvesting tool will be adopted and used for the monitoring and documentation of experiences and lessons. (Refer to strategy document for full details of implementation plan, also annexed in this report).



# Annexes

## Annex 1: highlights from stakeholder workshop

### Highlights from the multistakeholder engagement workshop

- Largely, the strategy framework details general principles or approaches of working. So, for example, the gender integration framework was used as a methodology to assess how Proforest thinks about gender and social inclusion as part of its PLP programme. This is often a methodology that is used when trying to mainstream gender into a project or programme. This helps to review both internal policy and practices as well as external programmes for alignment and consistency. Though
- this approach wasn't a big focus of the work (but was highlighted in the assessment report) as we were not trying to talk about gender transformation around women empowerment, women's agency, women driving their own lives etc, the discussion was useful to participants. Also, PF isn't working with people on internal gender mainstreaming in organizations, hopefully that may come, but again not a big focus of the objectives of this piece of work. Ensuring gender considerations are mainstreamed in the PLP of PF is primary programmatic and got everything to do with our external work being done in the landscape.
- The stakeholder and initiatives mapping were particularly useful to help reconcile outdated information with current activities and ongoing initiatives in the landscape. A range of different stakeholders were mixed together in groups to discuss and present a rough map of what is happening in the landscape and other landscapes. For instance, discussions around what people are doing in the landscape (activities, organizations or individuals doing it, world bank programmes, long term short term etc. Gaps identified were followed up by the consultant through phone interviews.
- The final activity was to think through the strategy action plan. Discussions focused on all the activities and the learnings that had come up of what has happened in the past. There may be actions that had come up, some done quite well or some that other organizations could pick up and work on. The session on Learning during the workshop was to revisit earlier conversations around what's happening in the landscape and overview of the gender and social issues, and initiatives aimed at addressing gender issues in the landscape (obviously not everywhere in the landscape) and anything left to be done in the landscape, and by who. For example, it could be actions that people in the landscape might want to take forward or follow-ups that may require collaboration, or the implication of the mapping exercise and discussions pointing to pockets of good practice we might need to bring attention to. It is these good practices that we would consider as good models to upscale, focusing on those detailed activities that we really want in the framework. The who idea therefore was to understand who is doing what in what area to help appreciate what the learning really is.

## Annex 2: Implementation Plan

Action	Lead stakeholder	Timelines	Budget (USD)
<b>A. ON FARM INVESTMENTS</b>			
<b>STRATEGIC OBJECTIVE 3: Increased support for excluded groups of women and girls in relation to women's rights, particularly additional livelihoods, vocational training and SRHR and decision-making</b>			
<b>(i) Sustainable cocoa production models</b>			
<b>(a) Climate Smart Cocoa/cocoa agroforestry models</b>			
Support to female farmers for additional livelihood options: <ul style="list-style-type: none"> <li>Needs assessment and labour market review <b>(FC option paper)</b></li> <li>Capacity building initiatives for female farmers</li> </ul>	FC, CCOBOD, WCF		200K
Direct support in terms of tools and resources: <ul style="list-style-type: none"> <li>Empowering women/women's groups to set up nurseries for cocoa and economic tree seedlings</li> <li>Supporting them with farm management services/ Rural Service to provide technical and logistical support to farmers</li> </ul>	FC, WCF		50k
<b>(ii) Setting up landscape governance structures</b>			
Building the capacity of women for effective landscape governance	WCF, PF		
Supporting women to take active decision-making positions in landscape governance	WCF, PF		50K
Setting aside a 30%governance leadership positions for women (i.e. setting quotas)	HMB		50K
<b>STRATEGIC OBJECTIVE 1: Closer alignment of private sector actors with policies and processes</b>			
1.2 KPIs of stakeholders within the Landscape better aligned to GCFRP, CIF (WCF MEL framework)	MMDA with key partners such as WCF, FC, COCOBOD, HMB		
<b>STRATEGIC OBJECTIVE 2: Greater collaboration between different actors to further gender and social inclusion mainstreaming</b>			
2.1. Identify and review how data is collected and managed within the landscape: <ul style="list-style-type: none"> <li>Data disaggregated by sex and age as a minimum as well as other social exclusion factors (e.g. girls not in school, teen mothers, older women or widows, women with disabilities, women from excluded ethnicities or cultural groups, women and girls survivors of violence etc based on specific landscape context)</li> <li>Discussion and agreement by stakeholders on what data to be collected, why and by who</li> </ul>	MMDA, Gender Focal Points, Social Welfare staff, HMB		
2.2 Coordination of data guided by MEL plan: <ul style="list-style-type: none"> <li>Development of MEL plan in line with agreement from stakeholders following 2.1, with indicators and targets against each of the 3 objectives</li> <li>Co-ordination of data by MMDA</li> <li>Regular sharing of data (see 2.3)</li> </ul>	FC, COCOBOD, MMDA		

<b>2.3 Data sharing forum to strengthen interaction platform for stakeholders within the landscape</b> <ul style="list-style-type: none"> <li>Facilitating space for sharing learning and training (linked to 2.2)</li> <li>Ensuring regular face to face learning and sharing meetings for farmers in their communities</li> <li>Drawing learning together from existing stakeholders already working on gender and social inclusion in the landscape through convenient online data sharing platforms.</li> </ul>	FC, COCOBOD, MMDA		
<b>2.4 Decentralised governance structure and strengthening</b> <ul style="list-style-type: none"> <li>Supporting diverse women to take up more decision-making positions at community level and in the MMDA to advocate for issues affecting them (e.g. lack of washrooms for girls at schools, lack of alternative livelihoods, impact of deforestation, basic infrastructure needs e.g. water, schools, health provision which are the responsibility of the government)</li> </ul>	FC/Private sector support  CSOs like ActionAid Ghana, women arm of the Trade Union, Abantu for Development		
<b>2.5 Restoration and Agroforestry</b> <ul style="list-style-type: none"> <li>Sensitising women and men in communities on the need for the conservation and protection the landscape natural resources (as well as the impact of illegal mining, cutting down of trees on livelihoods)</li> <li>Engaging all community members, both men and women, in the replanting of trees</li> <li>Registering trees to ensure women's ownership rights are protected</li> <li>Supporting young men and women to raise economic tree seedlings at community level to create jobs and support the replanting and protection of trees in the degraded forest</li> </ul>	FC, COCOBOD, HMB Private sector  FC, HMB  FC, HMB  FC, HMB, Private Sector		
<b>(iii) Financial Inclusion</b>			
<b>a) Digital Financial Services</b>			
<ul style="list-style-type: none"> <li>Increased access to digital financial services e.g. telephone banking services etc..... for farmers, especially minority female groups (women from lower socio-economic backgrounds, older women, widows, women living with disabilities etc)</li> </ul>	Private sector. HMB, PF		
<b>STRATEGIC OBJECTIVE 3: Increased support for excluded groups of women and girls in relation to women's rights, particularly alternative livelihoods, vocational training and SRHR and decision-making</b>			
<b>(a) Additional livelihoods for women farmers and young women and out-of-school girls</b>			
<ul style="list-style-type: none"> <li>Providing livelihoods skills training for women farmers</li> <li>Supporting women farmers with start-up capital and market for additional livelihoods and/or to support existing coping mechanisms. <i>e.g. through market survey first to understand what gaps there are in the market and to support women to fill these gaps (refer to point under additional livelihood above)</i></li> </ul>	FC, with support from the Private Sector, COCOBOD, MoFA, HMB		

<ul style="list-style-type: none"> <li>Supporting ongoing activities of women and girls petty trading and food processing (Refer to Gender and Social Inclusion Assessment report)</li> <li>Training on financial management to sustain business for women farmers</li> <li>Continued support to farmer business school to educate farmers on record keeping, simplified accounting systems to make sure they appreciate farming as a business</li> <li>Encouraging usage of improved cooking stoves to reduce women dependency on NTFP</li> <li>Supporting TVET activities for young women or out-of-school girls e.g. vocational training,</li> </ul>	<p>Abantu for Development to support on additional livelihoods and farming activities</p> <p>Private sector</p> <p>FC, COCOBOD</p> <p>Private Sector, FC, HMB</p> <p>TVET partners COCOBOD, FC</p>		
<b>(b) Village Savings Loan Associations</b>			
<ul style="list-style-type: none"> <li>Signposting to VSLA initiatives in the landscape. <ul style="list-style-type: none"> <li>Mapping to identify what VSLA initiatives exist</li> </ul> </li> <li>Establishing and monitoring quotas for women farmers participating in VSLAs</li> </ul>	<p>FC</p> <p>VSLA partner</p>		
<b>(c) Law enforcement on tree and tenure</b>			
<p><b>Strengthening law enforcement on forest management (Policy framework, Farm development plans, Farm mapping etc)</b></p> <ul style="list-style-type: none"> <li>Awareness creation and capacity building</li> </ul>			
<b>d) Establishing and strengthening governance and safety structures at the community level</b>			
<ul style="list-style-type: none"> <li>Safety mapping participatory exercises for girls and women within communities</li> <li>Identifying services which may be relevant to women and girls that have been victim of violence</li> </ul>			
<b>(e) Fire management</b>			
<ul style="list-style-type: none"> <li>Training for women fire volunteers as part of environmental sustainability training</li> </ul>			
<b>(f) Landscape Restoration in on and off-reserve areas (Payment for Environmental Service – PES)</b>			
<b>(a) Tree registration</b>			
<ul style="list-style-type: none"> <li>Ongoing sensitisation of communities on the need for the conservation and protection of the natural resources of the landscape (impact of illegal mining, cutting down of trees on livelihoods)</li> <li>Engaging all community members, both women and men in the replanting of trees</li> <li>Registration of trees to ensure ownership rights are protected</li> <li>Supporting young men and women to raise economic tree seedlings at community level to create jobs and support the replanting and protection of trees in the degraded forest</li> </ul>	<p>FC, PF, WCF, HMB</p> <p>FC, PF, WCF, HMB</p> <p>FC, PF, WCF, HMB</p> <p>FC, PF, WCF, HMB</p>		
<b>(b) Landscape Trust Fund</b>			
<b>(g) Social development</b>			



### STRATEGIC OBJECTIVE 3: Increased support for excluded groups of women and girls in relation to women's rights, particularly alternative livelihoods, vocational training and sexual and reproductive health and rights and decision-making

#### (a) Safeguards implementation

<ul style="list-style-type: none"> <li>• Sensitizing/training stakeholders on awareness of safeguarding issues affecting children as well as vulnerable adults who may be at risk of harm in different circumstances in the landscape.</li> <li>• Ensuring clear anonymised systems to report safeguarding to relevant stakeholders and processes for investigating claims.</li> <li>• Working with community leaders, traditional chiefs, religious leaders and Queen Mothers to ensure that informal community protection systems exist for survivors of violence</li> <li>• Clear anonymised referral pathways to relevant institutions like DOVSU, health care units, psycho-social support, legal aid, Social Welfare departments as appropriate</li> </ul>	FC  CSO partners working on child protection, safeguarding, violence against women and girls		
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#### (b) Child welfare and development

<b>Signposting of adolescent girls to existing in or out of school clubs or other initiatives</b> to support them to have greater awareness of their rights, learn life skills and information about SRHR			
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#### (c) Gender and youth

<ul style="list-style-type: none"> <li>• Ongoing sustained work with communities on women's and girls' rights and how these relate to natural resource management; reflection and discussion on discriminatory gender norms and the impact of these on both girls and young women and boys and young men.</li> <li>• Working specifically with men and boys to be champions of girls' and women's rights to support long term positive change.</li> </ul>	FC, with support from Women's Rights Org like ABANTU		
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#### B. OFF FARM INVESTMENTS

<ul style="list-style-type: none"> <li>• Proper coordination at the local level, guided by the CREMA which details clear guidelines on gender considerations.</li> <li>• Also, Training on fire management at the local level and market access (refer to points above)</li> </ul>	FC, HMB, CSO		
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#### Cross cutting activities:

<p>Capacity strengthening of PF staff and other stakeholders on gender and inclusion in landscape programmes</p> <p>Bespoke training and support from Kanwal.</p> <p><i>Note: It's likely that other stakeholders and partners will also need this support.</i></p>	PF, with support from gender expert		
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## Annex 3: Gender and Social Inclusion Analysis: Summary of identified issues and recommendations

There is general agreement among women, men, boys and girls in the landscape that the forest reserve is under serious threat with differential negative effects on their livelihoods due to several factors. These factors include illegal mining with its attendant destruction of cocoa farms, air and water pollution resulting from the use of harmful chemicals in the mining activities, logging which leads to forest depletion and drying up of the water bodies within the landscape. The depletion of the forest and natural resources of the Asunafo-Asutifi Landscape has negatively affected the livelihoods of both men and women within the landscape with women bearing the greatest brunt of the forest depletion especially in terms of household food security.

Farming is the major source of livelihood for both men and women in the Asunafo-Asutifi Landscape. However, crop yields are low due to declining soil fertility and inadequate rains resulting from changing weather conditions and cutting down of trees in the forest. These low yields of farm produce pose household food security challenge for both men and women, with women being the worst affected. This causes a huge financial burden on women as men are unable to support their spouses financially. Women are therefore looking for additional livelihood options to take care of their children. Coping mechanisms of women such as petty trading and food processing must be taken note of and supported.

Girls in the communities within the landscape do not have easy access to resources to advance themselves. The patriarchal system, therefore, works to distort the mentality of young women by forcing them to see boys and men as the route to their well-being. Even though study participants had not experienced teenage pregnancy themselves, they pointed to a high prevalence rate of teenage pregnancy in the area. A comprehensive sexual and reproductive health rights programme could be considered by Proforest to address this issue as part of its women and girls' empowerment initiatives programme. This work could be done in partnership with a local NGO to provide this aspect of the programme as it is not within Proforest's current expertise.

Women are having to walk long distances to fetch water as water bodies are drying up due to polluted water sources caused by illegal mining. In extreme cases, women are having to fetch water from communities to the farms to be used for spraying agrochemicals. This tends to increase the workload of the women who are already overburdened with domestic chores such as cooking for the household, washing, and dressing up children for schools. Here also Proforest will have to consider how it would address the issue in terms of providing for the basic needs of women. It could do this as part of its stakeholder and partnerships strategy.

On a general level, both boys and girls are confronted with landscape issues such as the negative effects of illegal mining, limited job opportunities, depletion of forest resources, indiscriminate cutting down of trees, and high school drop-out rates. It was generally acknowledged that boys and girls are unable to proceed on the education ladder beyond the JHS levels. In all the interview sites, teenage pregnancy was identified as a major social challenge in the landscape. Participants largely attributed the pervasive teenage pregnancy issues recorded in the landscape to the high school dropout rate and the inability of parents to take care of their children due to limited alternative job opportunities.

Based on the responses of the staff of Proforest interviewed, it was felt that gender issues are taken seriously and discussed openly by both men and women within Proforest and that there has been an improved working environment for women within Proforest at least for the past 2 years. Staff also believed that Proforest is committed to the advancement of gender equality. Regarding the technical capacity of staff on gender issues, staff indicated that although Proforest has a policy and systems in place and values and norms commonly expressed, staff view themselves and others as not possessing adequate technical capacity for gender integration. On political will, staff believed political will exists within Proforest to move gender integration forward. Similarly, on organizational culture, the staff believe there is a good organizational culture to promote gender integration. About two out of the four staff of Proforest interviewed do not have relevant previous experiences in training for gender equality and social inclusion.

# Recommendations

- Explore the possibility of empowering the people within the Asunafo-Asutifi Landscape, especially the women, men, boys and girls, in the landscape to enable them **to engage in other livelihood opportunities besides farming activities**. This could be accomplished through **partnerships with other NGOs such as ABANTU for Development** which operates on the ground and in those regions and districts.
- **Provision of livelihood skills training and start-up capital** could help the women to earn additional incomes from income-generating activities to contribute to household food security.
- **Provide continued sensitization and education of the communities on the need for the conservation and protection of the natural resources** of the landscape. This would include sensitization on illegal mining and indiscriminate cutting down of trees which immensely contribute to the destruction of the forest and create negative impacts for women especially on the livelihood activities of the inhabitants within the landscape.
- **Provide enterprise skills training and start-up capital** for women to enable them to engage in income-generating activities to earn additional incomes to support their households
- **Engage community members, both men, and women, in the replanting of trees** and ensure the documentation of the planted trees for the ownership rights to be protected
- **Strengthen existing policy on tree planting and ownership documentation to encourage the youth to plant trees.** This should be supported with strong education and advocacy on the right of farmers to own the planted trees.
- **Provide livelihood skills training start-up capital to the youth** (both boys and girls) to enable them to engage in additional livelihood opportunities.
- **Recruit more young men and women to raise economic tree seedlings** at community level to create jobs and support the replanting and protection of trees in the degraded forest.
- **Establish boys and girls clubs** to educate them on decent economic opportunities, effects of teenage pregnancy and drug abuse, etc.
- **Provide specific gender training to all staff and key partners** to enable them to assume leadership for gender equality.



Proforest's Production Landscape Programme is funded by UK aid from the UK government, via the Forest Governance, Markets, and Climate Programme.