



COSTA RICA: Gender Action Plan of the National REDD+ Strategy



Gender Assessment and Action Plan

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The Gender Action Plan of Costa Rica's National REDD+ Strategy is part of the efforts that the REDD+ Secretariat has implemented since 2011 to appropriately address gender issues in REDD+ processes. These processes are based on the Gender and REDD+ Roadmap developed by the REDD+ Secretariat in 2016. Through these efforts, the REDD+ Secretariat developed the first analysis of the country's current situation in terms of forests, gender and climate change mitigation, including this publication.

To obtain the information for this publication, several field visits were organized during 2018 and interviews were conducted with government officials, members of local communities and other relevant stakeholders; all interviews and photographs included in this report had the informed consent of their protagonists which was provided during the field visits.

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Acronyms

ACOMUITA	Association of Indigenous Women of Talamanca
ADITICA	Asociación de Desarrollo Integral del Territorio Indígena Cabécar (Association for the Comprehensive Development of the Cabécar Indigenous Territory)
ASADAS	Administrative Associations of the Community Aqueduct and Sewer Systems in Costa Rica
ASP	Protected Wilderness Areas
CATIE	Tropical Agricultural Research and Higher Education Centre
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CENIGA	National Geoenvironmental Information Center
CDB	Convention on Biological Diversity
UNFCCC	United Nations Framework Conference on Climate Change
CNP	National Production Council
UNCCD	United Nations Convention to Combat Desertification
COLAC	Local Conservation Area Council
CONAC	4-S Clubs National Council
CONAGEBIO	National Commission for Biodiversity Management
COVIRENAS	Natural Resources Surveillance Committees
CORAC	Regional Councils of Conservation Areas
CREF	Forest Emission Reduction Contracts
CTDR	Territorial Councils for Rural Development
DCC	Climate Change Directorate
DIGECA	Directorate of Environmental Quality Management
ECADERT	Central American Strategy for Territorial Rural Development
ENAHO	National Household Survey
ENCC	Costa Rican National Climate Change Strategy
ENGBC	Low Carbon Livestock Strategy
EN-REDD+	National REDD+ Strategy
FCPF	Forest Carbon Partnership Facility
FONAFIFO	National Forest Financing Fund
FUNCEJE	Cerros de Jesús Foundation
FUNDECOR	Foundation for the Development of the Central Volcanic Range
FUNPADEM	Foundation for Peace and Democracy
GEF	Global Environment Facility
GIZ	German Agency for Technical Cooperation in Costa Rica

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IFAM	Municipal Development and Advisory Institute
IMAS	Joint Institute for Social Assistance
IMN	National Meteorological Institute
Inopesca	Costa Rican Fishing and Aquaculture Institute
INEC	National Statistics and Census Institute
INA	National Learning Institute
INAMU	National Women's Institute
INDER	Institute of Rural Development
INEC	National Institute of Statistics and Census
MAG	Ministry of Agriculture and Livestock
MIDEPLAN	Ministry of Planning and Economic Policy
MINAE	Ministry of Environment and Energy
NAMA	Nationally Appropriate Mitigation Measure
NDC	Nationally Determined Contribution
SDG	Sustainable Development Goals
ONF	National Forestry Office
PAM	Policies, Actions and Measures of the REDD+ Strategy
PAN	National Action Programme to Combat Land Degradation in Costa Rica
PEDRT	State Policy for Costa Rican Territorial Rural Development
PEN	State of the Nation Program
PIEG	National Policy for Gender Equality and Equity
PIR	Relevant Stakeholders
PNACC	National Plan for Adaptation to Climate Change
PNDF	National Forestry Development Program
PND	National Development Plan
UNDP	United Nations Development Programme
PES	Payment for Environmental Services
PES Program	Payment for Environmental Services Program
RECOPE	Costa Rican Oil Refinery
REDD+	Reducing emissions from deforestation and forest degradation, and conserving, sustainably managing and enhancing forest carbon stocks.
Rescamur	San Carlos Rural Women Network
RIFA	International Analog Forestry Network
RIBCA	Bribri and Cabécar Indigenous Network
R-PP	REDD+ Readiness Proposal
SEN	National Statistical System



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SEPLASA	Executive Secretariat for Environmental Planning
SESA	Strategic Environmental and Social Assessment
SFA	Agroforestry Systems
SINAC	National System of Conservation Areas
IUCN	International Union for Conservation of Nature
UNAFOR	National Forestry Union
UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples
WISEA	Widening of Informed Stakeholder Involvement to REDD+

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1. Executive Summary

Key Messages

- This report summarizes the process for developing the Gender Action Plan (GAP) of the Costa Rica National REDD+ Strategy, the results found, and the actions proposed to address gender gaps and enhance opportunities differentiated by gender when implementing it.
- The Gender Action Plan of the National REDD+ Strategy is the country's first gender action plan on climate issues and marks a clear path for continuing work on gender and environment in Costa Rica.
- In Costa Rica there are about 12,598 women producers who own 106,564 hectares of land in different regions of the country, representing 15.6% of all farms and 8.1% of the total agricultural area belonging to natural persons in the country.
- Many of the areas with a high percentage of farms owned by women producers coincide with areas which have a lower social development index, as well as with priority areas for forest conservation and management, for the restoration of forest landscapes and ecosystems, and for the promotion of low-carbon production systems.
- There is therefore great potential to increase the participation of these women in sustainable productive landscape initiatives and other land-use related activities, which can generate resources and improve their livelihoods while contributing to the conservation and sustainable management of forest priority areas in the country.
- However, rural Costa Rican women face a number of gender gaps related to the recognition, procedures and distribution in natural resource management that prevent them from engaging in and benefiting from these initiatives.
- The gender analysis carried out as part of the Gender Action Plan (GAP) allowed for a better understanding of the reality of Costa Rican women and men and for obtaining data that show that there are gender-differentiated roles, gaps and opportunities in Costa Rica in relation to natural resource management.
- Thus, the GAP proposes a range of activities for each of the National REDD+ Strategy Policies, Actions and Measures (PAMs) that can generate important rural development opportunities for a wide range of women, while reducing deforestation and forest degradation and increasing carbon stocks.

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- The design of the GAP was based on a bottom-up participatory approach, which allowed for the proposal of concrete actions that reflect the reality of the country and the validation of women's ideas and contributions, as well as greater ownership of the GAP development process by the women and groups consulted.

Costa Rica shows great advances in the creation of public policies in the environmental sector that have resulted in a clear trend towards the recovery of the country's forest cover in recent decades. This is due to the country's efforts to design early forest policies that allowed it to reduce emissions by the sector and maintain the vital functions of critical ecosystems, improving its resilience to climate change and providing access opportunities to key environmental and economic resources, especially in rural areas.

On the subject of gender, environmental policies show a positive evolution over time. The country has a specific and robust regulatory framework to promote gender equality; it is a signatory and has ratified the main declarations and conventions to promote women's rights; and it has the National Women's Institute (INAMU). This has had a major impact on environmental, forest and climate change policies which in the last decade have evolved from a gender-neutral approach to a gender-sensitive or responsive one.

Since 2016, the REDD+ Secretariat, made up of FONAFIFO and SINAC, has been preparing a Gender and REDD Road Map that concludes with the development of the Gender Action Plan (GAP) of the Costa Rica REDD+ Strategy (EN-REDD+), in collaboration with gender experts, State institutions, civil society organizations, and diverse groups of indigenous women and small rural producers. This report summarizes the process for developing the GAP, the results found, and the proposed actions to address gender gaps and enhance gender-differentiated opportunities by implementing the National REDD+ Strategy. To this end, the REDD+ Secretariat conducted the country's first gender analysis on forests and climate change, which included a review of the regulatory, institutional, academic and social framework related to gender and relevant to REDD+, complemented by field visits and participatory processes to identify gaps and opportunities, case studies and lessons learned.

Gender analysis allowed for a better understanding of the reality of Costa Rican women and men in relation to forest management and for obtaining quantitative and qualitative data on gender-differentiated roles, gaps and opportunities. Costa Rican women face a number of gender gaps related to the recognition, procedures and distribution in natural

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resource management that limit their participation in initiatives to reduce deforestation and forest degradation, summarized below.

Recognition	<ul style="list-style-type: none"> • Women are not visible in the agricultural and environmental sector. • Women have fewer farms and these are smaller in size. • Gender-specific contributions and knowledge related to forest conservation and management are not recognized.
Procedures	<ul style="list-style-type: none"> • Women find it more difficult to participate in forestry activities and projects because they have more care responsibilities. • Gender stereotypes limit women's participation in forestry activities and projects. • Fewer women participate in decision-making processes related to natural resource management. • Women producers have less access to information and their farms receive less technical support and extension services. • There is a lower percentage of professional women doing technical work and extension work. • Officials of environmental institutions have limited capacities to implement gender-sensitive or responsive initiatives.
Distribution	<ul style="list-style-type: none"> • Women producers show higher poverty rates. • The farms of women producers receive less financial support. • The number of women-owned farms included in the PES has been decreasing in recent years.

At the same time, there is great potential to increase the participation of women from different regions of the country in sustainable productive landscape initiatives as they are interested in a wide range of activities aligned with the National REDD+ Strategy. In Costa Rica there are about 12,598 women producers who own 106,563.6 hectares of agricultural land. This represents 15.6% of the farms and 8.1% of the total agricultural area belonging to natural persons in the country. Prioritized activities include reforestation, ecotourism, cocoa cultivation, plant nurseries, home garden improvement, collection of non-timber forest products (medicinal plants, seeds or species for construction) and the development of agroforestry systems. Most of these activities can be carried out close to women's homes allowing them to be part of the activities proposed in the National REDD+ Strategy.

The activities included in the GAP can generate significant rural development opportunities that generate resources and improve the livelihoods of a wide range of women while reducing deforestation and forest degradation and increasing carbon stocks. The gender analysis found that many of the areas with a high percentage of the farms that belong to

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female producers coincide with areas with a lower social development index, as well as with priority areas for forest conservation and management, for forest landscape and ecosystem restoration, and for the promotion of low-carbon production systems. The analysis also found that many of the activities prioritized by women during the development of the GAP coincide with or can be strengthened with activities included in the Territorial Rural Development Plans of the country's rural territories.

The GAP is structured on the basis of the 6 Policies, Actions and Measures (PAMs) of the National REDD+ Strategy and is composed of 6 gender objectives (one for each PAM) and 20 expected results, together with the definition of specific actions for the achievement of results, monitoring indicators and responsible institutions. The GAP proposes a range of actions that encompass (a) policy changes at the national level; (b) institutional strengthening; and (c) changes at the local level through gender-responsive forestry projects. Hopefully, through these actions, it will be possible to address priority gender considerations in the forest sector and establish strategic alliances between different government institutions, NGOs and women's groups for their implementation.

The design of the GAP was based on a bottom-up participatory approach. This made it possible to propose concrete actions that reflect the reality of the country and to validate the ideas and contributions of women, as well as a greater appropriation of the process of development of the GAP by the women and groups that were publicly consulted, turning it into a proposal for concrete social and environmental transformation based on the needs and priorities of the men and women who day after day contribute to the conservation and sustainable management of Costa Rican forests. In addition, the REDD+ Secretariat has achieved an important achievement in the GAP through joint work, synergies and communication with INAMU during the GAP development process.

This GAP reasserts Costa Rica's commitment to human rights and gender and marks a clear path for continuing work on gender and the environment in the country. The National REDD+ Strategy GAP is the country's first gender action plan on climate and an important step that contributes to the commitment made in its Nationally Determined Contributions (NDC). Through the development of this GAP, Costa Rica becomes one of the few countries that have developed a Gender Action Plan for its REDD+ Strategy.

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2. INTERNATIONAL CONTEXT

The most relevant international agreed upon instruments and declarations on gender equality that create an enabling setting for the project objectives are:

- 1- **International references ratified by Costa Rica** in relation to the human rights of women: the Convention on the Elimination of All Forms of Discrimination Against Women-CEDAW (1979)¹, the Vienna Declaration (UN, 1993), and the Inter-American Convention to Prevent, Punish and Eradicate Violence Against Women known as the “Convention of Belem do Pará (1994)², the Declaration and the Platform for Action of Beijing (UN,1995), and the Declaration of the Millennium Development Goals (UN, 2000).
- 2- **The 2030 Agenda for Sustainable Development**, in special Goal 5 that calls for achieving gender equality and empower all women and girls. Costa Rica recognizes that empowering women and promoting gender equality is crucial to accelerating sustainable development. As well as ending all forms of discrimination against women and girls is not only a basic human right, but it also has a multiplier effect across all other development areas.
- 3- **The 70+ mandates on gender equality and women empowerment under the UNFCCC**, in special those related to REDD+. Since COP13, in 2007, REDD+ decisions under the UNFCCC were adopted progressively, with subsequent decisions (guidance, rules, and modalities) that guide how REDD+ is designed and implemented today.

Several key REDD+ decisions impacted the uptake of gender-responsive policy and action, in particular during COP16 in Cancun in 2010. Parties guided countries in Decision 1/CP16 (Paragraph 72) that, when “developing and implementing their national strategies or action plans, to address, inter alia, drivers of deforestation and forest degradation, land tenure issues, forest governance issues, gender considerations and the safeguards....ensuring the full and effective participation of relevant stakeholders, inter alia, indigenous peoples and local communities.”³

¹ Approved by the UN General Assembly in 1979 and entered into force in 1981. Ratified by Costa Rica: Law No. 6968 of 1984.

² Adopted by the OAS on June 9, 1994, at the twenty-fourth regular session of the General Assembly. Ratified by Costa Rica: Law No. 7499 of 1995.

³ United Nations Framework Convention on Climate Change (2011, March). *Report of the conference of the parties on its sixteenth session, held in Cancun from 29 November to 10 December 2010*. Retrieved from <http://unfccc.int/resource/docs/2010/cop16/eng/07a01.pdf>

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Building on this guidance, the 2011 UNFCCC Durban Outcomes (Decision 12/CP.17, Paragraph 2) further guided countries that when providing information on how safeguards are addressed what is now commonly referred to as safeguard information systems (SIS)), gender considerations should also be respected in this process.⁴

Additional various human rights treaties also form the basis and rationale for utilizing a human rights-based approach (HRBA) and integrating gender equality and women's empowerment into REDD+. These various gender references within COP decisions help provide an effective compliancy framework, which illustrates the need and rationale for incorporating gender equality principles across the REDD+ thematic areas, including national actions plans/strategies and safeguards, among others.

4- UNFCCC Gender Action Plan (GAP)

At COP25 of the UNFCCC, the Parties approved the second GAP. The enhanced gender action plan sets out objectives and activities under five priority areas that aim to advance knowledge and understanding of gender-responsive climate action and its coherent mainstreaming in the implementation of the UNFCCC and the work of Parties, the secretariat, United Nations entities and all stakeholders at all levels, as well as women's full, equal and meaningful participation in the UNFCCC process.

Of the five priority areas, the present proposals acknowledge and respond to the mandates expressed under "Priority area D: gender-responsive implementation and means of implementation" with special attention to:

- D.3 Promote the deployment of gender-responsive technological solutions to address climate change, including strengthening, protecting and preserving local, indigenous and traditional knowledge and practices in different sectors and for improving climate resilience, and by fostering women's and girls' full participation and leadership in science, technology, research and development.
- D.5 Engage women's groups and national women and gender institutions in the process of developing, implementing and updating climate policies, plans, strategies and action, as appropriate, at all levels.

⁴ United Nations Framework Convention on Climate Change. (2012, March). *Report of the conference of the parties on its seventeenth session, held in Durban from 28 November to 11 December 2011*. Retrieved from <http://unfccc.int/resource/docs/2011/cop17/eng/09a02.pdf>

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- D.7 Enhance the availability of sex-disaggregated data for gender analysis, taking into consideration multidimensional factors, to better inform gender responsive climate policies, plans, strategies and action, as appropriate.

5- Secretary General Climate Summit from 2019 in relation to gender and climate change

In September of 2019, the office of the SG organized the climate summit. The summit's goal was to further climate action to reduce greenhouse gas emissions to prevent the mean global temperature from rising by more than 1.5 °C (2.7 °F) above preindustrial levels. Summit initiatives were designed to ensure the actions are undertaken would be fair for all, gender-responsive, supporting jobs and clear air for better health, and protect the most vulnerable, as well as new initiatives on adaptation, agriculture and early warning systems that will protect 500 million additional people against the impacts of climate change.

Under the gender track signatories' countries commit to implementing climate actions that contribute to gender equality and the empowerment of women and girls. This commitment recognizes the differentiated impact of climate change by gender. Ensuring women's and girls' agency and leadership will make climate action more effective, contributing to increased ambition in all sectors. Five concrete commitments were proposed, four of them relevant to the present proposal:

- 1) Adopt and implement gender-responsive climate change action plans, policies or strategies.
- 2) Promote and enhance innovative tools that demonstrate and measure the transformative power of women's and girls' leadership in modifying patterns of consumption to reduce carbon emissions.
- 3) Support and promote initiatives that foster women's and girls' full participation and leadership in mitigation and adaptation measures, including in science, technology, research and development.
- 4) Support and promote initiatives that foster women's and girls' full participation and leadership in mitigation and adaptation measures, including in science, technology, research and development.

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It is essential to point out that Costa Rica has played a leadership role in the development of the two GAPs under the UNFCCC and was one of the conveners of the gender track under the Gender Summit. Costa Rica is the led Party convening the discussions on gender and climate change under the Beijing+25 process.

Therefore, the present proposal embraces and seeks to advance Costa Rica's commitments at the internationally agreed upon instruments and declarations.

3. National Regulatory Context

Gender analysis of the gender equality policy framework

Costa Rica has a specific and robust regulatory framework to promote gender equality. In 1990, the Act for the Promotion of Social Equality for Women was approved. Article 1 of this law emphasizes that "*It is the obligation of the State to promote and guarantee equal rights between men and women in the political, economic, social and cultural spheres*" and reiterates the commitments made by the country in 1984 when it ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). The Social Equality for Women Act is complemented by the Law Against Sexual Harassment in Employment and Teaching (1995), the Common-law Marriages Law (1995), the Law Against Domestic Violence (1996) and the Alimony law (1996), among others. The following table summarizes several of the articles in the Law for the Promotion of Social Equality for Women and which are relevant to the REDD+ Strategy (Table 1).

Table 1. Summary of articles included in the Law for the Promotion of Women's Social Equality and their relevance to the REDD+ Strategy Costa Rica

Article and Summary	Relevance to REDD+ Costa Rica
<p>Article 2 State institutions are obliged to ensure that women do not suffer discrimination on the basis of their gender and enjoy equal rights with</p>	<p>MINAE, SINAC and FONAFIFO, as State institutions, must ensure that their programs and projects do not discriminate against</p>

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men in the political, economic, social and cultural spheres.	women and that they promote the enjoyment of equal rights by men and women.
<p>Article 3 The State shall promote the creation and development of programs and services aimed at facilitating the full participation of women.</p>	<p>The development of the PAMs of the REDD+ Strategy represents an opportunity to implement actions that promote the participation of women in the promotion of low carbon production systems, in programs for the prevention and control of land use change and fires, sustainable forest management, in the distribution of financial resources from payment for conservation results through instruments such as CREF and the restoration of forest landscapes and ecosystems.</p>
<p>Article 7 Any real estate property granted through social development programs must be registered in the name of both spouses, in the case of a married couple; in the name of the woman, in the case of common-law marriage; and in the name of the beneficiary in any other case, whether male or female.</p>	<p>The REDD+ program should recognize that differences in land tenure exist and that equitable measures or mechanisms should be identified to consider properties that are registered in the name of both spouses and properties in the name of women.</p>
<p>Article 19. The National Learning Institute (INA) shall develop a professional training system for women, which will provide comprehensive training for women in the various economic sectors.</p>	<p>FONAFIFO and SINAC could establish a partnership with the INA to provide training for women to enable them to become involved in activities to implement the PAMs and the activities proposed by the Gender Action Plan for the REDD+ Strategy</p>

In 1998, Costa Rica created the National Women's Institute (INAMU) by passing the Act establishing the National Women's Institute. The Act elevated the National Centre for the Development of Women and the Family (CMF) to the status of an autonomous, decentralized institution with a wide range of functions and powers. The creation of INAMU raised the administrative status of the main national mechanism for the empowerment of women and increased and strengthened its functions, establishing it as an institution under public law with its own legal personality and assets. In addition, within this Institute, the rank of a woman Minister for the Status of Women was created, who

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assumes the Executive Presidency of the Institute. The Act that created INAMU includes as its mandate the drafting of national policy on equality.

As part of its actions and duties, INAMU developed the National Policy for Gender Equality and Equity (PIEG) 2018-2030 and is currently developing the PIEG 2018-2030 Action Plan. The policy has four main lines of action, focusing on the culture of rights to equality, time distribution, wealth distribution and the distribution of power. The new policy considers the framework of compliance with Agenda 2030 and the Sustainable Development Goals (SDG), recently approved by Costa Rica. In particular, the theme on the distribution of wealth recognizes that PIEG should generate actions for equitable access to resources that allow the generation of wealth, as well as "ensure responsible governance of ownership, because land, fisheries and forests are fundamental to the realization of human rights, food security, poverty eradication, the sustainability of livelihoods, social stability, housing security, rural development and social and economic growth". It is important to emphasize that several of the expected results mentioned in the policy are relevant to the National REDD+ Strategy, which represents an opportunity to broaden the women's agenda to propose objectives, measures and actions that promote gender equality and women's empowerment in sectors related to conservation, climate change and sustainable management of resources.

Implementation of the REDD+ Strategy may contribute to achieving some of the expected results proposed in the PIEG 2018-2030 (Table 2). For example, a contribution to time distribution may be made if budgets for implementing proposed activities in the PAMs include a line item for supporting women with their care-taking responsibilities. These budgets can be used to cover the costs of babysitting, hiring local youth to watch the children when workshops are held, or other activities that represent an alternative to public, private or mixed high-quality care that allows them to engage in REDD+ activities and even to engage in employment opportunities that may arise from the implementation of the PAMs. The Strategy can also contribute to the distribution of wealth if measures are implemented to enable women to take up some of the green jobs that will be generated as part of the implementation of the PAMs. For example, there are currently several women who work as volunteers in the fire brigades in the Nicoya Peninsula, and the Strategy can contribute to increasing the number of women and formalizing these jobs. Finally, the Gender Action Plan can contribute to achieving some of the expected results proposed in the PIEG; some of these themes and expected results are summarized below.

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Table 2. Themes and expected results of the PIEG 2018-2030 relevant to REDD+

<p>Theme 1: Culture of the right to equality</p>	<ul style="list-style-type: none"> • Social, associative and business women's organizations are increasing as an active expression of their collaborative and sisterly work. • More explicit and legal public-public and public-private partnerships characterize a culture of effective equality and human rights in State action to implement public policies for equality between women and men. • There is an increasing number of national, regional, territorial, local and institutional plans (strategic and operational on an annual basis). These include principles, objectives and public actions aimed at effective equality between women and men in their content, indicators and goals, and which have an allocated budget. • More institutions have information systems, updated administrative records, data and indicators that are sensitive to people's multiple diversities and inequalities, which feed into the Gender Indicator System of the National Institute of Statistics and Censuses (INEC), which makes it possible to report on the status and condition of women and men in Costa Rica.
<p>Theme 3: Distribution of wealth</p>	<ul style="list-style-type: none"> • More women have access and control over land and housing ownership, as well as their human right to water, in all regions and areas. • More women have access to productive resources, comprehensive financial services, infrastructure, transportation and urban planning, technology and innovation, which increase their possibilities for social mobility and business development, in all regions and areas. • More women have access to technical, technological and scientific education, both public and private, and to cutting-edge research for sustainable development • More women are strengthening their skills and abilities for the mitigation and adaptation to emergencies or disasters resulting from natural phenomena and climate change.
<p>Theme 4: Distribution of power</p>	<ul style="list-style-type: none"> • Institutional services of advocacy, training and education for the personal empowerment, self-care and well-being of women, are increasing. • The number of women trained in effective equality, women's rights and gender equality is increasing, for their participation and application to decision-making structures • Women are increasing in parity with men, in all decision-making structures and positions in political parties and in social

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	and trade organizations.
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The 2019-2022 National Development Plan is based on a **gender rights and equality approach**. The plan defines the human rights approach and mentions that the national objectives and strategic interventions will promote respect for the principles of equality and equity, recognizing the attention to population groups that, due to their conditions, are subject to some type of exclusion, and the gender perspective. This approach responds to the human rights guarantee to strengthen access to goods and services provided by the State, through the actions of institutions. "Articulated programs for the fulfilment of the human rights of women, children and adolescents, young people, senior citizens, migrants and refugees, people with disabilities, indigenous peoples, Afro-descendants and LGBTI people in the framework of inclusive and diverse development and according to SDG 5, 8 and 1026" is proposed to be implemented as part of the strategic area on human security. The development and implementation of the Gender Action Plan for REDD+ contributes to the fulfilment of this strategic intervention.

Costa Rica is a signatory and has ratified the main declarations and conventions to promote women's rights. Among these agreements are: the Convention on the Political Rights of Women (declared in 1948 by the OAS); the Treaty on Civil and Political Rights; the Convention on the Political Rights of Women (approved in 1952 by the UN and ratified by Costa Rica in 1967); and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (approved in 1979 by the UN and ratified by Costa Rica in 1985) and the Optional Protocol to the Convention (ratified by Costa Rica in September 2001). The following table (Table 3) mentions some of the articles included in the CEDAW whose compliance can be promoted through the REDD+ implementation process in Costa Rica.

Table 3. Summary of rights relevant to the Costa Rica REDD+ Strategy, articles included in CEDAW

Rights	Article and Summary	Recommendations for the REDD+ process Costa Rica
Gender Equality Rights	Article 2(a) States Parties undertake to embody the principle of the equality of men and women in any appropriate legislation and to ensure, through law or other appropriate means, the practical realization of this principle.	The main documents related to the implementation of REDD+ in Costa Rica, such as its Strategy, Implementation Plan, Benefit-sharing Mechanism, and safeguards should include gender equality as a principle.

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<p>Rights to fair and equitable benefit sharing</p>	<p>Article 3 States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.</p>	<p>In identifying and implementing the concrete activities for each PAM, appropriate measures should be considered to ensure the full development and advancement of women, considering the national and local social context (inequalities, capacities, needs and preferences differentiated by gender).</p> <p>As part of the implementation of the PAMs, include indicators to monitor that women, both themselves and as members of communities, receive fair compensation, incentives, benefits and income generated by REDD+ activities.</p> <p>The benefit-sharing mechanism should consider a participatory, transparent and gender-responsive process for the distribution of income.</p>
	<p>Article 14 (e) States parties shall adopt all appropriate measures to eliminate discrimination against women in rural areas and shall ensure the right to organize self-help groups and cooperatives in order to obtain equal access to economic opportunities through employment or self-employment.</p>	<p>The process for implementing PAMs can support options for organizing self-help groups and cooperatives to promote equitable access to economic opportunities through green employment or self-employment</p>
	<p>Article 14 (g) States parties shall adopt all appropriate measures to eliminate discrimination <u>against</u> women in rural areas and shall ensure to them the right of access to agricultural credit and loans, marketing services and appropriate technology and equal treatment in land reform and land resettlement programs.</p>	<p>The process to implement the PAMs should propose concrete actions to promote women's access to forest and agricultural credit, marketing initiatives, appropriate technologies, as well as land resettlement programs</p>
<p>Rights to full and effective participation</p>	<p>Article 14 (a) States Parties shall adopt all appropriate measures to eliminate</p>	<p>The process for implementing the PAMs should be designed to enable women's participation, considering their workload,</p>

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	<p>discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development, and in particular to ensure to such women the right to participate in the preparation and implementation of development plans at all levels</p>	<p>schedules, and social and cultural roles that often inhibit their participation, and ensure that they have equal and timely access to information and sufficient time for discussion of policies, processes, risks, and benefits of REDD+.</p> <p>The REDD+ process should consider actions to ensure the full and effective participation of women as relevant stakeholders before and during the design, planning, implementation, monitoring and evaluation of all activities of the PAMs at all levels.</p>
	<p>Article 14 (d) 2. States parties shall adopt all appropriate measures to eliminate discrimination against women in rural areas in order to ensure their right to obtain all types of education and training, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and outreach services in order to increase their technical capacity.</p>	<p>The process for implementing the PAMs should ensure that women receive appropriate information and training related to all REDD+ activities. Women should have the necessary tools and knowledge to participate in the identification of gender-specific risks, opportunities, and challenges, and the assessment of the technical knowledge and skills they will need to participate in all REDD+ activities. It is important to note that in many cases, women will require specific actions to be implemented to ensure that they can be part of decision-making processes.</p>
	<p>Article 10 States Parties shall adopt all appropriate measures to ensure to women equal conditions in respect of career guidance and professional training (...) in both rural and urban areas; such equality shall be ensured in technical and professional education and in all types of professional training.</p>	<p>The process to implement the PAMs should ensure that women have the opportunity to participate in all training and information transfer processes. It is important to emphasize that, in many cases, women will require differentiated capacity building due to the gaps caused by gender inequalities.</p>
<p>Right to land and natural resources</p>	<p>Article 14 1. States parties shall consider the particular problems faced by rural women and the significant role which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the</p>	<p>Women's land tenure or land inheritance rights should be ensured, including through individual titling or co-titling, as appropriate, for all relevant forest, agricultural, wasteland and other relevant lands. In many cases women do not have clear land tenure or formal deeds, modalities or solutions should be put forward that allow these women to</p>

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	<p>application of the provisions of the present Convention to women in rural areas.</p> <p>2. States Parties shall adopt all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development.</p>	<p>participate while their tenure problem is being resolved.</p>
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Gender analysis of the environmental regulatory framework

Costa Rica has an environmental regulatory framework that guarantees its inhabitants the right to a healthy and ecological environment. This right is reaffirmed in Article 50 of the Constitution and through the application of the Organic Law on the Environment No. 7554, the State defends and preserves this right, in search of greater welfare for all inhabitants of the Nation. These regulations represent the third generation of rights for Costa Ricans, and having these rights has generated a significant change in the behavior and culture of Costa Ricans, since it has allowed them to take ownership of the conservation and sustainable management of resources.

The regulatory framework pays special attention to the participation of inhabitants in conservation and sustainable resource management activities (Table 4). The active participation of all social sectors is one of the main mandates of Costa Rican environmental regulations. In spite of the fact that the regulations do not specify the social sectors, this allows for an interpretation that considers women and relevant women's groups or associations.

Table 4. Articles in Costa Rican environmental legislation that focus on the participation of inhabitants in the conservation and sustainable resource management activities.

Organic Law on the Environment	Art 6. The State and the municipalities shall promote the active and organized participation of the inhabitants of the Republic in the decision-making process and in the actions aimed at protecting and improving the environment.
	Art 10. Promote the active participation of all social sectors in the conservation

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Biodiversity Law	<p>and ecologically sustainable use of biodiversity, to ensure social, economic and cultural sustainability.</p> <p>Art 101 Encourage community participation in the conservation and sustainable use of biological diversity through technical assistance and the incentives indicated in this law and its regulations, especially in areas where endangered, endemic or rare species have been identified.</p>
Soil Use, Management and Conservation Law	<p>Art 2. To promote the active participation of the communities and farmers, in the generation of the decisions on the management and conservation of the soils.</p> <p>Art 6. Promote, in a constant and systematic way, the application of mechanisms and diverse means for the participation of the civil society in the appropriate management, conservation and recovery of soils.</p> <p>Art 37. The participatory methodology by which the management, conservation and soil recovery plans must be prepared and implemented shall include, at a minimum, a public hearing in the most populated centers of the communities included in the area, to which the Ministry of Agriculture and Livestock shall give sufficient publicity.</p>
Wildlife Conservation Law	<p>Art 7. Promote the responsible participation of people, individually or collectively, in the preservation and restoration of the ecological balance and the protection of the environment.</p>

Environmental education is one of the central themes of the environmental regulatory framework and the interpretation of these mandates may encompass various gender considerations. These mandates can be easily interpreted to ensure that environmental education is developed in a gender-sensitive manner where; below are some of the mandates related to environmental education and extension services and some of the gender considerations that could be considered when implementing these actions (Table 5).

Table 5. Articles in Costa Rican environmental legislation that focus on environmental and gender considerations to be addressed.

Laws	Article	Gender Considerations
Organic Law on the Environment	<i>Art 13. Environmental education shall relate environmental problems to local concerns and national development policy; it shall also incorporate the interdisciplinary approach and cooperation as the main formulas for</i>	<p>a) Ensure that information reaches both men and women, including youth.</p> <p>(b) Take into consideration the concerns of men and women alike.</p> <p>(c) Recognize and value gender-differentiated contributions and</p>

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	<i>solutions, aimed at promoting the conservation and sustainable use of natural resources.</i>	incorporate case studies or examples that show both men and women as agents of conservation (d) Incorporate messages that promote gender equality and do not contribute to reinforcing negative stereotypes (e) To harmonize environmental education processes with the gender mandates of rural development policy
National Biodiversity Policy	<i>It educates, sensitizes and generates citizen awareness and commitment about the value of biodiversity and the services it offers, with a multicultural, gender and inclusive approach, incorporating actions that allow society's understanding, appreciation and commitment to act in favor of the conservation and sustainable use of biodiversity.</i>	(a) Ensure that information reaches both men and women, including youth (b) Take into consideration the concerns of men and women alike. (c) Recognize and value gender-differentiated contributions. (d) Incorporates case studies or examples that highlight the differentiated value of biodiversity and its services (d) Incorporate messages that promote gender equality and do not contribute to reinforcing negative stereotypes
Soil Use, Management and Conservation Law	<i>Art. 6 Provide producers with technical assistance on agro-ecological, agricultural and erosion control technology and other forms of degradation, as well as to advise the general population on soil conservation practices. To this end, it must carry out permanent educational actions about the principles and most advisable practices that guarantee the sustainability of the lands.</i>	(a) Recognizing women as producers (b) Recognize the differentiated roles, needs and preferences of men and women in the agro-ecological sector to ensure that they receive appropriate technical assistance (c) Ensure that men and women receive the necessary information relevant to their activities. (d) Identify gaps and strengthen the capacities of men and women to understand and use the information.
Wildlife Conservation Law	<i>Art 7 Promote and execute education and research programs on the additional use of the country's renewable natural resources, in the field of wildlife that fall under its jurisdiction, in accordance with this law.</i>	a) Promote the involvement of women, youth and girls in activities on the use of resources. (b) To guarantee that women, youth and girls can participate fully and effectively without discrimination c) Include professional women in the processes of education and research, in order to provide work opportunities and promote the acknowledgement that women can be involved in these activities.

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Forestry Law	<i>Art 10. Disseminate, among all producers, national and international information on markets, costs, prices, trends, buyers, stocks and others, for the optimal marketing of the products of the sector</i>	(a) Recognize women as producers and the differentiated roles of men and women in forest value chains. (b) Ensure that information reaches both men and women (c) Strengthen the capacities of men and women to understand information
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On the subject of gender, environmental policies show a positive evolution over time. The policies of the 1990s, such as the Organic Law on the Environment and the Forestry Law, do not mention the gender approach; nevertheless, the policies and plans proposed in the last decade address gender considerations and recognize the importance of developing conservation and sustainable resource management activities with a gender approach. This pattern can be seen in environmental, forestry and climate change policies. An example of this transition from gender-neutral environmental policies to gender-responsive environmental policies are the policies on biodiversity, as the Biodiversity Law includes a general principle on equity that could be considered gender-neutral, afterwards the National Biodiversity Policy is developed and takes an important step, as it begins to recognize inequalities and proposes guidelines to carry out activities taking into consideration the gender perspective, which may be considered gender-sensitive, and finally the National Biodiversity Strategy was developed based on a rights and gender approach and includes gender as a principle and as part of its goals and indicators. The following summarizes this transition in a timeline and includes the relevant legislation.

Figure 1. Gender timeline of biodiversity-related policies

1998 →	Biodiversity Law →	<ul style="list-style-type: none"> * Included as a General Principle. * Intra- and inter-generational equity <p>Mentions that the possibilities and opportunities for the use of biodiversity and its benefits are guaranteed in a fair manner for all sectors of society</p>	→ Gender - Neutral
2015 →	National Biodiversity Policy →	<ul style="list-style-type: none"> * Recognizes that increasing inequality and persistent conditions of poverty in particular for women-headed households * One of its guidelines is to educate, raise awareness and generate citizen commitment about the value of biodiversity and its services from a gender and inclusive perspective. * Recognizes the contributions to conservation made by local communities and indigenous peoples, and accepts different forms of governance, favoring those groups that are more socially, economically and culturally vulnerable (such as women). 	→ Gender Sensitive

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2016→	National Biodiversity Strategy→	<ul style="list-style-type: none"> *ENB2 was developed under the Human Rights and Gender-Based Approach *Proposes that strategic themes be developed in a context of social equity and gender equality * 1 National Goal, 3 strategic objectives, 6 national targets and 2 indicators address gender considerations 	→Gender Responsive
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Forestry and REDD+ Policy Framework

Forest policies evolve from being gender-blind to being gender-sensitive. Although the Forestry Law does not mention gender, some of its articles can be interpreted to include the gender dimension. For example, article 10 mentions that one of the functions of the National Forestry Office (ONF) is to promote the constitution and strengthening of associations and organized groups for the development of the forestry sector, with emphasis on the incorporation of farmers and small producers; therefore it is key to strengthen the gender capacities of the ONF so that it can promote the constitution and strengthening of associations and organized groups of both women and men in an equitable manner. In addition, the ONF should recognize the roles, capacities and needs of women farmers and small producers so that they can organize themselves and take advantage of, market and industrialize forest products. These recommendations are also applicable to the implementation of Article 10 of the Park Service Law, which assigns the National Forestry Office the function to encourage programs aimed at rural communities in order to incorporate small landowners into reforestation programs.

Figure 2. Gender timeline of forest-related policies

1996→	Forestry Law→	* Does not mention gender equity or equality or presents a human rights approach	→ Gender-Blind
2011→	National Forestry Development Plan→	<ul style="list-style-type: none"> * Recognizes that the gender dimension is a cross-cutting issue * Emphasizes that the gender perspective is an essential issue in ensuring forest conservation, cultural diversity and respect for the rights of society 	→Gender-Sensitive
2015→	NAMA Livestock→	* Recognizes the contribution that women make to productive activities on livestock farms	→Gender-

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		* MRV proposes to measure and monitor the variation in the resilience of livestock areas according to the social component in animal-raising families, including gender equity	Sensitive
2018➔	National REDD+ Strategy Costa Rica➔	*Reaffirms its commitment to Decision 1/COP16 and highlights paragraph 72 which calls on REDD+ countries to address gender considerations when developing and implementing their national strategies or action plans * Recognizes women as a marginalized group	➔Gender-Sensitive
2018➔	National REDD+ Implementation Plan Strategy Costa Rica➔	*Includes the undertaking and operating the gender sub-strategy as part of its goals	➔Gender-Sensitive
2018➔	National REDD+ Benefit-sharing Plan Strategy Costa Rica➔	*Mentions the description of monetary and non-monetary benefits, which must be appropriate from the gender point of view	➔Gender-Sensitive

The National Forestry Development Plan 2011-2020 is the first forestry policy to recognize gender as a cross-cutting issue. The Plan recognizes that to ensure the conservation of biological diversity of forest lands (and their use); as well as cultural diversity and respect for the rights of society, we incorporate the gender perspective to guarantee the full participation of inhabitants in the decision-making. Although this is an important step in legislation, it is necessary to see it as a starting point, since the gender dimension must include actions beyond the participation of women in decision-making.

In 2011, Costa Rica began to integrate the gender approach into the Readiness phase of REDD+. This year FONAFIFO with the support of IUCN organized the first awareness-raising workshop on gender and forests. The workshop was attended by more than 20 of the institution's staff and during this event lessons learned, challenges, priority actions and the establishment of strategic alliances were discussed. Thanks to this initial institutional recognition and sensitization, gender issues were discussed in several of the processes of Costa Rica's preparation process. For example, the workshop for the self-evaluation of the Relevant Stakeholders identified that addressing the gender issues was a necessity.

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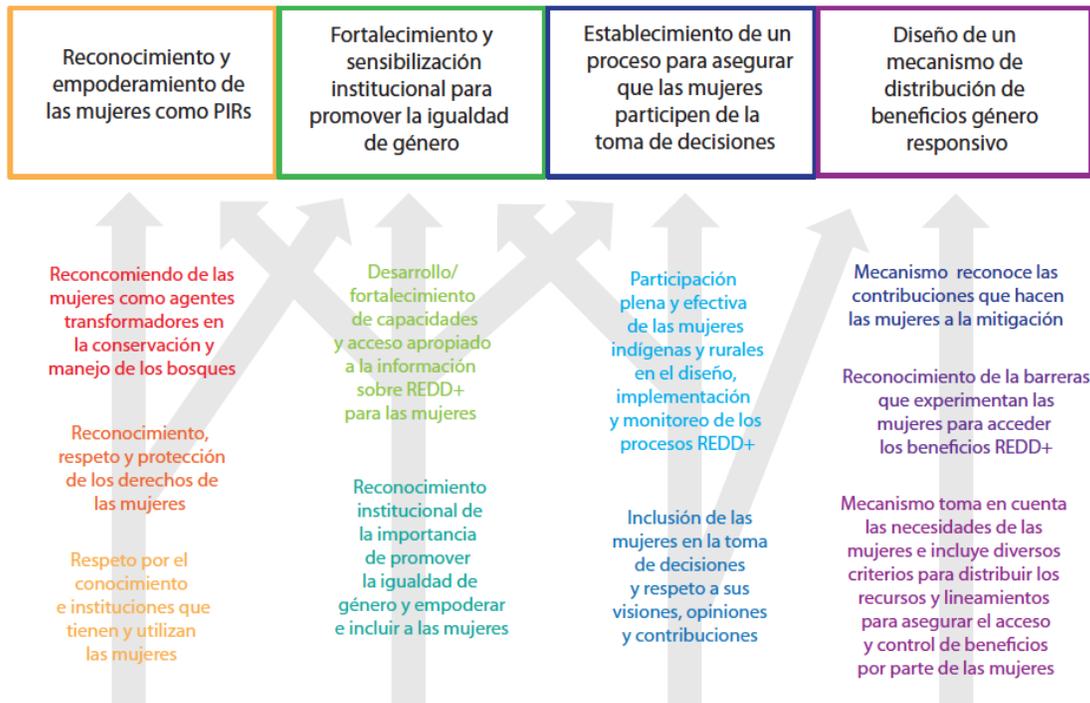
During the process carried out at the national level with the Relevant Stakeholders for the Strategic Environmental and Social Assessment (SESA), it is recognized that the gender approach happens thanks to the active engagement of indigenous women's organizations such as ACOMUITA. The SESA document includes specific actions to address the gender issues. However, the SESA document also mentions that the Relevant Stakeholders expressed their concern that the lack of mainstreaming of the issue will lead to the exclusion or invisibility of women and emphasizes that there are a number of limitations to incorporating the issue into the country's REDD+ process.

In 2016, the Costa Rica Gender and REDD+ Road Map was prepared as part of the actions carried out by FONAFIFO to continue mainstreaming gender issues into REDD+ processes. The roadmap was developed through a multi-stakeholder participatory process when the workshop was organized: Definition of the design of the critical path for the gender approach to the REDD+ process with support from the WISE program. The overall objective of the workshop was to explore the gender considerations that should be considered by the REDD+ processes in Costa Rica and to propose a plan to address these considerations appropriately. The national workshop had 32 participants, including representatives from the government (FONAFIFO, SINAC, CONAGEBIO), NGOs (Conservation International), academia (CATIE), international cooperation (GIZ), indigenous women's organizations (ACOMUITA), community associations (ADITIRIBI, ADIKEKOLDI), indigenous groups (RIBCA), indigenous women and rural women linked to the generation of the REDD+ Strategy and working on REDD+ projects at the local level.

The Roadmap defines 4 main lines of action and 10 gender considerations relevant to the REDD+ process in Costa Rica. To develop the roadmap, the workshop included a series of dynamics that allowed the identification of gender considerations relevant to the national REDD+ program based on the country context, gender inequalities, the situation of women in Costa Rica, lessons learned from previous forestry projects and the experiences of workshop participants. Ten gender considerations were identified, which were grouped into four key areas (Figure 3). The Road Map considered the four areas as general objectives and for each one of them, propositions were made including the expected results, actions and organizations that could lead these actions. This Roadmap was used as a guide to propose the process for developing the Gender Action Plan for the National REDD+ Strategy.

Figure 3. Articulation of the four main lines of action and gender considerations relevant to the REDD+ process Costa Rica

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The REDD+ Strategy reaffirms its commitment to Decision 1/COP16 and highlights paragraph 72, which calls on REDD+ countries to address gender considerations when developing and implementing their national strategies or action plans.

In order to comply with this mandate, Costa Rica defines the actions to develop the Gender Action Plan in the Emission Reduction Program to the Carbon Fund of the FCPF. Specifically, the Plan proposes to incorporate the gender perspective, the participation of youth and other relevant groups in the National REDD+ Strategy (Action 6.4). With respect to gender, the Plan mentions that a gender strategy is planned to be developed during the second phase of preparation, in order to ensure that both the strategy and the ERP incorporate this dimension as a cross-cutting issue, and establishes the following actions to implement this action

- Develop a strategy to mainstream the gender approach, the intercultural approach and the incorporation of other relevant groups in the National REDD+ Strategy based on the preliminary studies carried out (Activity 6.4.1)
- Develop information, training, outreach and financing activities to promote the participation of women in REDD+ actions (Activity 6.4.2)

Costa Rica's National REDD+ Strategy Implementation Plan and Benefit-sharing Plan are

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beginning to include specific actions to address gender considerations in the enabling conditions and benefit-sharing associated with the REDD+ Strategy. The case of the Implementation Plan is recognized as an enabling condition to carry out and operationalize a sub-strategy for group and gender participation. The Benefit-sharing Plan is more comprehensive in its approach to the gender issue, since it applies the principles of equity and transparency in the design of the plan to ensure equitable distribution of monetary benefits among the different stakeholders with rights. To assess whether the distribution is equitable, one of the indicators proposed is to include a description of monetary and non-monetary benefits, which should be culturally and gender-appropriate.

NAMAs related to REDD+ address some gender considerations. In the case of NAMA Livestock, it explicitly incorporates the gender issue by recognizing the contribution that women make to productive activities on livestock farms. A recent study on dairy farms shows that a high percentage of women participate in the implementation of sustainable production practices identified as a priority in NAMA. Although the percentage of women who make decisions related to such practices is lower than in the implementation of these practices, in most cases, women have a significant participation in decision-making. The establishment of fodder banks is noteworthy, where the percentage of women who decide on this practice exceeds the percentage of women who implement it. Also noteworthy is the planting of trees in pastureland, where the percentage of women participating and making decisions is the same. In addition, it includes as part of its MRV to measure and monitor the variation in the resilience of livestock areas according to the principles of Climate Intelligent Agriculture, as well as the social component in livestock families, including gender equity. NAMA mentions that its implementing agency (Fundecooperación) provides technical assistance to projects in sustainable agriculture, gender equity and energy efficiency, among others.

Gender Analysis of the Climate Change Policy Framework

Since 2015, Costa Rica has been leading the gender negotiations within the UNFCCC and is one of the managers of the Gender Action Plan for the United Nations Framework Convention on Climate Change. This commitment has led to a change in policies and strategies related to climate change. For example, initially the national policies and communications on climate change, such as the Regional Convention on Climate Change and the National Strategy on Climate Change, do not recognize or mention gender considerations. In the case of the communications, they only present data disaggregated by gender in terms of population or life expectancy data and the third National

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Communication recognizes that at the cantonal level, vulnerability was found to be associated with patterns of poverty, Human Development Index (HDI) or Gender-Related Development (GDI). Notwithstanding the NDC, Costa Rica mentions that the country favors a transformational gender approach in climate public management and supports the participation of women in the definition of policies and the implementation of climate actions.

Figure 4. Gender timeline of climate change policies

2000➔	First National Communication➔	* Does not mention gender equity or equality or presents a human rights approach	➔Gender - Blind
2009➔	National Strategy for Climate Change➔	* Does not mention gender equity or equality or presents a human rights approach	➔Gender- Blind
2009➔	Second National Communication➔	* Does not mention gender equity or equality or presents a human rights approach	➔Gender – Blind
2014➔	Third National Communication➔	*Includes sex-disaggregated data but not gender analysis	➔Gender- Neutral
2015➔	National Determined Contribution (NDC) ➔	*Reaffirms the facilitating role of government in generating conditions that enable sectors, communities and society at large to define their own gender-sensitive options *Defines that climate policies and actions will be based on the country's historical commitment to universal principles of human rights and gender equity *It recognizes that the country is in favor of a transformational gender approach in climate public management and supports the participation of women in the definition of policies and the implementation of climate actions.	➔Gender- Sensitive
2015➔	Climate Change National Strategy Action Plan (ENCC) ➔	*The work was analyzed from a gender perspective, to integrate equity and human development considerations * Includes some considerations for improving the gender aspects of the Action Plan proposals in the transport sector * Recognizes women as agents of change in the energy sector * Proposes to conduct gender-differentiated vulnerability analysis as part of the early warning system * National Information System for Integrated Water Resources Management *Water agenda considers gender and climate change	➔Gender- Responsive

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		* Adaptation fund for water and cc for at least US\$ 20 million. Part of it is for women or women's groups	
2015➔	Strategy and action plan for the adaptation of Costa Rica's biodiversity sector to climate change	Recognizes that gender equity is a key element to achieve an efficient implementation of the strategy	
2018➔	National Policy for the Adaptation to Climate Change➔	<ul style="list-style-type: none"> * Recognizes gender-differentiated vulnerabilities * Includes participation and inclusion as principles to guarantee gender equality and social equity * The policy is based on a rights and gender equality approach * 3 themes and one guideline address gender considerations * Promotes the collection of sex-disaggregated data 	➔Gender-Responsive

The Regional Climate Change Strategy was developed by SICA in 2010 and represents a significant change in climate change policy by identifying and addressing gender considerations in a comprehensive manner. This change is due to the fact that the Strategy was developed at the same time as when Women's Forum for Central American Integration (FMICA) implemented the consultation process on gender and climate change, which aimed to compile the knowledge of women who are already experiencing climate change and who have contributed their efforts to reduce its impact on their territories. The Strategy adopts many of the ideas, concerns and recommendations that were proposed by Central American women. For example, the principles of the ERCC are based on: (a) Transversality, intersectoriality and interculturality; one of the most important cross-cutting themes is gender equity and equality; (b) Coherence of governance and solidarity policies, equity, gender equality and social justice; (c) Recognition that the region's most vulnerable populations include indigenous communities, populations of African descent, rural and urban women, children and the elderly, and families living in poverty. The following (Table 6) summarizes the adaptation and mitigation actions identified in the Strategy that address gender considerations and are relevant to the REDD+ Strategy.

Table 6. Adaptation and mitigation actions identified in the Regional Climate Change Strategy that address gender considerations and are relevant to the REDD+ Strategy.

Agriculture and food security	<ul style="list-style-type: none"> • Strengthening research on the relationship between climate and agriculture, and its differentiated impact on men and women • Develop and promote capacities to mainstream gender and diversity in
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	<p>adaptation measures.</p> <ul style="list-style-type: none"> • Generation, promotion and dissemination of information from a gender perspective. • Implement programs and projects aimed at backyard agriculture for food production, products for the marketplace, with a gender approach. • Establishment of gender centers specialized in agriculture. • Identification, systematization and dissemination of good mitigation and adaptation practices for agrifood chains, including women's ancestral practices. • Strengthening of good productive practices (taking into consideration women's initiatives) that contribute to avoid contamination or deterioration of water quality and availability. • Promote appropriate legislative and institutional frameworks for the development and strengthening of agricultural insurance plans, ensuring women's access to these mechanisms. • Development of a regional fund for women that allows access to productive economic resources and capital (land, capital, forests, technology, training, education). • Create a financial mechanism for projects that reduce GHG emissions with gender participation.
Forest ecosystems and biodiversity	<ul style="list-style-type: none"> • Design and implementation of economic incentive policies to reduce the vulnerability of forests and biodiversity to CC, incorporating gender criteria. • Design criteria to ensure that all REDD processes incorporate gender aspects to ensure full participation of women and better distribution of benefits. • Include a gender perspective in national standards and guidelines to ensure that women have access to and control over the benefits of economic and financial incentives. • Promote greater use of improved soil, water, forest and biodiversity conservation systems with gender equity
REDD+	<ul style="list-style-type: none"> • Promote greater use of improved soil, water, forest and biodiversity conservation systems with gender equity, under REDD mechanisms (governance and responsible management of natural resources). • Promote specialized courses on the incorporation of gender criteria in REDD projects.

Although the National Strategy for Climate Change does not address the issue of gender, the Action Plan of the National Strategy for Climate Change (ENCC) was developed incorporating a gender perspective. During the first stage of its preparation, the work was analyzed from a gender perspective, in order to integrate equity and human development considerations. The plan addresses gender considerations in the transport, energy and agricultural sectors. In the case of the transport and energy sectors, it includes

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recommendations for actions to be considered, while in the agricultural sector, it includes a case study prepared by INAMU that describes women as agents of change. This case study provides data on

- The time women invest in production. Women invest a very significant number of hours daily in domestic and productive work combined, and it is estimated that around 50% of them spend more than five hours a day on agricultural and livestock tasks
- Women perform other tasks such as carrying and preparing food for farm workers and for sale inside and outside the home,
- In 75% of the cases the decision on what to produce on the plot is made by the couple or exclusively by the woman
- Women are involved in more technical aspects related to crop care and maintenance, in the application of sowing methods, harvest and post-harvest care and management;
- Between 1990 and 1998, it was found that 98% of women's agricultural micro-businesses are made up of self-employment and self-consumption options

The Nationally Determined Predicted Contribution (NDC) reaffirms that climate policies, and the actions that will flow from them, will build on the country's historic commitment to universal principles of human rights and gender equity. This commitment reflects a significant change in Costa Rica's climate agenda that began four years ago when Costa Rica presented a rights and gender agenda at the international level in the climate change negotiations.

Costa Rica consolidates a regulatory framework related to gender-responsive adaptation based on human rights, by presenting its National Policy on Adaptation to Climate Change in 2018. The main policies related to adaptation and risk management have a conceptual framework and specific actions that recognize and promote gender equality (see Text box 1). It should be noted that even the Strategy and Action Plan for the Adaptation of Costa Rica's Biodiversity Sector to Climate Change addresses gender considerations by recognizing as part of its principles that "*gender equity is a key element to achieve an efficient implementation of the strategy since, to the extent that groups of society can identify problems, solutions, necessary resources and implementation mechanisms, the more efficient and effective the implementation will be in the short, medium and long term*". The definitions of these approaches show a robust and holistic conceptual framework that takes into consideration ideas proposed in Agenda 2030 and the Sendai Framework and summarizes the information and patterns found in the most recent and innovative gender publications and analyses. These definitions can serve as a guide for future climate and environmental policies.

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Text box 1. Law and Gender Approaches Included in Risk Management and Adaptation Policies

National Risk Management Policy 2016-2030

Human Rights Approach. Risk management with a human rights-based approach is a policy framework that supports human development. From a regulatory point of view, it is based on international standards on the subject and the Political Constitution of the Republic of Costa Rica, and from an operational point of view, it is aimed at promoting conditions of security and sustainability under which the full enjoyment of human rights can be achieved. Its purpose is the analysis and consideration of the inequalities that are at the heart of the problems of development and vulnerability to disasters, in order to correct the discriminatory practices and unfair distribution of power that hinder material progress and the development of resilience. In a human rights approach, risk management incorporated in development strategies and policies contributes to promote the sustainability of development, to enhance solidarity through effective action of people, women and men, especially oriented to the most vulnerable groups, to participate in the preparation of policies and to hold accountable those who have the obligation to act; this as part of a system of rights and duties that is anchored in the precepts of international law

The Gender Equity Approach. The application of the present National Risk Management Policy adopts the criterion that the gender perspective must contribute to the recognition of the capacities, strengths and weaknesses that people possess according to their gender. Gender characteristics imply differential reasons for men and women to be vulnerable or, on the contrary, to express capacities. To that extent, affirmative actions should be identified with respect to the condition of women, tending towards equity, recognizing the characteristics of their gender condition that make them vulnerable, but also those that affirm their strength and capacity as political and social agents of transformation. Likewise, just as the favored condition of men is taken for granted, the vulnerability derived from their gender condition should be recognized, both in its biological dimension and with respect to the demands of the patriarchal model. Under a new approach to masculinity, men's differential needs must be made evident, while promoting the use of their capabilities. This does not exclude the recognition that certain circumstances of social differentiation, different from the gender condition, can encourage a common state of strengths and weaknesses that in the human rights perspective also deserve equal attention

National Policy on Adaptation to Climate Change, Costa Rica

Human Rights Approach. Climate change brings with it a variety of risks that can affect human rights, from health threats to damage on property, livelihoods and even cultures, enhancing solidarity through affirmative action especially aimed at protecting the most vulnerable groups. Intersectionality is a contribution of the gender approach; however, it can be included from the human rights approach to impact all the vulnerabilities that affect people in the national territory. Likewise, the vulnerability of populations with structural disadvantages, due to their social or economic condition, such as indigenous peoples, must be considered.

The Gender Equity Approach. Gender equity is an inherent aspiration for the fulfillment of human rights. The different roles that men and women play in society mean that climate change has different impacts on men and women, and current inequalities and discrimination are expected to increase. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ratified by Costa Rica, recognizes gender equality. The implementation of the National Plan on Adaptation to Climate Change will consider the interrelationship between the various vulnerabilities (social, economic, environmental) that affect women individually and collectively, in particular those who suffer some disability, or are senior female citizens, girls or adolescents, among other groups. Therefore, from a climate change adaptation perspective, equity must be ensured between men and women in order to face the adverse effects of the phenomenon, facilitating opportunities to create conditions conducive to transforming risk situations into positive advances. Likewise, this policy should generate processes that promote and guarantee appropriation and make visible the management by women in adaptation in all areas: local, business, institutional, political, economic, etc.

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The National Policy on Adaptation to Climate Change proposes gender-responsive themes, guidelines, and indicators that can be taken into consideration when implementing the REDD+ Strategy. Several of the PAMs included in the REDD+ Strategy contribute to reducing emissions while increasing resilience and adaptive capacity. The Gender Action Plan represents an opportunity to harmonize these REDD+ policies, actions, and measures with the gender guidelines included in the National Adaptation Plan (Table 7).

Table 7. Gender themes included in the National Adaptation Plan

<p>Theme 1 The development of local and institutional capacities for adaptation will focus on the most vulnerable institutions, communities, groups and individuals, in accordance with human rights and gender equality approaches.</p> <p>Guidance, management and community participation in adaptation. Community management and participation in the adaptation to reduce the vulnerability of communities and households to climate change, by strengthening the capacity of local organizations and local emergency committees of the National Risk Management System (SNGR) to carry out adaptation initiatives and affirmative actions that are consistent with human rights and gender equality.</p>
<p>Theme 2. Adaptation to climate change must be the starting point for land use planning. In this effort, it will consider human rights, gender equality and integrated adaptation approaches, and will enable adaptation processes in urban, rural and marine-coastal areas.</p>
<p>Theme 6. To provide public and private financial resources, from both existing and new sources, that effectively enable the implementation of adaptation measures and reduce losses and damages for vulnerable populations due to the adverse impacts of climate change. This should be done in a transparent and verifiable manner, under financial conditions for the active inclusion of vulnerable populations, particularly women, in the local economy through productive climate-resilient investments.</p>
<p>Evaluation means. In the construction of indicators for monitoring the policy and its Action Plan, it is a priority to collect data disaggregated by gender.</p> <p>Indicators Theme 1. Technological platforms for the collection of gender-disaggregated data on adaptation measures and traditional knowledge</p>

The Ministry of Agriculture (MAG) is developing a Gender and Climate Change Strategy for the Agricultural Extension Service in 2016. To develop the strategy, MAG received support from the Climate Action Program, Low-Emission Development Model Niedrigemissionsland, Costa Rica (NEL) and the German Development Cooperation Agency (GIZ). A situational diagnosis was carried out in three regional directorates of MAG's Agricultural Extension Service (Chorotega, Huétar Norte and Central Oriental) and an analysis was made of the adaptation and mitigation measures that could be implemented

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in the region. The strategy proposes three lines of action: 1. Information and training, 2. Tool Kit (Banco de herramientas) and 3. Incorporation of climate change adaptation indicators. The strategy proposes two indicators related to the Percentage of projects, farms or productive units that use agricultural extension services that implement adaptation and mitigation measures in a systematic way and the percentage of women that participate in these farms. The Gender Action Plan for REDD+ could easily suggest a collaboration with MAG to incorporate actions that contribute to achieving these goals while reducing deforestation and environmental degradation.

Gender analysis of the policy framework on Indigenous Peoples

In 2018, Costa Rica signed the Decree "General Mechanism for Consultation with Indigenous Peoples", and one of its principles is gender equality. The mechanism emphasizes that "*Gender equality: Within all stages of the consultation process, as well as in the integration of representative and decision-making bodies included in this decree, the active, effective and equal participation of indigenous women must be guaranteed, as an indispensable population for the achievement of the goals of inclusion and informed participation, which motivate the General Mechanism for Consultation. The indigenous people must ensure that at least 50 per cent of indigenous women are appointed to their territorial representative bodies.*"

During the REDD+ consultation process conducted by the Indigenous Peoples, women from all Indigenous Peoples in the country participated, representing the majority of the 24 Indigenous territories. Women expressed various concerns and ideas during these consultations of the territories. This methodology was agreed upon in the decree for the Construction of the Indigenous Peoples' Consultation Mechanism where it was highlighted that "*affirmative actions will be included in order to guarantee the effective participation of women, youth, people with disabilities and the elderly*". Some of the actions proposed during the consultation process of the REDD+ Strategy that promote gender equality are :

- Establish an equitable distribution of IPES benefits among indigenous peoples, considering their investment in community works, social support or individual benefits, to avoid community conflicts.
- Establish organic agriculture and crops that are adapted to heat and droughts in agroforestry systems as a modality of IPES.
- Integrate the traditional farms of indigenous peoples that can be considered as carbon producers into IPES modalities.

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- Develop a mechanism for applying for permission and respecting the knowledge of men, women, elders, youth and children when state institutions and organizations are interested in developing projects in indigenous communities.
- Promote participation and respect for the contributions of men, women and youth to give continuity to REDD+ actions in the future
- Train indigenous men and women to monitor protected areas, forests, rivers and mountains
- Define and demand in the short-term, an internal protocol of open participation which includes a mechanism of evaluation and control of the processes of participation with the indigenous communities, which is evaluated by representatives of the communities and representative groups (women, artisans, senior citizens, etc.) and which works in coordination with the IDAs (Indigenous Development Associations); covering all the aspects necessary to guarantee benefits for future generations
- Encourage the participation of communities by creating very representative and necessary community participation groups such as women's groups, artisans, senior citizens and others.
- Monitor and evaluate in a participatory manner that the information plan and analysis of REDD+ issues is carried out in each community, that its contributions are incorporated and that it is transmitted in an appropriate manner to the elders, youth, and women of the communities.

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Text box 2. Viewing the REDD+ issue from the perspective of ACOMUITA

During the REDD+ process, the 24 territories were convened to discuss the 5 special themes which were discussed by the IDAs of the territories. Indigenous women have expressed that they would like the process of discussing the 5 special themes to recognize the customary rights of indigenous women that are binding on national policy and that this political approach should be supported by the IDAs.

To this end, the vision of indigenous women must be characterized by systematizing their cosmogonic vision and making the Siwa jko operational within the national policies by defining strategic lines.

For the 5 special themes, the gender theme should be displayed as follows:

- 1) **Indigenous PES.** IPES design focused on the valuation of traditional farms as Carbon fixers and forest mediators. A PES that integrates women's farms is visualized, as cocoa farms have a comprehensive approach: water, medicine, water, etc. Currently, there are 88 women's farms, which means that these properties can be integrated. It is important to clarify that these efforts are not intended to compete with the ADI, but rather to recognize the work done on these farms.
- 2) **Land tenure.** It is important to implement a safeguard for indigenous women and their matrilineal legacy as a mechanism for land sanitation and legal security.
- 3) **Forests and the indigenous worldview.** Preparation of Siwa jko as an environmental policy to be applied in the indigenous territories.
- 4) **Protected areas.** The siwa jko should be seen as a regulatory mechanism and guarantor of forest protection. Men usually do not see it as clearly as women do, that is why it is important to incorporate them.
- 5) **Monitoring and evaluation.** Dialogue with a cultural approach that allows participation and monitoring from the viewpoint of indigenous women as guardians and protectors of the forest. We would like to see a holistic vision, where the collective good is promoted.

Gender analysis of the policy framework for rural development

Equity and inclusion of the population in territorial rural development is recognized as one of the main themes in rural development policies and plans. The State Policy for Costa Rica's Rural Territorial Development (PEDRT) emphasizes that Act No. 9036 modified the institutional framework for the country's sustainable rural development, in order to incorporate a vision of equality and equity and to encourage the active participation of historically invisible groups. As for the State Policy for the Agrifood Sector and Rural

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Development of Costa Rica 2010-2021, it contains inclusion with equity as one of its principles, which is defined as the broad access of people and social groups to resources and services without distinction of ethnicity, gender and creed. Furthermore, this state policy recognizes innovation and technological development as mechanisms to compensate for social and gender inequality.

The main rural development policy for Costa Rica, the PEDRT, is gender-responsive as it recognizes women as a priority group for attention and addresses gender considerations in its principles as well as in its actions and indicators. In the PEDRT, women are recognized as one of the social groups that have been made invisible, so the policy tries to recognize women as potential agents of development and their roles as producers (micro, small and medium) and as active members of social organizations and associations. The PEDRT includes gender as one of its focuses and mentions that it *"proposes affirmative actions aimed at achieving gender equality and equity, to favor the management and political incidence capacity of people, particularly women"*. In addition, its theme 2 focuses on Equity and Inclusion of the Population in Territorial Rural Development and states that one of its actions is the *"equity and inclusion of the population in territorial rural development that seeks to promote the integration and participation of the population in the management of its own development, including differentiated actions towards traditionally excluded groups, that allow for the reduction of inequalities"* and includes a gender indicator on the percentage of women agricultural producers.

The Central American Strategy for Territorial Rural Development 2010 -2030 (ECADERT) of the Central American Integration System (SICA) develops the gender issue from a holistic and robust perspective, which demonstrates a high level of technical and practical knowledge in the region. The ECADERT is one of the main guidance documents for the country and as a strategy it is one of the documents that best addresses the gender issue. ECADERT develops the gender issue from a holistic and robust perspective, which demonstrates a high level of technical and practical knowledge in the region. For example, it recognizes that *"Territorial Rural Development raises the need to correct deep inequalities in gender relations"* and that *"the empowerment of women is vital, not only to improve socio-economic and political conditions in rural territories but also to achieve integral and democratic citizenship"*. Furthermore, ECADERT proposes a novel vision on how to develop gender-responsive processes in the region, since it proposes that the generation of new productive roles through the articulation between agricultural and non-agricultural activities could lead to the transformation of gender relations traditionally established in the field. The strategy defines the gender perspective as the will to build public, governmental and civil policies that intervene in an unequal social structure and promote

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the implementation of measures that allow men and women more equitable access to education, politics, the labor market and credit, among others; and recognizes that from the perspective of rural development, the gender perspective must influence institutional development to include the creation of regulations, laws, entities and organizations that respond to the particular ways in which men and women understand and transform the world, natural resources and their culture.

ECADERT highlights that rural women, in particular, play strategic roles in managing key resources such as water and land for their productive and reproductive responsibilities, but have limitations in access to and control of these resources. ECADERT addresses in detail various issues related to the conservation and sustainable management of natural resources and mentions various lines of action that could be harmonized with the PAMs of the REDD+ Strategy in Costa Rica.

The National Plan for Territorial Rural Development 2017-2022 includes as part of its goals to implement the Action Plan for the Second National Gender Equality Policy in a regional/territorial disaggregated manner. The Plan proposes to develop productive initiatives for incubation, linkages and marketing aimed at different population groups, with emphasis on youth and women. It includes several priority projects that specifically support groups of women in different territories (Table 8). It should be noted that two of these projects are related to the PAMs included in the REDD+ Strategy: Project for the Productive Development of Planting and Growing of Cocoa, associated with plantains, and the self-consumption area by Women Farmers in Tinoco and the Project for Vegetable Nursery for the Commercialization of Seedlings for Hydroponic Crops in the Osa Canton.

Table 8. Priority projects included in the Territorial Rural Development Plan that specifically support women's groups

Territory	Priority Projects
Central Puriscal-Mora-Turrubares- Santa Ana	Commercial strengthening of the Self-managed Women's Cooperative of Maquila Services in Puriscal.
Brunca Osa Peninsula	Vegetable Nursery Project for the Commercialization of Seedlings for Hydroponic Crops. Emprosacoop, Infocoop, Inder, MAG, Mideplan, ILO, Tejiendo Desarrollo, The Women's Office in Golfito
Brunca Osa- Corredores- Golfito	Project for the Productive Development of Planting and Cultivation of Cocoa, associated with plantains, and a self-consumption area for the Women Farmers of Tinoco, in the Osa Canton.
Brunca Osa- Corredores - Golfito	Plaza de la Mujer in Paso Canoas

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Brunca Pérez-Zeledón	Integral remodeling of 160 square meters of the Casa de la Mujer Building, to train women in conditions of social vulnerability in the Canton of Pérez Zeledón. Generaleñas Women's Association, Inder, INAMU.
Brunca Pérez-Zeledón	Project for the promotion of the employment of the families associated to the Mujeres de la Reina de Barú Association (ASOMUPRE)

The territorial development councils include a women's representative and some of them have engaged women's associations in the development of the Territorial Rural Development Plans. Article 26 of the Regulations on the Establishment and Operation of Territorial and Regional Rural Development Councils recognizes that the integration of the Territorial and Regional Councils must consider gender equity, based on the criteria defined in the Law on the Promotion of Social Equality for Women. In 2017, INDER identified and convened the 28 women representatives of the Territorial Councils for Rural Development to several workshops to establish their roles and propose actions to unite the groups of women in the territory. INDER has considered that the process of capacity building associated with the development of the Gender Action Plan could be an opportunity to strengthen their capacities. A great diversity of women's associations participated in the preparation of the Territorial Rural Development Plans (see Annex 5). Some of these groups carry out activities that could be related to forest management and conservation and will be mentioned in the following section on Women's Groups.

Many of the Territorial Rural Development Plans (TRDP) include actions to promote the empowerment of women. The regulations for drawing up the TRDPs include a clause that mentions that the plans must include actions aimed at improving the conditions of the most vulnerable population in the territories, including women and other social groups. Several of the Plans include general information on gender inequalities and some include actions to promote gender equality in issues related to domestic violence, health, education and labor aspects. For example, the TRDP for Guatuso, Upala and Los Chiles mentions as one of its activities the expansion of access to credit with equal rights and opportunities, applying the principles of gender equity. The TRDP for Osa, Golfito and Corredores includes an objective to promote the creation of new sources of employment for improving the socio-economic conditions of the Territory's youth and women. Some of the gender activities included in the TRDP are related to agricultural, livestock and tourism activities that could be related to the PAMs included in the REDD+ Strategy. Table 9 includes a summary of these activities.

Table 9. Actions that promote gender equality and women's empowerment in sectors related to the REDD+ Strategy included in the Territorial Rural Development Plans (TRDP)

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Region	Territory	Actions
Huetar North	Guatuso, Upala and Los Chiles	Expand access to credit on the basis of equal rights and opportunities, applying the principles of gender equity, to favor the different needs of the population Create productive projects such as the planting and processing of cocoa, raicilla (ipecacuanha), productive and forestry activities, tourism, with available markets and product positioning contacts. Training for women to enable them to provide economic income to their homes. To promote the economic and productive development of the territory in a sustainable manner, stimulating productive agricultural activities and favoring new sources of employment, including women and men from the canton on in equal conditions
	San Carlos, Peñas Blancas and Río Cuarto	Sin Tranca Project, Seed Sanctuary. Sancarleña Network of Rural Women
Brunca	Buenos Aires and Coto Brus	Encourage actions that promote women's group organization in benefit of their rights. Strengthening of women's organizational management in an inclusive manner. Train organized groups according to their needs Promote the participation of women in inclusive productive projects. Expand the coverage of programs aimed at women for the promotion of initiatives and projects. Provide training in productive projects
	Osa, Golfito, Corredores	Coordinate technical and methodological training that strengthens the potential and entrepreneurship of women and youth in the Territory. To strengthen the businesses lead by the youth and women of the Territory. To insert the groups of women and youth in the programs such as: Caminos de Osa to develop Communitarian Rural Tourism, products with identity, seal of Local Tourism (organic products).
Chorotega	Abangares, Cañas, Bagaces and Tilarán	Activities led by women's groups: land purchase, nursery and fruit and vegetable collection point
Huetar Caribe	Limón and Matina	Local tourism as a source of employment for women in the community
Central Pacific	Garabito, Parrita and Quepos	To promote actions aimed at fostering protection, reforestation as well as sustainable production of agricultural products that generate sources of employment and improve the living conditions mainly of women and people with disabilities

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	Puntarenas and Montes de Oro	Provide tools to men and women members of community organizations and local institutions organized in Water Security Plan Committees in the communities of Corazón de Jesús, Ojo de Agua and Bajo Caliente in the upper basin of the Aranjuez River
Central	Paraiso and Alvarado	Cooperative business center for the generation of employment by promoting production by small farmers and women heads of households of rural products in the district of Cachi.
	Los Santos	To promote the production, generation of added value and commercialization of non-traditional products of the territory. Construction of a Processing Center for medicinal plants, aromatic herbs and spices. Construction and equipment of a packing center that will make it possible to pack, package and classify the production of medicinal plants and spices 2. Brand management of the organization's products, highlighting the characteristics of the women, as well as the quality and the effort to generate employment in the community.
	Puriscal, Turrubares, Mora and Santa Ana	Design and implement a training program for senior citizens, women, youth, people with disabilities and ethnic groups in the territory, on topics such as rural tourism, sustainable and organic agricultural production, protected environments, gender, entrepreneurship, crafts, painting, gastronomy, food processing, information technology, among others
		To provide production alternatives that generate income for the families of the women members of AMEP by adding value to primary production.
To improve the production and productivity of the horticultural activity in the territory through the use of protected environments known as shade-houses, poly-shades, among others. Group of Women Producers of San Rafael de Turrubares. Women's Production Group of Mercedes Norte. ASHOJA. Association of Women Entrepreneurs of Corralar (AMEC). Group of Producers of South Turrubares. Women's Group of Corralar de Mora.		
		Promote the carrying out of a study on the real needs of producers' organizations that request the land component for the establishment or expansion of their productive activities.
	Cartago, Oreamuno, El Guarco and La Union	Plant to process vegetable jams promoted by the Association of Women Fertile Hands of Oreamuno. Articulation meeting with related parties.

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4. Institutional Analysis

To implement gender-responsive environmental initiatives, three enabling conditions are necessary: a) institutional capacities, political will and support platforms, b) organized women's groups working in forest systems, and c) gender experts with technical capacities to support the design, implementation and monitoring of gender-responsive activities. These enabling conditions are described below for Costa Rica:

Institutional Capabilities

One of the main activities of the gender analysis was the interviews with key actors from national governmental institutions, NGOs and Relevant Stakeholders. Each of these organizations has different capacities to work on gender, climate change and forests; the following sections summarize the institutional capacities that were discussed during the semi-structured interviews. The sections mention whether the institution or organization has a gender policy, gender experts, gender-sensitive staff, whether the institution or organization has received training on gender and environment, and whether it has implemented gender-sensitive or responsive environmental projects. If a section includes a green check mark (✓) it means that the institution has those capacities, if it includes a red x (✗) it means that the institution does not have those capacities, and if it includes both a green and a red x (✓✗) it means that the institution has some capacities, but there are some aspects that could be strengthened.

Ministry of Environment and Energy (MINAE)

Gender Policy:

Major environmental policies do not include specific mandates on gender, but their mandates on social equity and inclusive participation can be interpreted to encompass the gender dimension. From the institutional point of view, Decree No. 27346-MINAE was published in 1998. To institutionalize and incorporate the gender equity perspective within MINAE, Decree No. 28216-MINAE was issued in 1999, establishing the Office of Gender and Environment at MINAE. However, these decrees were not implemented in the last government administrations. MINAE is currently developing a gender policy draft.

Gender and Environment Experts: ✗

The gender and environment office is not operating and the Ministry does not have a gender focal point. MINAE is currently defining the establishment of the Gender and Environment Network as

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part of the functions of the Secretariat of Environmental Planning (SEPLASA) with the support of the Vice Ministry of Natural Resources.

Gender-sensitive staff:

The issue of gender and the environment has not been a priority for the last government administrations, so the institution has been losing its technical capacity to address the issue of gender. Currently, there is no person within the institution who has the capacity to address the issue of gender and environment. This does not mean that staff are not sensitive to the issue; there may be staff members who consider it important or even have an interest in learning more about it. Nevertheless, it should be emphasized that the current Vice-Ministers of Natural Resources and Water, who are actually ladies, have shown great interest and support in working on the subject of gender.

Capacity Building on Gender and Environment

In the 1990s, MINAE was supported by the IUCN Global Gender Office. During this period, training sessions were held on different environmental topics and their articulation with gender. MINAE has not organized a follow-up to these trainings.

Gender-Sensitive or Gender-Responsive Projects: ✓

MINAE does not have a clear agenda on gender and environment, and its portfolio of initiatives does not include gender-sensitive or responsive projects.

National Fund for Forestry Financing (FONAFIFO)

Gender Policy: ✓✗

The institution does not have a gender policy. However, the institution has implemented affirmative actions to increase women's participation in the Payment for Environmental Services Program. This measure began to be implemented at the beginning of 2000 as part of the Ecomercados projects and it was possible to double the number of women, thus reflecting the fact that in 2004, 230 women were incorporated into the program. Currently, the number of women participating in the PES has decreased considerably. This is not due to a change in the institutions' means and practices, but rather because many of the forest owners are choosing to register their farms as a limited liability corporation (known as sociedades anónimas in Spanish) and it is not possible to know whether the owners are men or women. This change in the legal registration aspects represents a challenge for the PES program, because they cannot continue implementing the same affirmative actions to increase women's participation, and alternative criteria or forms must be thought of to allow disaggregating the data and continue supporting more women's involvement in the PES.

Experts in Gender and Environment: ✓✗

The institution does not have a gender focal point, but the staff of the REDD+ Secretariat has increased its interest and capacities in issues related to social equity and gender. In addition, several of the consultants supporting the REDD+ Secretariat have extensive experience in gender, social equity and Indigenous Peoples' issues.

Gender-Sensitive Staff:

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Most of the institution's staff considers the issue of gender to be important, but there are many doubts about how to incorporate a gender perspective into their projects or activities and in some cases the added value of developing gender-sensitive or responsive initiatives is not perceived. It should be emphasized that the management team and the director of the REDD+ Secretariat understand and support addressing the issue of gender.

Capacity-Building on Gender and Environment

In 2011, FONAFIFO with the support of IUCN organized the first awareness workshop on gender and forests. The workshop was attended by more than 20 of the institution's staff and during this event lessons learned, challenges, priority actions and the establishment of strategic alliances were discussed. In 2016, with the support of the REDD+ Secretariat - WISE/ SES /FONAFIFO organized a small discussion panel on gender and REDD+ safeguards.

Gender-Sensitive or Gender-Responsive Projects: ✓✗

To date, FONAFIFO has not implemented or funded projects that include objectives and results that promote gender equality. At the institutional level, equitable measures such as affirmative actions to increase women's participation in the PES, have been implemented. In addition, during the preparation process, the REDD+ Secretariat implemented several actions to (a) ensure that women's groups could fully and effectively participate in the processes, (b) that the gender issue was discussed during the Relevant Stakeholder Self-Assessment and Strategic Environmental and Social Assessment (SESA) workshops, and (c) the Gender and REDD+ Roadmap was developed.

National System of Conservation Areas (SINAC)

Gender Policy: ✗

The institution does not have a gender policy. The issue of gender has been identified as one of the major gaps in the institution. The institution has just conducted a gender gap analysis to identify some of the points that can be strengthened in the institution.

Experts in Gender and Environment: ✗ ✓

The institution does not have a gender focal point at the time of the construction process of this plan.

Gender Sensitive Staff: ✓✗

As an institution, SINAC has an environmental management coordinator who is an expert in human rights. However, most officials have not had the space to discuss and address gender issues.

Capacity Building on Gender and Environment: ✗ ✓

The institution has not conducted a formal training process for its staff on the links between gender and environmental issues or how to identify and address gender considerations in their initiatives. It is expected that a module on gender and protected areas will be developed in the coming months.

Gender-Sensitive or Gender-Responsive Projects: ✗

SINAC does not have an agenda on gender and protected areas and no gender-sensitive or responsive initiatives have been designed or implemented.

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Ministry of Agriculture and Livestock (MAG)

Gender Policy:

Costa Rica has a Gender Policy for the Costa Rican Agricultural Sector approved in 2003. In addition, in 2016, MAG is developed a Gender and Climate Change Strategy for the Agricultural Extension Service. It should be noted that rural development policies and strategies recognize women as potential agents of development and include mandates and concrete actions to promote gender equality and empower women.

Experts in Gender and Environment:

MAG has an expert in gender, agriculture and climate change who is the gender focal point for the institution.

Gender-Sensitive Staff:

The current Minister has identified gender as a priority issue and has assigned one of his advisors to lead the efforts and promote social equity and gender equality. In addition, MAG is part of the institutions that make up the Sectoral Network on Gender and Rural Youth, established in 2010, and several of its officials actively participate in the meetings.

Capacity Building on Gender and Environment

The Gender and Rural Youth Sector Network meets every month to discuss specific cases and share experiences, lessons learned and strengthen the capacities of the officials of the various institutions that make up the Network.

Gender-Sensitive or Gender-Responsive Projects: ✓

MAG participates in the implementation of the Emprende Project. The strengthening of women's entrepreneurial capacities is one of the objectives of this project. MAG is part of the Technical Team of the Implementing Unit.

National Women's Institute (IMANU)

Gender Policy: ✓

It has a National Policy for Gender Equality and Equity (PIEG) 2018-2030. The policy mentions some aspects related to sustainable development. INAMU is currently developing the PIEG Action Plan, which has proposed the inclusion of a section on gender and the environment.

Experts in Gender and Environment:

It does have several experts in gender and environment. Many of them have started working on the country's climate agenda.

Gender-Sensitive Staff: ✓✗

INAMU works on a wide range of initiatives to promote the women's agenda, however, many of the officials have not worked on initiatives that integrate the gender perspective into environmental issues. As a result, many have not had the opportunity to reflect on the importance of expanding the women's agenda to address environmental issues.

Capacity Building on Gender and Environment ✓

In 2012, INAMU sensitized and trained the staff of the National Meteorological Institute, the National Emergency Commission and the community water associations (ASADAS) in human rights and gender approaches and developed training processes on gender, climate change and disasters

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with organized groups of indigenous women in the Maleku community of Guatuso and in Zapatón, as well as with the municipal committee and local emergency committees in Cañas. INAMU is resuming these efforts in 2018 by organizing a workshop on gender analysis in climate action.

Gender-Sensitive or Gender-Responsive Projects: ✓

The INAMU created the Fund for the Promotion of Productive Activities and the Organization of Women (FOMUJERES), around 1400 women entrepreneurs have benefited from this fund. Some of the benefited women work in agro-productive activities, and some even work in agro-forestry systems.

Directorate of Climate Change (DCC)

Gender Policy: ✓✗

The DCC does not have a gender policy for the institution. However, the NDC, the Action Plan of the National Climate Change Strategy (ENCC), the National Climate Change Adaptation Plan affirm the country's commitment to promote a transformational gender approach in climate public management and to support women's participation in defining policies and implementing climate actions. The Government of Costa Rica has also led efforts to incorporate gender considerations into the United Nations Framework Convention on Climate Change since 2015. In 2017, Costa Rica promoted the development and adoption of the Gender Action Plan for the UNFCCC.

Gender experts:

The DCC does not have a gender expert or gender focal point, but is supported by one of the leading female experts on gender and environment worldwide during the UNFCCC negotiations.

Gender-Sensitive Staff:

DCC officials have supported the inclusion of a gender perspective in both national and international policies related to climate change. The DCC is currently working closely with INAMU to continue efforts to address gender considerations in climate actions and to have INAMU become part of the governing council on climate change.

Capacity Building on Gender and Environment ✓

The DCC has participated in the workshops and capacity building processes organized by INAMU. They have also received support and training from one of the world's leading experts on gender and the environment.

Gender-Sensitive or Gender-Responsive Projects:

In 2017, the General Directorate of Foreign Policy of the Ministry of Foreign Affairs and the Directorate of Climate Change of the Ministry of Environment and Energy organized the workshop entitled "Human rights, gender and climate change: inputs for the construction of the National Adaptation Plan". The DCC has ensured the gender mainstreaming of climate policies; but one of the main challenges facing the institution is to succeed in implementing these policies and designing and implementing gender-sensitive or responsive initiatives.

National Commission for the Management of Biodiversity (CONAGEBIO)

Gender Policy: ✗

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The National Biodiversity Policy 2015-2030 and the National Biodiversity Strategy 2016-2025 were developed incorporating a human rights and gender-based approach and include actions and indicators to promote gender equality. However, as an institution, there is no gender policy.

Gender experts:

CONAGEBIO does have an expert in gender, social equity and biodiversity.

Gender-Sensitive Staff:

The CONAGEBIO has several officials who consider the gender issue a central theme for the conservation of biodiversity in the country. At the management level, there is not only political will but also a commitment to support efforts to incorporate a gender perspective in policies and initiatives to conserve biodiversity in Costa Rica.

Capacity Building on Gender and Environment

CONAGEBIO's gender expert participated in the workshops and capacity building processes organized by IUCN's Gender Office in the 1990s and 2000s. Recently, they only participated in a small discussion panel on gender and REDD+ safeguards organized by FONAFIFO in 2016

Gender-Sensitive or Gender-Responsive Projects: ✓✗

CONAGEBIO has guaranteed gender mainstreaming in biodiversity policies; but like other institutions, one of the main challenges it faces is to achieve the capacities to implement these policies and design and implement gender-sensitive or responsive initiatives

Institute of Rural Development (INDER)

Gender Policy:

The institution does not have a gender policy, but the regulatory framework of Act No. 9036 (Act transforming IDA into INDER) modified the institutional framework for sustainable rural development in the country and incorporated the vision of equality and equity as part of the principles that should guide the institution's actions. It should be noted that article 15 of this Act identifies the functions of INDER as: (g) To stimulate business and social organization in rural territories under the principles of participation, solidarity, generational and gender equity, establishing organizations of an associative, community or other nature; (h) To promote the well-being and roots of the population in the country's rural territories, within a framework of equity and sustainability, while including gender criteria.

Gender experts: ✓✗

The Inder does not have a gender focal point, but it does have a person who follows up the issue on different platforms and through various projects. During the period when the institution was called IDA, there was a focal point and a gender unit that worked with women's groups in small projects. The organization decided that gender should be considered a cross-cutting issue, but the issue was not followed up.

Gender-Sensitive Staff:

A few years ago, Inder tried to create a gender commission with representatives from the different work units (credit, geo-referencing, production promotion, computing), but the commission disappeared because many of the officials did not have the capacity and sensitivity to work on the

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gender issue and recognize the added value of developing sensitive or responsive gender initiatives.

Capacity Building on Gender and Environment ✓✗

Inder has been actively participating in the Gender and Youth Sector Network for 7 years, during which several training sessions have been developed. In addition, several efforts have been made to sensitize officials on gender issues, but no workshops have been implemented to address the issue of gender and environment.

Gender-Sensitive or Gender-Responsive Projects: ✓

Inder has developed several initiatives that address the gender perspective. For example, it has collaborated with the INAMU in various initiatives and has implemented various activities such as the creation of a module on the PEDRT. In addition, in 2017 the 28 women representatives of the Territorial Councils for Rural Development were identified and convened to identify their roles and propose actions to unite the women's groups in the territory through several workshops. Currently, the "Gender Mainstreaming in Services Project: Land and Rural Credit Funds" is being implemented in collaboration with UNED and INAMU

Support platforms

*Sectoral Network on Gender and Rural Youth*⁵ was established in 2010 to promote the incorporation of the gender equality and equity approach in the services provided by the institutions that make up the agricultural sector. The Network is made up of the Ministry of Agriculture and Livestock (MAG), the State Plant Health Service (SFE), the National Animal Health Service (SENASA), and the National Council of 4-S Clubs (CONAC 4-S), the Institute of Rural Development (INDER), the Costa Rican Institute of Fisheries and Aquaculture (INCOPECA), the National Production Council (CNP), the National Institute of Innovation and Transference in Agricultural Technology (INTA), the Integral Agricultural Marketing Program (PIMA), the National Seeds Office (ONS), the National Service of Groundwater, Irrigation and Drainage (SENARA) and the Executive Secretariat of Agricultural Sector Planning (SEPSA).

*Citizens' Climate Change Advisory Council (5C)*⁶. It is a deliberative consultative space, which aims to collaborate with the design and implementation of national climate change policies. The 5C was created in September, 2017 by Executive Decree N° 40615- MINAE and was formed as such in 2018. The 5C is composed by representatives of the following sectors: Community (ASADAS and Development Associations), Biodiversity-Ecosystems,

⁵ See <http://www.mag.go.cr/bibliotecavirtual/AV-1960.pdf>

⁶ See

http://www.pgrweb.go.cr/scij/Busqueda/Normativa/Normas/nrm_texto_completo.aspx?param1=NRTC&nValor1=1&nValor2=84846&nValor3=109605&strTipM=TC

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Agriculture-Forestry-Fisheries, Industrial-Commercial, Infrastructure-Transportation, Indigenous-Women's-Labor Organizations and Mobility and Urban Sustainability. One of the first agreements of 5C was to increase the number of representatives of women's groups from 1 to 3. This took place thanks to the efforts of the women's group of respecting the decision of its constituents. Currently, one of the women's group representatives was elected as the first chairperson of 5C.

5. Background to the creation of the Gender Action Plan

In recent years, the Government of Costa Rica has recognized the importance of appropriately addressing gender issues in REDD+ processes⁷. The REDD+ Secretariat, comprising the National Forest Financing Fund (FONAFIFO) and the National System of Conservation Areas (SINAC), as the executing unit, has been integrating gender issues into various processes related to the preparation of the National REDD+ Strategy (EN-REDD+), in collaboration with women gender experts, civil society organizations, various indigenous women groups and small rural forest women producers.

Through the development of the Gender Action Plan (GAP), Costa Rica becomes one of the few countries to build a GAP for its National REDD+ Strategy. Costa Rica was one of the first countries to commit to the issue and began to integrate the gender approach in the readiness stage for REDD+ since 2011. As a result, the National REDD+ Strategy reaffirms its commitment to the gender mandates of the United Nations Framework Conference on Climate Change (UNFCCC) that suggest that the national REDD+ strategies or action plans must address gender considerations.

The REDD+ Secretariat has recognized that working with a gender perspective implies not only mentioning the issue as a priority or as a principle, but also identifying relevant gender considerations and proposing concrete actions to promote gender equality as part of the implementation of the National REDD+ Strategy. To fulfill the mandate of the UNFCCC and harmonize it with this proactive vision, Costa Rica began to include specific actions to address gender considerations in the National REDD+ Strategy Implementation Plan, where it proposed as an enabling condition, to carry out and operationalize a strategy for the participation of gender and special population groups. The first step of this strategy was the development of a Gender and REDD+ Roadmap for Costa Rica in 2016, through a

⁷ REDD+ refers to the reduction of greenhouse gas emissions from deforestation, forest degradation, and the conservation, sustainable management and enhancement of forest carbon stocks.

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participatory process that allowed the identification of gender considerations relevant to REDD+, based on the country context, as well as gender inequalities, the situation experienced by women, lessons learned from previous forestry projects and the experiences of Relevant Stakeholders (by its acronym in Spanish, PIR).

Based on this Roadmap, in 2017 the REDD+ Secretariat proposes to develop the ENREDD+ GAP through a multi-stakeholder process based on the reality and proposals of Costa Rican women. To this end, the REDD+ Secretariat carries out the first analysis of the country's situation in terms of forests, gender and climate change mitigation, which included field visits, case studies, analysis of inequalities, opportunities, challenges and lessons learned, as well as analysis of the regulatory, institutional, academic and social framework related to gender and relevant to REDD+. The actions proposed by the GAP are concrete and detailed since they are based on the National REDD+ Strategy Policies, Actions and Measures (PAM) that were approved by the different PIR of the country. To develop these actions, gender considerations relevant to the GAPs and their Implementation Plan were analysed in order to ensure that the expected results are not only achievable, but that they address the gaps faced by Costa Rican women and recognize gender roles and how they contribute to the conservation and sustainable management of forests.

Finally, it is important to mention that since 2015, Costa Rica leads the gender negotiations within the UNFCCC and is one of the administrators of the Gender Action Plan for this Convention. This commitment is translated into national policies, where Costa Rica's Nationally Determined Contribution (NDC) recognizes that the country is in favour of a transformational gender approach in climate governance and supports women's participation in the definition of policies and the implementation of climate actions. The National REDD+ Strategy GAP is the country's first gender action plan on climate matters and is therefore an important step contributing to the country's commitment to its NDC.

The objective of this report is to present the Gender Action Plan for the Costa Rican National REDD+ Strategy. The report includes a summary of relevant information on gender and forests obtained during the analysis of the current country situation, the analysis of the gaps and opportunities in the country on which the GAP is based; the expected results, actions and indicators proposed in the action plan and an analysis of the relationship of the GAP with the main international gender mandates. This action plan also reaffirms Costa Rica's commitment to human rights and gender equality, and shows how a country can implement its gender-sensitive climate policies through a gender-responsive climate strategy. However, the National REDD+ Strategy GAP is not only a compliance instrument, it is a concrete and novel proposal for social and environmental transformation, based on

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the reality, needs and priorities of the women and men who contribute day after day to the true conservation and sustainable management of Costa Rican forests.

Terminology used in this report
<p>Gender Considerations</p> <p>It occurs when gender is recognized as a key factor in analyses.</p>
<p>Gender-Sensitive</p> <p>It occurs when gender is recognized as an essential issue and the norms, gender roles and inequalities are considered as part of its objectives.</p>
<p>Gender-Responsive</p> <p>It occurs when gender is considered as a component of its expected results and outputs and includes gender indicators in its monitoring and evaluation processes.</p>
<p>Gender-Transformative</p> <p>It occurs when unequal gender relations are transformed to promote control over resources, equitable decision-making and empowerment.</p>

6. Methodology

The development of the GAP was carried out by the REDD+ Secretariat with the support of the Forest Carbon Partnership Facility (FCPF) and the World Bank. The process for developing the GAP was based on five key⁸principles: (a) to be based on an approach led by and adapted to country circumstances; (b) develop greater knowledge of the country's current situation and successful experiences; (c) build on national capacities and structures; (d) define a strategic approach to promote gender equality in national

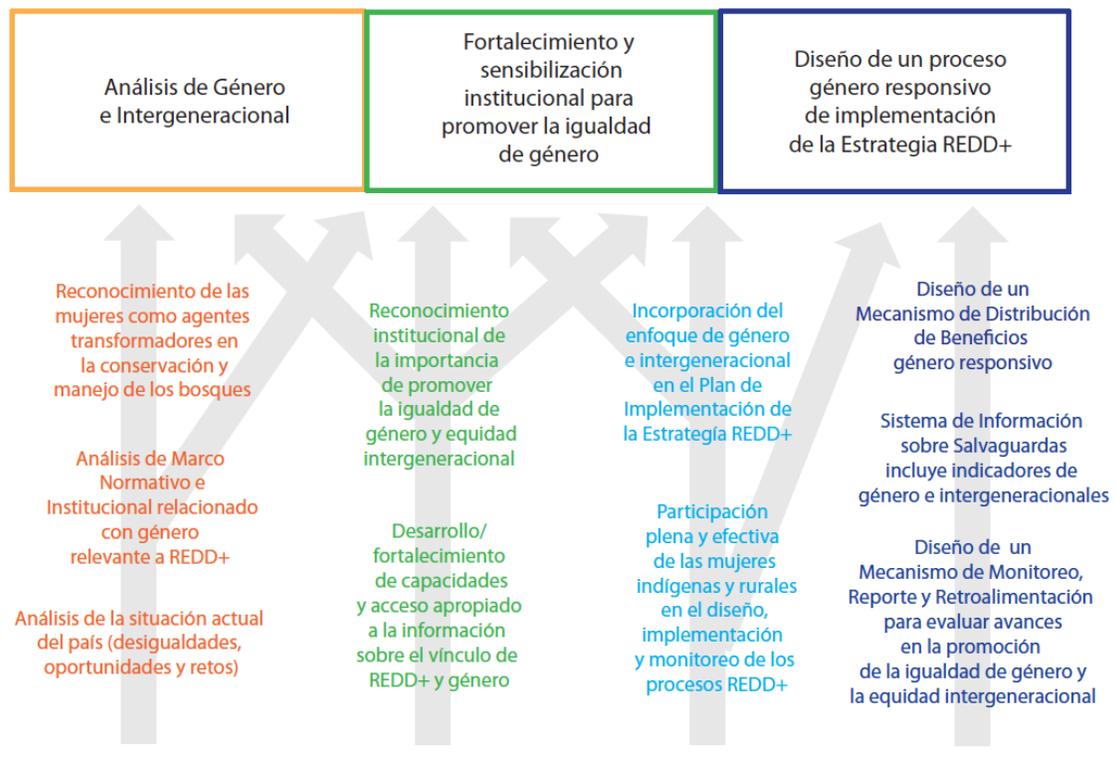
⁸ These principles are set out in the five proposed actions to operationalize the World Bank's Gender Strategy.

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environmental and climate strategies; and (e) promote partnerships to achieve the proposed strategic outcomes.

The development process of the GAP proposes a conceptual framework with three lines of action that encompass gender considerations relevant to the country. Most of these gender aspects were evidenced when the Gender and REDD+ Road Map for Costa Rica was drawn up in 2016 and three specific lines of action with ten gender considerations were proposed (see Figure 1)⁹. This approach was chosen because the country had three major gender gaps to consider before proposing specific actions related to the National REDD+ Strategy: (a) lack of recognition of women as forest conservation agents; (b) lack of information on gender and forests; and (c) the need to strengthen institutional capacities and awareness on gender and environmental issues.

Figure 1. Conceptual framework for the development of the National REDD+ Strategy GAP.



⁹ It is important to mention that the roadmap had 4 lines of action, but in the case of the design of the GAP it was considered that the last two could be included in a broader one that covered all the dimensions included in the EN-REDD+ and GAP proposals.

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A multi-stakeholder participatory process that considered the identified principles and conceptual framework was proposed in order to define the specific actions and elaborate the GAP. It is important to emphasize that the three main lines of action are interrelated; therefore, the methodology was based on a theory of change that identified the activities required to obtain the expected results (see Table 1). The methodology combined an analysis of national literature and data, along with interviews, field visits, sensitization workshops, and a national, participatory and *multi-stakeholder* validation process. The combination of these activities made it possible to obtain quantitative and qualitative data, identify undocumented information, including case studies throughout the country, and receive various recommendations on local, national and institutional aspects.

Table 1. Summary of the proposal for the development of the GAP and the results obtained

Gap that was addressed	Lines of action	Activities performed	Results obtained
<p>Little recognition of women as forest conservation agents.</p> <p>There is a lack of information on gender and forests.</p>	<p>Gender analysis.</p>	<ul style="list-style-type: none"> * Review of 55 laws and plans, national strategies related to social and gender equality (2), environment (9), forestry and REDD+ (9), climate change (13), rural development (4) and Rural Territorial Development Plans (28). * Review of international mandates (UNFCCC, CBD, UNCCD ODS, CEDAW and UNDRIP) and institutional policies (WB). * 16 interviews with various national focal points. * Mapping of gender expert staff, representatives of women's mechanisms and interested associations and women. * Review of 67 forestry and gender publications relevant to the REDD+ process in Costa Rica. * Gender analysis of forest, agricultural, forest management and conservation data, land tenure and socioeconomic gaps. 	<p>Costa Rica has a gender-related analysis of the normative, institutional, academic and social framework relevant to REDD+.</p> <p>Costa Rica has gender-differentiated environmental, social and economic data for regions with high potential for forest conservation and management.</p> <p>Costa Rica has a summary of the current situation of gaps, needs, opportunities, and gender-differentiated contributions to the forestry sector.</p>

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		<ul style="list-style-type: none"> * Documentation of 22 gender and forest case studies. * Field visits to 5 communities. 2 indigenous (Bribri, and Cabécar), 3 rural communities (Hojancha, Sarapiquí and Osa Peninsula). 	
The need to strengthen institutional capacities and awareness-raising on gender and environmental issues.	Institutional strengthening and awareness-raising to promote gender equality.	<ul style="list-style-type: none"> * 2 national workshops with 53 people representing government, international cooperation, indigenous women's organizations, women's associations, brigades, indigenous women and women producers. * Training module on "Gender, Forests and REDD+" for environmental project implementers. 	<p>Costa Rica strengthens its capacities to implement EN-REDD+ in a gender-responsive manner.</p> <p>Implementers of environmental initiatives have gender knowledge and tools.</p>
Few opportunities to involve and promote women as forest conservation agents.	Development of the Gender Action Plan for the National REDD+ Strategy.	<ul style="list-style-type: none"> * GAP has a matrix with expected outcomes, activities, indicators and allies based on the PAM included in the National REDD+ Strategy. * GAP incorporates information obtained during the gender analysis and the process of strengthening and sensitization. * National Validation Workshop with 101 participants representing government, international cooperation, academia, civil society, indigenous peoples, women's associations, first responders, indigenous women and women producers. 	<p>Costa Rica has a Gender Action Plan for the National REDD+ Strategy with concrete actions to promote gender equality in various processes related to GAPs.</p> <p>The GAP includes a summary of gaps and opportunities that projects should consider so that women can participate in and benefit from forest conservation and management projects.</p>

The gradual implementation of this process made it possible to obtain and articulate the information needed to construct the GAP. The actions and suggestions identified and proposed during the activities of the first two lines of action, gender analysis and institutional awareness, determined the actions, indicators and partnerships proposed in the GAP for each of the National REDD+ Strategy PAMs (see Figure 2). It should be noted

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that the second axis for the development of the GAP was very important since one of the greatest challenges faced by personnel working on environmental issues, according to the interviews conducted, is to have the appropriate capacities and tools to incorporate the gender perspective in their initiatives, programs, and projects. Another fundamental point for the development of the GAP was the field visits that allowed to understand the reality of rural women and men. Finally, once the draft GAP was developed, its validation process with representatives from government, civil society, rural communities, indigenous peoples, academia and gender experts was key. This space allowed for greater ownership of the GAP and helped strengthen strategic alliances between government institutions, civil society and women's groups for subsequent implementation. The GAP development process also generated several lessons learned that could be considered in similar initiatives, which are summarized below.

Table 2. Lessons Learned: Characteristics of the Process for Developing the Costa Rica GAP

The REDD+ Secretariat led the GAP development process.

The active involvement of the REDD+ Secretariat made it possible to strengthen the capacities of public officials throughout the process, establish alliances with other government institutions, promote greater ownership of the GAP at the institutional level, and the objectives and actions proposed in the GAP were more specific and harmonized with the National REDD Strategy PAM and the institutional operational plans (IOP) of the institutions in charge of implementing the National REDD+ Strategy.

The development of the GAP was based on strategic alliances with other institutions.

For the development and implementation of the GAP, a strategic alliance was established with the National Women's Institute (INAMU), a national entity that leads the promotion and protection of women's human rights in conjunction with the Costa Rican State and civil society. Through this partnership, gender issues were reinserted as part of MINAE's actions and INAMU integrated environmental issues as part of the women's agenda and the National Policy for Effective Equality between Men and Women 2018-2030.

The development of the GAP was based on a proposed theory of change.

Identifying the gaps and proposing three interrelated lines of action allowed the entire GAP design process to be articulated. As a result, the actions proposed for the first two lines of action, gender analysis and capacity building, were progressively implemented, which was necessary before designing the action plan to address national gaps in gender and forests. This means that the expected results and concrete actions of the first two lines of action were the necessary enabling conditions to design the GAP and implement its actions.

The GAP was developed using a methodology that included a combination of analytical and participatory approaches.

Thanks to this methodology, very diverse data were collected that allowed for proposing actions in the GAP and that have an impact on a national and local scale and contribute to addressing gaps and enhancing opportunities in diverse environmental sectors. Complementing the desk research with focus groups and

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workshops highlighted the importance of visiting and listening to various PIR in the country, especially those in local communities.

The development of the GAP was based on a "bottom-up" approach.

This approach made it possible to propose concrete actions in the GAP that reflect the reality of the country and to validate the ideas and contributions of women, which made it possible for the women and groups consulted to take greater ownership of the GAP development process.

The development of the GAP was combined with a gender-sensitization process on gender and forest-related issues at the national and local levels.

Through the activities implemented as part of the gender analysis, it was possible to sensitize and share information both for the public officials interviewed and for the communities visited. On the other hand, holding two awareness-raising workshops at the national level provided information to a wide range of actors at the national level.

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7. National REDD+ Strategy, Forests and Gender in Costa Rica

Forest condition

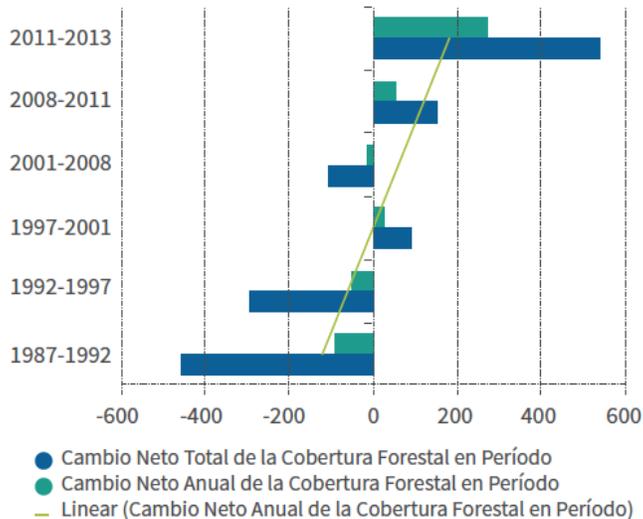
Costa Rica has made great strides in the creation of public policies that have promoted the creation of protected wilderness areas and payment programs for environmental services, which have made it possible to combat deforestation, the recovery of forest cover, sustainable forest management, the creation of support institutions and the development of financial instruments for the conservation and recovery of forest ecosystems. Costa Rica has 3,218,468 ha of forest cover, of which 2,418,940 ha are mature forests. Between 1986-2013, annual gross anthropogenic deforestation has remained in the range of 23,255 to 54,442 hectares per year; forest regeneration has increased substantially and the coverage of growing secondary forests has increased steadily over time.

As a result of these efforts, Costa Rica's forest cover shows a clear recovery trend. The country went from being a loser to a net winner of native forests. Between 1997 and 2013 the net deforested area fell steadily from the beginning of the period and the net regenerated area grew consistently towards the end of the period, evidencing a trend of increased coverage, as shown in Figure 2. This evidences the country's success in designing early forest policies that allowed it to reduce emissions in the sector and maintain vital critical ecosystem functions, improving its resilience to climate change and providing access opportunities to key environmental and economic resources to local communities, especially in rural areas.

Figure 2. Change in the forest area of Costa Rica for the period between 1987-2013 (km²).

Source EN-REDD+ COSTA RICA

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However, the problem of deforestation and degradation in Costa Rica has not been eradicated. Although forest cover is growing, there are other areas where deforestation continues and land use changes continue moving from forest to other uses. Analysis of the time series of land use change shows a gradient of deforestation in mature forests that is inversely related to the level of restriction of the management category, where unprotected areas suffer 40% more deforestation than those outside Protected Wilderness Areas (ASP). The conversion of forests for agricultural and livestock use, access to wood and the prohibition on land use change set by Costa Rican legislation, which makes land owners avoid the recovery of forest cover from becoming forest, are among the causes to which deforestation is attributed to. On the other hand, small forest producers and farmers argue that over-regulation and the administrative ban on sustainable forest management of primary and secondary natural forests; the restriction of access to PES or recognition of the value of the standing tree to owners and possessors of natural forests; the lack of competitiveness of forest use against alternative use; and the weakness of the State in the implementation of control mechanisms, are also elements that encourage deforestation and degradation.

National Environmental Policy

Costa Rica has an environmental regulatory framework that guarantees its inhabitants the right to a healthy and ecologically sustainable environment. This right is reaffirmed in article 50 of the Constitution, where the State defends and preserves this right in order to

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ensure greater well-being for all the inhabitants of the Nation. In addition, Costa Rica has signed and ratified the most relevant international and regional environmental agreements and has promulgated laws and regulations to give content and operation to the constitutional precept, in particular through the Organic Law on the Environment No. 7554 and the Forestry Law No. 7575. This regulation represents the third generation of rights for Costa Rican citizens and having these rights has generated a significant change in the behavior and culture of the Costa Rican population since it has allowed them to appropriate or assume conservation and the sustainable management of natural resources.

On the topic of gender, environmental policies show a positive evolution over time. The country has a specific and robust legal framework to promote gender equality. In addition, it is a signatory and has ratified the main declarations and agreements to promote women's rights, the National Women's Institute (INAMU), and currently the National Development Plan for 2019-2022 is based on a rights and gender equality approach. These social policies have had a great impact on environmental policies since the policies of the 1990s, such as the Organic Law of the Environment and the Forestry Law, do not mention the gender approach. However, the policies and plans proposed in the last decade address gender considerations and recognize the importance of developing conservation and sustainable management activities of natural resources with this approach. This pattern is observed in environmental, forest and climate change policies which have evolved from a gender-neutral approach to a gender-sensitive or responsive one (see Figures 3, 4, and 5).

Figure 3. Gender Timeline of Biodiversity-related Policies

1998 →	Law of Biodiversity →	<ul style="list-style-type: none"> * Includes gender as a general principle. * Intra- and intergenerational equity. <p>It mentions that the possibilities and opportunities for the use of biodiversity and its benefits are guaranteed in a fair manner for all sectors of society.</p>	→ Gender-Neutral
2015 →	National Biodiversity Policy →	<ul style="list-style-type: none"> * Acknowledges that increasing inequality and persistent conditions of poverty, particularly for females as heads of household. * One of its guidelines is to educate, sensitize and generate citizen awareness and commitment to the value of biodiversity and its services with a gender-based and inclusive approach. * It recognizes the contributions to conservation by local communities and indigenous peoples, and accepts different forms of governance, favoring those groups of greater social, economic and cultural vulnerability, such as women. 	→ Gender-Sensitive

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2016→	National Biodiversity Strategy→	<ul style="list-style-type: none"> *The Strategy was developed under a human rights and gender approach. *It proposes that strategic issues be developed in a context of social equity and gender equality. * 1 national goal, 3 strategic objectives, 6 national goals and 2 indicators address gender considerations. 	→Gender-Responsive
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Figure 4. Gender timeline of policies related to climate change

2000→	First National Communication→	* It does not mention gender equity or equality nor does it present a human rights approach.	→Gender-Blind
2009→	National Climate Change Strategy→	* It does not mention gender equity or equality nor does it present a human rights approach.	→Gender-Blind
2009→	Second National Communication→	* It does not mention gender equity or equality nor does it present a human rights approach.	→Gender-Blind
2014→	Third National Communication→	*Includes data disaggregated by sex but not a gender analysis.	→Gender-Neutral
2015→	Nationally Determined Contribution (NDC) →	<ul style="list-style-type: none"> *Reaffirms the facilitating role of the government in generating the conditions that allow sectors, communities and society in general to define their own gender-sensitive options. *It defines that climate policies and actions will be based on the country's historical commitment to the universal principles of human rights and gender equity. *It recognizes that the country is in favour of a transformational gender approach in climate governance and supports the participation of women in the definition of policies and the implementation of climate actions. 	→Gender-sensitive
2015→	Action Plan ENCC→	<ul style="list-style-type: none"> *The work was analysed from a gender perspective in order to integrate equity and human development considerations. * It includes some considerations to improve gender aspects in the proposals of the strategic plan of the transport sector. * Recognizes women as agents of change in the energy sector. * Proposes a gender-specific vulnerability analysis as part of the early warning system. * Creates the gender-sensitive National Information System for Integrated Water Resources Management. * The water agenda considers gender and climate change. * Establishes the Water Adaptation Fund for at least US\$ 20 million, 	→Gender-Responsive

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		with a line item aimed at women or women's groups.	
2015 →	Strategy and Action Plan for the Adaptation of Costa Rica's Biodiversity Sector to Climate Change	Acknowledges that gender equity is a key element in achieving an efficient implementation of the strategy.	
2018 →	National Policy for Adaptation to Climate Change	<ul style="list-style-type: none"> *Recognizes gender-differentiated vulnerabilities. * Includes participation and inclusion as principles to guarantee gender equality and social equity. * The policy is based on rights and gender equality approaches. * 3 axes and one guideline address gender considerations. *Promotes the collection of sex-disaggregated data. 	→ Gender-Responsive

National Forest Development Policy

Currently, the official planning instrument for the use, management and protection of forest resources is the National Forest Development Plan (PNDF) 2011-2020. The PNDF proposes a policy framework organized into 1 superior policy and 12 specific policies, which in turn are disaggregated into objectives and implementation strategies. The Government of Costa Rica is promoting, through a program composed of several initiatives, to encourage the implementation of the current PNDF, called the Program on Forests and Rural Development.

The National Forest Development Plan 2011-2020 is the first forest policy to recognize gender as a cross-cutting theme. The Plan recognizes that, in order to ensure the conservation of the biological diversity of forest lands and their use, as well as cultural diversity and respect for the rights of society, the gender perspective must be incorporated and full participation of citizens in decision-making must be guaranteed. Although this is an important step in forestry legislation, it needs to be taken as a starting point, as the gender dimension must include actions beyond women's participation in decision-making.

In the case of forest policies, these evolve from being gender-blind to being gender-sensitive (see Figure 6). Although the Forestry Law does not mention gender, some of its articles can be interpreted to include the gender dimension. For example, Article 10 alludes that the National Forestry Office (ONF) has as one of its functions, to promote the constitution and strengthening of associations and organized groups for the development of the forestry sector, with emphasis on the incorporation of farmers and small producers; therefore, it is

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key to strengthen the gender capacities of the ONF to promote, in an equitable manner, the constitution and strengthening of associations and organized groups of both women and men. In addition, the ONF should recognize the roles, capacities and needs of women farmers and small producers so that they can organize themselves and use, market and industrialize forest products. These recommendations are applicable to implement article 10 of the Parks Service Act, which assigns as one of the functions of the ONF, to encourage programs aimed at rural communities to incorporate small landowners in reforestation programs.

Figure 5. Gender timeline of forest-related policies

1996 →	Forestry Law →	* It does not mention gender equity or equality nor does it present a human rights approach.	→ Gender - blind
2011 →	National Forestry Development Plan →	* Acknowledges that the gender dimension is a cross-cutting theme. * It emphasizes that the gender perspective is an essential issue to ensure the conservation of forests, cultural diversity and respect for the rights of society.	→ Gender-sensitive
2015 →	NAMA Livestock → (NAMA Ganadería)	* It recognizes the contribution women make to productive activities on cattle farms. * It proposes to measure and monitor the variation in the resilience of livestock areas according to the social component in families who raise cattle, including gender equity.	→ Gender-sensitive
2018 →	National REDD+ Strategy Costa Rica →	* It reaffirms its commitment with the 1/COP16 Decision and highlights paragraph 72, which calls on REDD+ countries to address gender considerations when developing and implementing their national strategies and action plans. * Recognizes women as a marginalized group.	→ Gender-sensitive
2018 →	Costa Rican National REDD+ Strategy Implementation Plan →	* It includes the realization and operation of the gender sub-strategy as part of its goals.	→ Gender-sensitive

National REDD+ Strategy

For more than two decades, Costa Rica has generated REDD+ policies and actions that have been the roadmap of governments of different political parties. Since their creation in 1986,

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the Forest Fertilizer Certificate programs and later the Payment for Environmental Services (PES), have been financed mainly with national resources, such as regular budgets and the single tax on fossil fuels, and with two loans from the World Bank, complemented with donations from bilateral and multilateral sources and with the development of public-private initiatives at the national level, which highlights Costa Rica's sustained commitment and international recognition of the protection of its natural resources.

Costa Rica's National REDD+ Strategy was built from a long consultation process with the PIR between 2011 and 2017. Its Policies, Actions, and Measures (PAM) are the product of the systematization of a multiplicity of social, political, environmental risks, and commitments derived from the applicable safeguards; and of the alignment with the official planning framework of the Costa Rican forest sector (the PNDF 2011-2020), so that both complement each other. The six National REDD+ Strategy policies are presented in the figure below:

- Policy 1: Promotion of low-carbon production systems.
- Policy 2: Strengthen prevention and control programs for land-use change and fires.
- Policy 3: Incentives for conservation and sustainable forest management.
- Policy 4: Restoration of landscapes and forest ecosystems
- Policy 5: Participation of indigenous peoples
- Policy 6: enabling conditions.

Since 2011, Costa Rica began to integrate the gender approach in the Readiness phase of REDD+. In that year, FONAFIFO, with the support of the International Union for Conservation of Nature (IUCN), organized the first sensitization workshop on gender and forests. Thanks to this recognition and initial institutional sensitization, gender was discussed in several of the processes of the readiness phase in Costa Rica. For example, during the self-assessment workshop with the PIR, participants identified the gender approach as a necessity, so during the Strategic Environmental and Social Assessment (SESA) workshop, attendees discussed the issue during the sessions. The SESA document includes specific actions to address gender issues, but mentions that the PIR expressed that not addressing the issue would lead to the exclusion and invisibility of women; it also recognizes that limitations prevail to incorporate gender issues in the country's REDD+ process.

As a result of these efforts, the National REDD+ Strategy reaffirms its commitment to Decision 1/COP16 and highlights paragraph 72 calling on REDD+ countries to address

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gender considerations when developing and implementing their national strategies or action plans. In order to fulfill this mandate, Costa Rica defined the actions to develop the Gender Action Plan in such a way that this plan is articulated with the MAPs included in the National REDD+ Strategy. In addition, the Costa Rican National REDD+ Strategy Implementation Plan and the Benefit Sharing Plan of the Emission Reduction Program to the FCPF Carbon Fund, begin to include specific actions to address gender considerations. The National REDD+ Strategy Implementation Plan recognizes that making and operating a component to address the participation of special groups and gender as an enabling condition.

As a first step towards addressing gender issues in 2016, the Road Map for Gender and Costa Rica REDD+ was developed. The roadmap was developed through a *multi-stakeholder* participatory process during the workshop *Defining the design of the critical path for addressing gender in the REDD+ process*, with support from the WISE program. The overall objective of the workshop was to explore the gender considerations that should be considered in REDD+ processes in Costa Rica and to propose a plan to appropriately address these considerations. The national workshop was attended by 32 representatives from government, NGOs, academia, international cooperation, indigenous women's organizations, community associations and rural women linked to the generation of the Costa Rica REDD+ and working on REDD+ projects at the local level. As a result of this workshop, a roadmap was defined with 4 axes of action and 10 relevant gender considerations for the REDD+ process in Costa Rica. For each axis, expected results, actions and organizations that could lead them were proposed. In addition, this roadmap was used as a guide for the development of the Gender Action Plan for the National REDD+ Strategy.

8. Analysis of gender roles, gaps and opportunities

This GAP is based on a comprehensive gender analysis that recognizes gender-differentiated roles, gaps and opportunities in the forest sector. Traditionally, gender analysis tends to focus only on gender gaps; but a comprehensive gender analysis goes beyond highlighting disparities and also examines differences in the roles, activities, needs, opportunities and rights that exist between men, women, girls and boys in certain situations and contexts¹⁰. Conducting a holistic gender analysis allows for an understanding of the complexity of the social landscape and can have positive impacts by implementing more comprehensive actions. As a result, the objectives and actions proposed in the GAP have the potential not only to close the gaps identified, but also to create new paths for

¹⁰ Methodology based on UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You".

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Costa Rican women and men who live in, depend on, and protect the country's forests and biodiversity.

Gender analysis made it possible to better understand the reality of Costa Rican women and to obtain quantitative and qualitative data on gender roles, gaps and opportunities. At the local and national levels, women face gender inequalities in land tenure, participation in decision-making, training and access to information, access to and control over economic resources and the child care responsibilities. On the other hand, many women from different regions are interested in various types of activities to reduce deforestation and forest degradation. The following is a summary of the data and information obtained from the gender analysis that are relevant to the National REDD+ Strategy GAP. It should be noted that there is a wide range of gender inequalities at the national level, for example, those related to domestic violence or the care economy, which are not included in this document as the analysis used to develop the GAP focused on those roles, gaps and opportunities directly related to natural resources that were mentioned during interviews, local focus groups and workshops held as part of its development.

Gender Roles

Rural women in Costa Rica are involved in various activities related to agricultural and forestry production. A recent study by the Ministry of Agriculture and Livestock (MAG) identified that women are involved in the production of agricultural products and other related goods and services such as the processing of agricultural products and administrative functions¹¹. The study confirms that women's participation is linked to multiple activities in the production cycle on a permanent basis. However, during the focus groups it was mentioned on multiple occasions that women's agricultural work and labours are not recognized by institutions, communities or by themselves.

At the national level, there are specific gender roles associated with agricultural and forestry activities. On the farms of women producers, there is a smaller percentage of women doing agricultural work and a larger concentration in administrative and other work compared to men, who concentrate more on the development of agricultural activities. Women tend to be more involved in other tasks such as by-products, rural tourism, and waste treatment (Figure 6)¹².

¹¹ Ministry of Agriculture (MAG). 2017. [Cuaderno Nuestra Finca 2017 "Women Agricultural Producers"](#).

¹² Based on INEC, 2017. An Agricultural Sector Vision Based on CENAGRO 2014.

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Figure 6. Main tasks carried out on farms differentiated by gender

	Men	Women
Farming tasks	75%	60%
Administrative tasks	23%	31%
By-products	0.3%	1.1%
Waste treatment	0%	0.1%
Rural tourism	0.1%	.2%

Women and men carry out different productive activities and, in some cases, produce different crops. The main productive activities are different for women and men. Coffee is the most important activity for the female producers, while for the male producers the main activity is livestock, followed by coffee production (Figure 7)¹³. It is also important to mention that a greater percentage of women are dedicated to the management and protection of natural forests in comparison to men.

Figure 7. Main productive activities carried out on farms and differentiated by gender

H	%	M	%
Cattle	28.9	Coffee	28.1
Coffee	25.6	Cattle	20
Other fruits	5.8	Other fruits	6.6
Bean	4.6	Poultry	5.8
Other vegetables	3.3	Banana	5.7
...		...	
Natural forest management and protection	1.3	Natural forest management and protection	1.7

In terms of crops, coffee is predominant in all regions of the country, both in the number of farms, as well as in the land area it occupies for both sexes of producers. However, apart from coffee, men and women grow different crops. In the farms of male producers, the five main crops that stand out in terms of the land extension planted after coffee are rice, palm oil, beans, corn and sugar cane. In the case of women producers, the five crops that occupy the largest land area after coffee are palm oil, corn, bananas, beans, and sugar cane (Figure 8)¹⁴. Another example is given in livestock activities where 62% of the cattle are owned by men and only 5% by women, the rest belong to legal persons¹⁵. In the case of

¹³ INEC. 2017. An Agricultural Sector Vision Based on CENAGRO 2014.

¹⁴ INEC. 2017. An Agricultural Sector Vision Based on CENAGRO 2014.

¹⁵ This term is used in the agricultural census and refers to legal entities.

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poultry farms, 75% of the farms are owned by men and 17% are owned by women, the rest by legal persons.

Figure 8. Main crops in terms of planted land area and differentiated by gender

H	Extension (ha)	M	Extension (ha)
Coffee	51,820.9	Coffee	5,700.6
Rice	21,643	Palm Oil	3,425.7
Palm oil	21,564.7	Corn	1,507.5
Beans	15,241.5	Banana	1,477
Corn	12,302.2	Beans	1,334.3

Women's farms are almost as diverse as men's in terms of crops, despite having fewer farms and less land to plant¹⁶. Farms run by women producers get a total of 278 crops, while the farms belonging to male producers have 359 crops. This diversity means that it is possible to involve both women and men in projects that promote agroforestry development, especially farms with avocados, cocoa, coffee, heart of palm, plantain and banana crops where agroforestry systems could be established. The programs to strengthen agroforestry systems and the extension services provided should recognize that there are differences in the sizes of the farms, so the proposed models and practices should be able to be implemented in this diversity of farms. This diversity also allows for the creation of productive landscapes that involve both women and men, even though they have fewer properties and are smaller in size.

Although the main land uses are similar between farms of female and male producers, there are differences related to preferences between different uses. When analysing the information of the agricultural census in a disaggregated way¹⁷, it is observed that the main use of the land for both the male and female producers are the natural pastures, occupying 28% of their farms. This reflects, to a certain extent, the involvement of women in livestock activities; however, the number of heads of cattle and the intensity with which women carry out livestock, is less than men. The difference between men's and women's land use can be seen in the percentage of hectares devoted to forests, permanent crops and improved pastures. In the case of male producers, the main uses are improved pastures (23% of the total ha of their farms), natural forests (20% of the total ha), followed by permanent crops (10% of the total ha). These data are consistent with the greater involvement of men in livestock activities. In the case of women producers, the order of importance varies since the main uses are natural forests (20% of the total of their farms),

¹⁶ See land tenure data included in the breccia section.

¹⁷ INEC. 2017. A vision of the agricultural sector based on CENAGRO 2014.

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permanent crops (16%) and improved pastures (14%). These data are consistent with the increased involvement of women in small-scale agroforestry activities in plots close to their homes. Finally, although other uses occupy a smaller percentage of hectares, it is interesting to note that men have a little more reforestation area (3% and 2% of the total hectares of the farms of the male and the female producers respectively) while women have a little more natural regeneration area (1% and 3% of the farms of the male and the female producers respectively) (Figure 9)¹⁸. These data are also consistent with forest production activities differentiated by sex, since men are generally more interested in marketing timber and women in selling and using non-timber forest products such as seeds, medicinal plants, among others.

Figure 9. Main land uses disaggregated by gender

MEN	%	WOMEN	%
Natural pastures	28	Natural pastures	28
Improved pastures	23	Natural forests	20
Natural forests	20	Permanent crops	16
Permanent crops	10	Improved pastures	14
Annual crops	5	Annual crops	5
Thickets	5	Thickets	5
Reforestation areas	3	Reforestation areas	2
Natural regeneration areas	1	Natural regeneration areas	2
Other Uses	24	Other Uses	8

Gender gaps

The gender gap analysis took as its starting point the conceptual framework on social equity recognized at the last conference of the parties to the Convention on Biological Diversity (CBD)¹⁹ as guidance on effective and equitable governance models and has been used to analyse REDD+ processes²⁰. The conceptual framework proposes that social equity has three dimensions: recognition, procedure and distribution. As agreed by countries in the CBD, "**recognition** refers to the recognition of rights and the diversity of identities, values, knowledge systems and institutions of rights-holders and stakeholders; **procedure** refers to the principle of inclusiveness in rules and decision-making; and **distribution** implies that the costs and benefits resulting from natural resource management must be shared

¹⁸ INEC. 2017. A vision of the agricultural sector based on CENAGRO 2014.

¹⁹ CBD 2018. Decision CBD/COP/14/L.19.

²⁰ (2014); Franks, P. et al., (2014); Franks, P. et al., (2016a); Franks, P. et al., (2016b); Quesada-Aguilar, A. et al., (2015).

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equitably among different actors²¹. These three dimensions are framed in a broader context, so the gender inequalities identified for each dimension must consider the pre-existing inequalities created by political, economic and social conditions, which determine who can enjoy their rights, participate and benefit from benefit sharing. This conceptual framework was used specifically for Costa Rica's interest in: (a) harmonizing the international environmental mandates of various conventions (see Annex 3); (b) implementing novel methodologies that reflect the rights and social equity approach that the country promotes; and (c) having a neutral structure that allows the country flexibility to seek support to implement the proposed actions.

The summary of the gender gap analysis is presented below. The gaps are divided into the three dimensions of social equity mentioned above, and for each one the quantitative and qualitative data obtained during the analysis are included in the development of the GAP. Qualitative data come from focus group discussions and information obtained during interviews.

Table 3. Summary of gender gaps in forest management and conservation in Costa Rica

Recognition	<ul style="list-style-type: none"> • Invisibilization of women in the agricultural and environmental sector. • Women have fewer farms and are smaller in size. • Gender-specific contributions and knowledge related to forest conservation and management are not recognized.
Procedures	<ul style="list-style-type: none"> • Women find it more difficult to participate in forestry activities and projects because they have more care responsibilities. • Gender stereotypes limit women's participation in forestry activities and projects. • Fewer women participate in decision-making processes related to natural resource management. • Women producers have less access to information and their farms receive less technical support and extension services. • There is a lower percentage of professional women doing technical work and extension work. • Officials of environmental institutions have limited capacities to implement gender-sensitive or responsive initiatives.
Distribution	<ul style="list-style-type: none"> • Women producers show higher poverty rates. • The farms of women producers receive less financial support. • The number of women-owned farms included in the PES has been decreasing in recent years.

²¹ CBD 2018. Decision CBD/COP/14/L.19.

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Gender gaps related to recognition

Invisibilization of women in the agricultural and environmental sector

In Costa Rica there are about 12,598 women producers²²; however, in many cases they themselves do not recognize their contributions and consider these activities as part of their domestic chores²³. During the field visits it was verified that many women work in productive activities that are not recognized on family farms. This invisibility of their contributions in field work is also due to the fact that women have a greater participation in the development of by-products, surpassing men by twice as much (11,645 women and 5,637 men).

Women's farm work is generally considered informal and unpaid. Data from the 2014 Agricultural Census show that 72.8% of the women who work on the farms, in general, do not receive any type of payment or compensation. An analysis of these data shows that 17.2% of women have permanently paid labour, 48% of women have permanently unpaid labour, 9.9% of women have temporarily paid labour and 24.8% of women have temporarily unpaid labour. In contrast, 27.6% of men have permanently paid labour, 45.8% of men have permanently unpaid labour, 9.3% of men have temporarily unpaid labour and 17.3% of men have temporarily unpaid labour (Figure 10)²⁴.

Figure 10. Percentage of compensation for work on farms differentiated by gender

Permanently paid labour	
MEN	28%
WOMEN	17%
Permanently unpaid labour	
MEN	46%.
WOMEN	48%.
Temporarily unpaid labour	
MEN	17%.
WOMEN	25%.

²² INEC. 2017. An Agricultural Sector Vision Based on CENAGRO 2014.

²³ Focus groups conducted in Golfo Dulce, Hojanca, Sarapiquí, and Bribri and Cabécar indigenous territories as part of the development of the Gender Action Plan.

²⁴ INEC. 2017. An Agricultural Sector Vision Based on CENAGRO 2014.

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Programs and projects generally consider the productive and environmental sector as a uniform sector. During several of the field interviews conducted, it was detected that one of the problems in the agricultural and environmental sector is the use of a language that is not inclusive and only refers to producers and does not evidence the diversity of actors and activities carried out by both sexes. However, at the national level there are specific gender roles associated with agricultural and forestry activities.

Women, in many cases, are not considered producers with differentiated roles, characteristics and needs because they are associated with domestic and care activities. During the field visits, participants were asked to identify the activities carried out by men and those carried out by women, and many of the activities carried out by women are in the domestic and care environment, while men were more often associated with economic activities²⁵. When asked for more details about agricultural activities, participants said that, in many cases, women and men carry out the same activities on the farm, except for those that they considered to require strenuous physical effort such as cutting down trees. This pattern coincides with the findings of INAMU which emphasize that "rural women combine domestic work with very diverse tasks such as raising animals (cattle, birds, goats, rabbits, tilapias), making and selling products (cheeses, breads, handicrafts), sowing and harvesting basic grains for subsistence, among others"²⁶. The 2014 Agricultural Census also recognizes that a high percentage of women's crops are grown for self-consumption (Figure 11)²⁷. In addition, analysis of data on other agricultural activities shows that, on chicken farms, the highest percentages of women producers are found on subsistence agriculture farms²⁸.

Figure 11. Percentage of agricultural activities carried out for self-consumption differentiated by sex

	H	M
Basic grains (rice, corn, beans)	69.4	74.4
Cattle	22.9	32.4
Other livestock (pigs, goats, sheep)	67.3	73.4

Women have fewer farms and are smaller in size

In Costa Rica, only 15.6% of farm owners are women according to the 2014 Agricultural Census. In the country there is a total of 80,987 (87%) farms belonging to a natural person;

²⁵ Focal Groups conducted in Golfo Dulce, Hojancha, Sarapiquí and the indigenous territories Bribri and Cabécar as part of the development of the Gender Action Plan.

²⁶ Executive Secretariat for Agricultural Sector Planning, 2003. Gender policy and strategic action plan 2002-2010.

²⁷ Based on INEC data. 2017. A vision of the agricultural sector based on CENAGRO 2014.

²⁸ INEC. 2017. A vision of the agricultural sector based on CENAGRO 2014.

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these farms represent 54.7% of the total agricultural area, corresponding to 1,316,807.3 hectares. Of these farms owned by natural persons, most of them (84.4%, or 68,389 farms) are titled with the names of men, for a total of 1,210,243.8 hectares (91.9%) and only 12,598 (15.6%) of the farms are titled with the names of women, with an area of 106,563.6 hectares (8.1%) (Figure 12)²⁹³⁰. The CEDAW committee's report also reveals that rural women face great obstacles in accessing land titles and ownership, which excludes them from the possibility of participating in some projects or receiving environmental and agricultural support or incentives.

Figure 12. Number of farms and extension of agricultural area differentiated by gender

	MALE PRODUCERS	WOMEN PRODUCERS
Number of titled estates	84.4% (68,389)	15.6% (12,598)
Agricultural area (hectares)	91.9% (1,210,243.8)	8.1% (106,563.6)

Women's properties cover a smaller area and are smaller than men's properties. At the national level, 45.3% of the agricultural area (1,089,611.1 ha) belongs to corporations; 50.3% (1,210,243.8 ha) is owned by men, and 4.4% (106,563.6 ha) is owned by women. For the present gender analysis, a characterization was made according to the size of the farms and some ranges were defined (see Figure 13), where it is possible to determine that the greatest number of women producers are concentrated in the range of less than 1 hectare (26%). When analysing the data in a general way, it can be observed that practically most of the women's farms have less than 10 hectares (81%) and only 300 farms have more than 50 ha (3%)³¹. Compared to men's farms, the biggest difference observed is that male producers' farms tend to be larger, where 46% of farms are larger than 5 ha and 4,000 farms have more than 50 ha (7%).

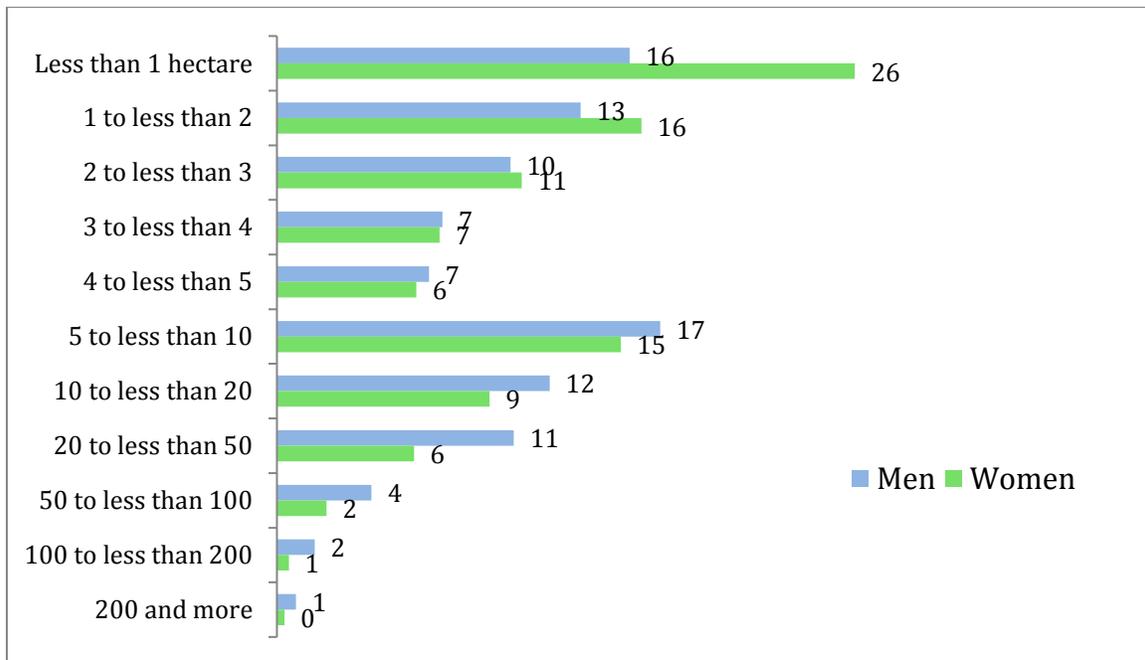
Figure 13. Percentage of farms owned by male and female producers by range of area (hectares)

²⁹ INEC. VI National Agricultural Census, 2014.

³⁰ INAMU.2017. Committee on the Elimination of Discrimination against Women -Concluding observations on the seventh periodic report of Costa Rica.

³¹ INEC. VI National Agricultural Census, 2014.

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Source INEC. VI National Agricultural Census, 2014. Prepared by the authors.

Most of the spaces with agricultural production that are not farms, belong to women³². A disaggregated analysis of this information shows that 53.8% of these spaces are run by women. This situation was evidenced in interviews and focus groups where it was determined that women carry out productive activities generally close to their homes and it is more difficult for them to formalize their land tenure. This pattern, where the number of productive spaces that are not farms is greater for women, is similar in all provinces except Heredia. It is interesting to note that the province with the greatest difference between men and women is Limón, which makes one presume that perhaps women from Limón have more barriers to formalize their land tenure than those of other provinces.

There are now regulations and policies to promote women's land tenure. In 1990, the Agrarian Development Institute (IDA, now INDER Rural Development Institute), changed the way land was allocated and titled due to the Law on the Real Equality of Women. As part of these efforts, one begins to: (a) register title to property in the names of men and women when the applicants are married or are domestic partners; and (b) implement

³² According to the Agricultural Census, spaces with agricultural production that are not farms are those properties where agricultural activities related to housing are carried out, such as the presence of poorly organized crops or animals for livestock production, mainly for self-consumption, provided that they are maintained during the productive period.

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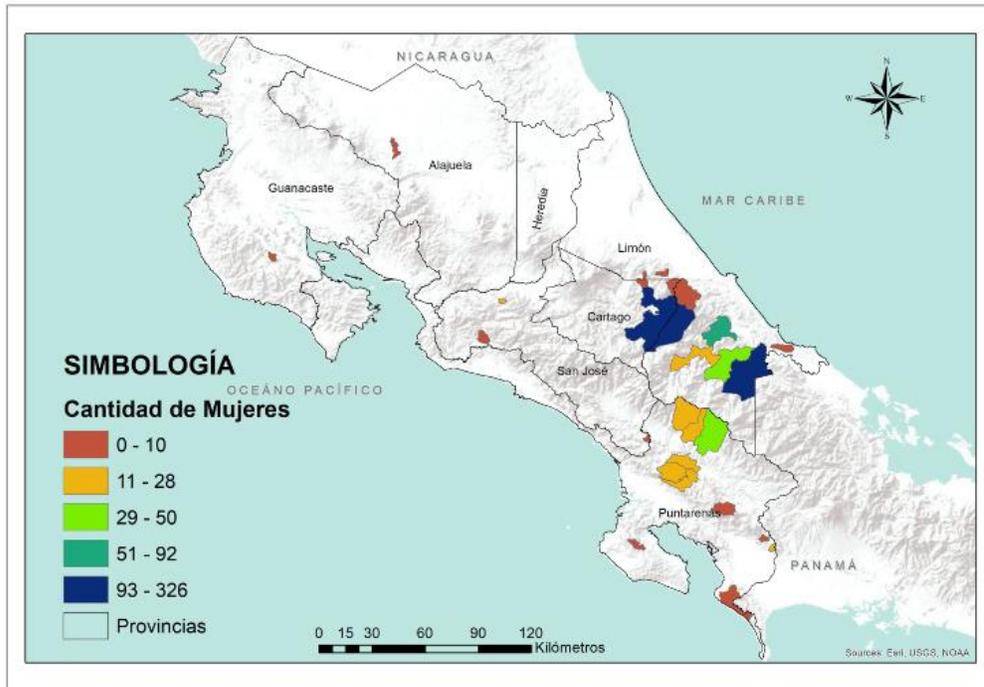
specific regulations for allocating land to female heads of household who apply for it. According to INDER, between 2014-2016 a total of 303 farms have been allocated to women nationwide and during the same period 740 titles of ownership were also held throughout the country. During this period women had 30% more access to land than men. Despite these regulations, however, Costa Rican women continue to experience enormous gender inequality in land tenure.

The land tenure gap between men and women in Indigenous Territories is much smaller than in lands that are not Indigenous Territories. In the country's 24 indigenous territories, 32.7% of the farms owned by indigenous producers are owned by women. The 2014 census identified 4,813 farms with agricultural production within indigenous territories, of which 3,051 are run by indigenous female producers (2,052 are run by men and 999 by indigenous women). It should be noted that the smallest differences in land tenure can be observed in the Bribri area, where 470 farms are run by indigenous men and 348 by indigenous women. The indigenous territory with the smallest difference in land tenure is Talamanca Bribri, where 287 farms are managed by indigenous men and 275 farms by indigenous women.

The Bribri and Cabécar villages are those where there is the largest number of indigenous women running farms. Map 1 shows that the indigenous territories where there is greater participation of indigenous women in agricultural production are Chirripó with 326 women, Cabécar and Talamanca Bribri with 275 women. Other Cabécar ethnic territories also stand out, such as Taynín, with 92 women, and Talamanca Cabécar, with 50 indigenous women producers, and Cabagra territory of the Bribri ethnic group, with 44 women. These villages maintain a matrilineal system where women inherit the land and in turn succeed the ancestral lines to their sons and daughters. During the field visits to the Bribri and Cabécar territories of Talamanca, the communities reaffirmed that, for them, it is of utmost importance to value and maintain in force the ancestral practices and traditions, which include this matriarchal system. Despite this matrilineal structure and the support of the communities, many women claim that they still do not have formal recognition of property.

Map 1. Range of distribution of farms of indigenous women producers.

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Source INEC. VI National Agricultural Census. 2014. SNIT. Political-administrative division, 2018. Prepared by the authors.

Gender-specific contributions and knowledge related to forest conservation and management are not recognized.

At the national level, women are actively involved in the conservation and sustainable management of resources; however, many of these experiences are not documented or recognized. In reviewing the literature during the gender analysis, it was observed that, despite the efforts of some institutions, much of the information on experiences of gender-sensitive forestry projects in Costa Rica is not documented and details of such projects are found as anecdotes, notes or newspaper articles. SINAC's institutional gender gap analysis³³ showed that of the 216 officials surveyed, 78% said they were unaware of environmental experiences or initiatives that incorporate a gender perspective. It should be noted that those public officials who are aware of environmental initiatives that incorporate the gender perspective mentioned at least 25 projects that contribute to the conservation and management of biodiversity and promote gender equality. During the

³³ UNDP Costa Rica. 2018. Institutional gender gap analysis UNDP, GEF and SINAC.

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field visits³⁴ it was possible to corroborate that these initiatives are real and that women from different regions are carrying out conservation and sustainable management activities of natural resources. In the five regions visited, it was observed that women maintain agroforestry systems on their plots and farms where they mix various productive species such as cocoa, pepper, banana and fruit trees with species of timber and non-timber trees and spices for personal consumption. Some women also lead ecotourism initiatives that combine guided tours of ecologically important sites with the sale of services such as food and handicrafts made from non-timber forest products. Another activity in which women are engaged is the organic production of vegetables, medicinal plants and ornamental plants. In the Chorotega Region, a very interesting case was documented, where women are actively involved in fire prevention brigades carrying out various tasks as forest firefighters. Many of these projects or initiatives are not widely disseminated at the national level or in the relevant³⁵ government institutions.

In the different regions of the country, women are the driving force behind efforts to conserve forests and improve the conditions of their communities, but they do not receive recognition or compensation for this work. INEC data show that 22.6% of women and 19% of men perform unpaid work to support other households and the community. The data also show a difference in terms of the average effective time spent on these activities: women occupy 5.1 hours and men 4.5 hours per day; with respect to social time, women spend 1.1 hours per day and men 0.6 hours per day³⁶. During the field visits, it was possible to observe this increased level of organization and contributions of women, especially in the area of the Osa Peninsula. When interviewing many of them, it was evident that one of their major concerns is the lack of coordinated community development. They have detected that in their communities "few people take on the responsibility" and there is a lack of communication, awareness and solidarity between men and women³⁷.

Gender gaps related to procedures

Women find it more difficult to participate in forestry activities and projects because they have more care responsibilities.

³⁴ Focus groups conducted in Golfo Dulce, Hojancha, Sarapiquí, and Bribri and Cabécar Indigenous Territories Forest Reserve as part of the development of the Gender Action Plan.

³⁵ REDD+ Secretariat and FCPF. 2018. Case studies on gender equality and forests in Costa Rica.

³⁶ System of Gender Indicators - ENHAO - INEC, Costa Rica.

³⁷ Focus groups and interviews conducted in the Golfo Dulce Forest Reserve as part of the development of the Gender Action Plan.

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Caregiving and domestic activities usually fall on women, limiting their ability to participate in environmental activities and projects. At the national level, INEC data for 2017 on unpaid domestic work show that the participation rate for women in the care of children under 12 is 41.2% while the participation rate for men is 26.9%. These data also show that the rate of participation of women in the care of totally dependent household members is 3.7% while for men it is 1.4%. The INEC system of indicators reports that by 2017 the gender ratio of the inactive population that cannot work because of family or personal obligations (men and women) is 1.5%³⁸.

The women interviewed highlighted how complicated it is to get involved in activities when one has young children because they lack support networks to ensure safe care. Many women in Costa Rica have difficulties related to care, so during the focus groups, several of them requested support to cover their care expenses. However, providing specific resources for care has not yet been formalized in most environmental initiatives, and during the development of the roadmap women indicated that recognizing care work is a priority within their plans to increase women's participation³⁹. According to the MAG⁴⁰, productive activities developed by women in rural areas tend to advance more slowly, because they experience greater barriers such as limited access to credit and means of production, and lack of time due to their domestic and care responsibilities. The overload of domestic and care work limits the economic autonomy of these women as they are at a disadvantage in terms of access to, control over and benefit from the resources of time, work and income.

Gender stereotypes limit women's participation in forestry activities and projects.

Many women do not participate in forestry and conservation initiatives because discriminatory stereotypes prevail, especially in demanding activities such as extinguishing fires, thinning activities and forest monitoring. Because of these stereotypes, in many cases, women are relegated to administrative or support positions related to cooking or logistics. SINAC's gap analysis shows that the majority of women and men surveyed consider that there are stereotypes in SINAC's organizational culture; for example, park rangers are perceived to be men rather than women. The effect of this stereotype is reflected in the number of female forest rangers currently hired, as only 29.4% of all forest rangers in the country are women⁴¹.

³⁸ System of Gender Indicators - ENHAO - INEC, Costa Rica.

³⁹ Focus groups and interviews conducted in the Golfo Dulce Forest Reserve as part of the development of the Gender Action Plan.

⁴⁰ MAG. Nuestra Finca 2017 Notebook. "Women farmers".

⁴¹ UNDP Costa Rica. 2018. Institutional gender gap analysis, UNDP, GEF and SINAC.

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During field visits in the Chorotega Region it was possible to document that these gender stereotypes also occur in fire brigades. Some of the female fire first responders mentioned that they initially experienced different levels of discrimination, but that little by little the male first responders have recognized the value of their work, especially because they are more careful and effective at "completely extinguishing" the fire. Some of them also mentioned that because of gender stereotypes they have to constantly demonstrate that they can do many of the activities because their male peers doubt their abilities. Some female brigade members mentioned that the men of the brigade believed that they would not be able to walk long distances carrying the equipment and the heavy boots of the uniform, and many of them had to prove during the exercises that they were capable and it is only until that moment that they obtained the recognition and validation from their co-workers.

Fewer women participate in decision-making processes related to the management of natural resources.

Many women are not able to fully and effectively participate in decision-making and this prevents them from obtaining the benefits offered by many development projects or environmental incentives. The lower degree of participation in decision-making spaces was one of the most frequently mentioned gender inequalities during focus groups and interviews⁴². This pattern is observed at different levels of governance, from environmental government institutions to development partnerships (ADI)⁴³. At the national level, INAMU data presented in the seventh report to CEDAW show that by 2013 the percentage of women in management positions in the public sector was 47.6%, while in the private sector this percentage was 31.9%⁴⁴. In the case of SINAC, when reviewing the percentage of women that make up the National Council of Conservation Areas (CONAC), they represent 28% of the 25 members. In the regional councils the gap is smaller since 47% of the collegiate bodies are women⁴⁵.

At the local level, significant inequalities are also observed in conservation committees. When analysing the participation of women in the Local Councils of Conservation Areas (COLAC), it was observed that the greatest gender gap is in the Forest COLAC, which is

⁴² Focal Groups and Interviews conducted in the Golfo Dulce Forest Reserve as part of the development of the Gender Action Plan.

⁴³ Development associations are first-degree community bodies with a given territorial circumscription (Article 11 Regulation Law 3859)

⁴⁴ INAMU.2015. Tables and Graphs CEDAW Report 2015

⁴⁵ UNDP Costa Rica. 2018. Institutional Analysis of Gender Gaps. UNDP, GEF and SINAC

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composed only of men. The gap is smaller in the Protected Areas COLAC (composed of 43% women) and Biological Corridor Management COLAC (composed of 43% women)⁴⁶. In the case of development associations, in 2014 the Associations Act was amended to define that the boards of development associations have equal representation of both sexes. However, when asked about this during the focus groups⁴⁷ and roadmap workshop,⁴⁸ it was recognized that although there is greater representation of women, it is difficult for one to become president of the association, and that women always tend to occupy lower job positions in ADIs. Finally, the gender gap in decision-making is also a daily challenge; for example, in the case study on the participation of women and young people in livestock activities in Turrialba, it was observed that few women participate in decision-making and this has a negative impact since they have an impact on production and marketing, but the final decision does not necessarily depend on them⁴⁹.

Women producers have less access to information and their farms receive less technical support and extension services.

Women have little access to capacity building processes and information that are relevant to their productive systems because they are not recognized as producers or conservation agents since many of their activities are carried out on a smaller scale and close to their homes. The country's seventh CEDAW report noted that there is a lack of access to women's information in general for various sectors. A differentiated analysis of the Agricultural Census data showed that only 19.8% of farms obtained any type of technical assistance between 2013 and 2014; of the total number of farms that received assistance, only 13.5% were headed by women. The female producers received assistance in agricultural production (79.6%), livestock production (12.3%), agribusiness development (5%) and administration (3.2%). This technical support was provided mostly by MAG (35.9%), cooperatives (29.2%) and INA (16.7%)⁵⁰.

During the field visits some women said they would be interested in participating in various forest-related activities, but many do not have the information or skills. For example, in Osa they ensure that there is a prevailing lack of disclosure of the activities that can be carried

⁴⁶ UNDP Costa Rica. 2018. Institutional Analysis of Gender Gaps. UNDP, GEF and SINAC

⁴⁷ Focal Groups and Interviews conducted in the Golfo Dulce Forest Reserve as part of the development of the Gender Action Plan.

⁴⁸ REDD+ Secretariat. 2016. Workshop Definition of the design of the critical path for the gender approach of the REDD+ process

⁴⁹ Rivas, S.C. 2015. Women's participation and decision-making in livestock activities, Santa Cruz de Turrialba district, Costa Rica.

⁵⁰ INEC. 2017. A vision of the agricultural sector based on CENAGRO, 2014.

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out in the region and when meetings are held they do not receive information on agreements and follow-up. Likewise, other participants state that they are not able to develop projects because they do not know how to make a project profile. For example, in Sarapiquí they lack information on financing options for implementing forestry activities.

There is a smaller percentage of professional women doing technical work and extension work.

In spite of the fact that a higher percentage of women manage to graduate, in comparison with men, there is an important specialization by gender⁵¹. For example, there are areas such as agriculture, forestry and fishing where few women participate. At the national level, data from the National Household Survey show that the percentage of professional and technical women among the total number of employed persons is 17.3%, while this percentage is 23% for men. INEC data for 2017 on the workforce by activity type show that the agriculture, livestock and fishing sectors represent 17.2% of the jobs performed by men, while in the case of women it is only 4.1%.⁵²

Many professional women with attestations do not engage with environmental institutions.

For example, in SINAC there is a great disparity in the number of men and women who work for the institution, 70% are men and 30% are women. In addition, many professional women accredited as forest regents do not participate in the processes to accredit farms within the PES. When reviewing the database of forest regents registered in the College of Agronomist Engineers, it was observed that by 2018, 784 active forest engineers were reported, of whom 578 were men (74%) and 206 women (26%). Of the Active Forest rangers, 17% are women (48 women out of 289 rangers). In the case of the PES for 2017, 93% of the projects contracted were managed by male forest professionals and only 7% by female forest professionals, suggesting that many of these professionals are not serving as rangers. This pattern is similar to that of other technical and scientific areas where women graduate in a higher percentage, but many more men exercise the job on the field.

Officials of environmental institutions have limited capacities to implement gender-sensitive or responsive initiatives.

One of the greatest challenges faced by officials working on environmental issues is acquiring the appropriate skills and tools to incorporate a gender perspective into their initiatives, programs and projects. In many cases, these professionals have expressed a

⁵¹ State of the Nation Program. 2017. Chapter 5: The evolution of higher education.

⁵² System of Gender Indicators - ENHAO - INEC, Costa Rica.

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willingness and interest in mainstreaming the gender perspective, but indicate that they face different barriers, for example: (a) they find the theory to be hard to understand; (b) many perceptions and myths on gender prevail; (c) the methods in which gender information is presented do not use examples related to environmental issues; (d) gender tools are not easily adapted to environmental issues; (e) tools that link gender to environmental issues are unknown, or are found only in English. For example, 80% of the officials who responded to the survey during the SINAC gender gap analysis acknowledged that they had not received any training on ⁵³gender equality. In this survey most officials indicated that they did not understand the linkages between gender equality and the protection and sustainable use of biodiversity and very few are familiar with the linkages between the CBD and its relationship to gender equality or gender mandates included in international instruments such as the Sustainable Development Goals; and the UNFCCC REDD+ mechanism. Finally, most are unaware of national environmental legislation that includes gender considerations.

Gender gaps related to distribution

Women producers show higher poverty rates.

Poverty⁵⁴ and inequality are linked to gender gaps in employment in terms of participation and income, especially in households headed by women. According to data from INAMU, by 2013 the percentage of households headed by poor women was 15.4% while for male heads of household the figure was 13.7%. In rural areas, this difference is even greater, where 19.7% of female-headed households are poor, while 16.2% of male-headed households are poor. The analysis of data on extreme poverty in rural areas shows that 11.6% of households headed by women live in extreme poverty, compared to 8.3% of households headed by men.

INAMU found that many women living in poverty are unable to generate income because they need to care for their daughters, sons and other dependents. The average weekly hours dedicated to paid labour for women is 20.1 hours while for men it is 38.6 hours. On the other hand, the unemployment rate for women is 13.1% and 8.6% for men, according to the State of the Nation Report on 2018 Sustainable Human Development.

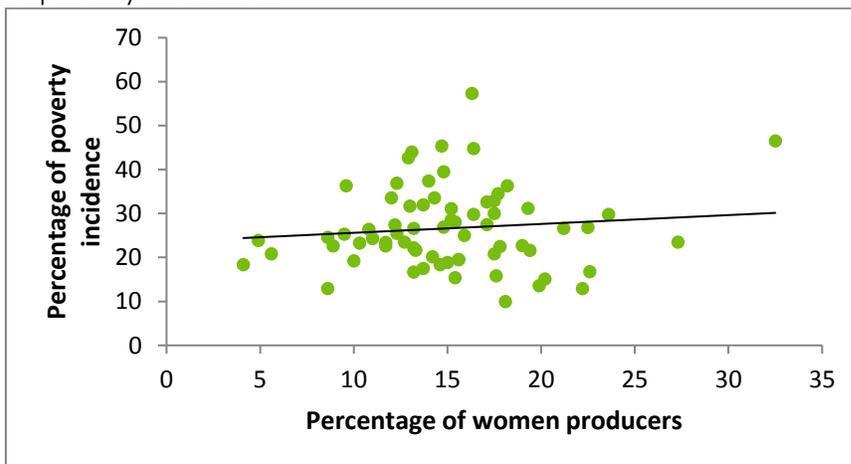
⁵³ UNDP Costa Rica. 2018. Institutional Analysis of Gender Gaps. UNDP, GEF and SINAC

⁵⁴ Costa Rica uses a multidimensional poverty index that uses households as the unit of analysis and focuses on five dimensions: education, health, housing and internet use, work and social protection. This Multidimensional Poverty Index (MPI) complements the measurement of income poverty or poverty line shortfall.

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In some regions of the country there is a slight correlation between the percentage of women producers and the percentage of poverty incidence (see Figure 14). According to data from the State Policy for Costa Rican Territorial Rural Development (PERDT), in the cantons of Talamanca, Limón, Corredores, Santa Cruz, Poás, Valverde Vega, Sarapiquí, Matina, Osa and Dota, a high percentage of women producers and a high incidence of poverty persist. This pattern observed in these cantons reflects the gender inequalities that affect productive opportunities.

Figure 14. Correlation between the percentage of women producers and the percentage of poverty incidence.



Source: State Policy for Costa Rican Territorial Rural Development. Prepared by the authors.

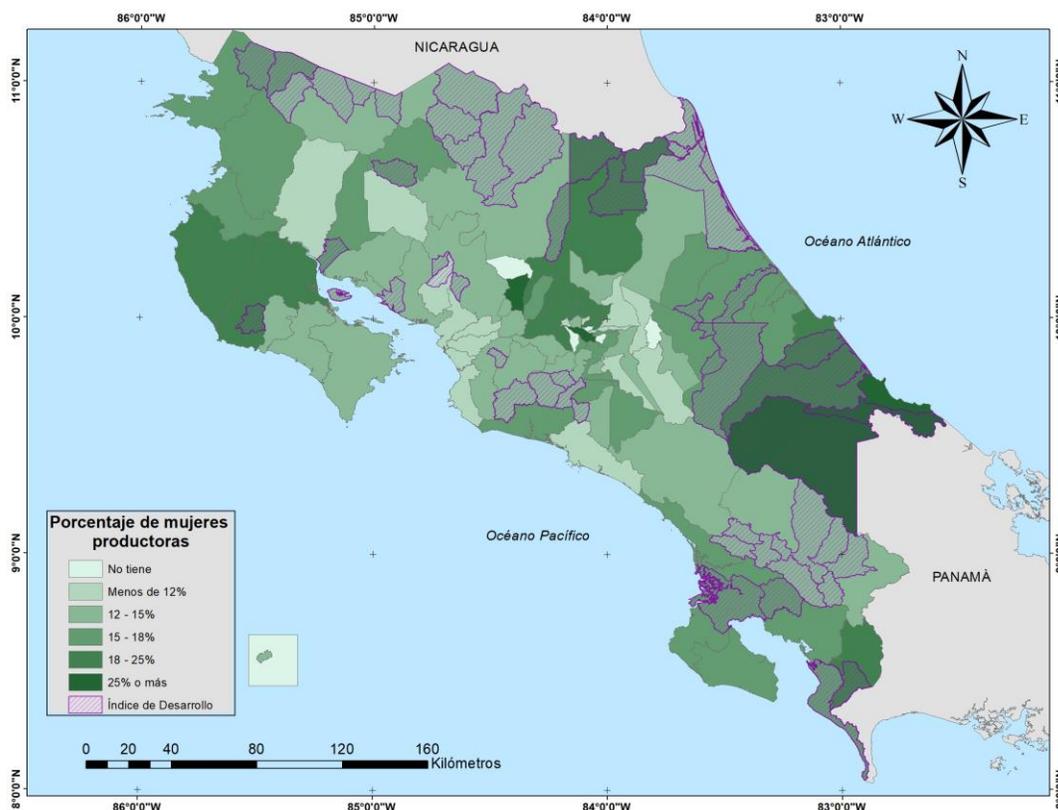
Some of the cantons in the country with the lowest social development indices⁵⁵ coincide with areas where there is a higher percentage of women producers and which have a higher forest cover. This relationship can be observed especially in the South Caribbean, in the Talamanca sector; in the South Pacific, in the sectors of the Osa Peninsula and Corredores, and in the Huetar Norte Region, specifically in the Sarapiquí canton (see Map 2). Likewise, these three areas with the highest percentage of women producers and the lowest social development index coincide with: (a) five of the country's most important conservation areas (Osa Conservation Area, Amistad Caribe Conservation Area, Central Volcanic Conservation Area, Huetar Norte Conservation Area, and Tortuguero Conservation Area); and (b) with priority areas for strengthening conservation and sustainable forest

⁵⁵ The social development index is operationalized in terms of the population being able to access and enjoy a set of basic rights, which are grouped into five dimensions: economic, social participation, health, education and security, and is constructed on the basis of 14 socio-economic indices. See <https://www.MIDEPLAN.go.cr>.

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management. These data confirm that for certain regions, the poverty levels of women producers are related to sites that still have forests.

Map 2. Areas with a lower social development index (less than 40%) and percentage distribution of women producers by canton.



Source INEC. VI National Agricultural Census, 2014; and Social Development Index data, FONAFIFO. Prepared by the authors.

The farms of women producers receive less financial support.

In general, very few farms receive funding, but women's farms receive much less. Of the total number of farms registered by INEC, 9.1% of the farms of the women producers and 14.3% of the farms of the male producers received some type of financing. The farms of women producers that did not receive financing were due to various reasons, because they

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did not apply for funding (89.3 %), because of their limited ability to pay (2.3 %), because they lacked title to the land (2.2 %), because of the lack of a collateral (1.5 %) and because of their credit history (0.1 %) ⁵⁶. Access to financial resources or incentives is generally limited in many cases because women do not have ⁵⁷bank accounts; moreover, if they receive the monetary resources, they often do not have control over them. This information is consistent with some of the main gender gaps that were mentioned during the field visits.

There is an important gender difference in the entities that grant credit to women and men in the agricultural sector. Data from the Ministry of Economy, Industry and Commerce (MEIC) based on information from financial institutions report that, in 2013, only 31.7% (6,492) of loans were granted to women. In the agricultural sector, the same data indicate that this percentage is even lower, as only 20% (992) of the loans were granted to women. Most of them were lines of credit for working capital (708) and for the purchase of assets (278), which represent 16% and 22% of all loans granted for these two lines of credit. Men receive the largest amount of financing from public banks (2,597 loans granted), followed by foundations (1,312 loans granted). On the contrary, women obtain the largest amount of funding from foundations (513 loans granted), followed by public banks (474 loans granted). It should be noted that the greatest inequalities are seen in private banking since only 9% of agricultural loans were granted to women.

The number of women-owned farms included in the PES has been decreasing in recent years.

15.1% of PES contracts from 1997 to 2017 were signed with women owners. This equates to a total of 2,552 women owners of the total of 16,712 contracts signed in the Program between 1997 and 2017. The number of women owners with PES contracts increased considerably between 2004 and 2013 (Figure 15). This increase occurs largely because Costa Rica signed two loans with the World Bank which included an indicator to increase women's participation and the efforts made by FONAFIFO to increase the number of women owners receiving PES. However, as of 2014, many of the farms that entered the Program were registered as corporations and it is not possible to determine who receives the PES payment; therefore, there is a decrease in the contracts signed with both men and women ⁵⁸.

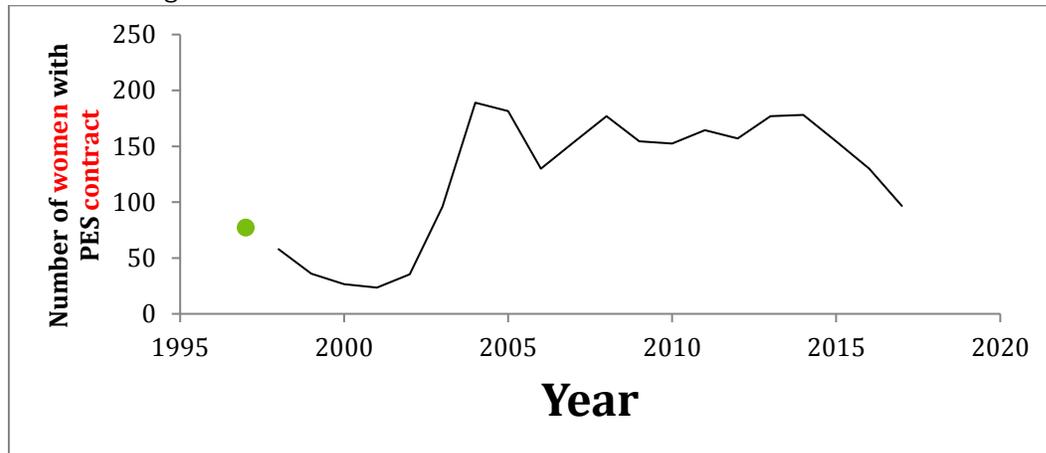
⁵⁶ INEC. 2017. A vision of the agricultural sector based on CENAGRO, 2014.

⁵⁷ State of the Nation Program in Sustainable Human Development (Costa Rica). 2016. Twenty-second State of the Nation Report on Sustainable Human Development.

⁵⁸ Interviews with staff of FONAFIFO's PES Program.

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Figure 15. Number of women with contracts under the Payment for Environmental Services Program⁵⁹



Source: Department of Environmental Services Management, SIAP-gePSA FONAFIFO. Prepared by the authors.

Opportunities

There is great potential to increase the participation of women from different regions of the country in environmental projects and initiatives as they are interested in a wide range of activities to reduce deforestation and forest degradation. During the focus groups conducted as part of the development of the GAP, women participants were asked which activities they would be interested in undertaking to contribute to REDD+ efforts (Table 3)⁶⁰. Most of the communities visited during the focus groups indicated their preference for reforestation actions, followed by those related to tourism. Some women told of tourist routes in their territories that offer multiple job opportunities related to food, handicrafts or as tour guides that could serve as an example for other women. Among the prioritized activities, it is worth noting that many of these activities such as cocoa, plant nurseries, home gardens and non-timber forest products (medicinal plants, seeds or species for construction) can be developed in agroforestry systems near the homes of these women, which would allow them to be part of the activities proposed to implement the PAM of the National REDD+ Strategy.

⁵⁹ Cut-off date, February 23, 2018.

⁶⁰ Focus groups conducted in Golfo Dulce, Hojanca, Sarapiquí, and Bribri and Cabécar indigenous territories as part of the development of the Gender Action Plan.

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Table 3. REDD+ activities prioritized by women in focus groups.

	La Palma, Osa	Hojancha, Guanacaste	Sarapiquí, North Zone	Bribri, Talamanca Indigenous Territory	Cabécar, Talamanca Indigenous Territory
Reforestation	*	*	*		*
Tourism	*	*	*		
Cocoa	*			*	
Home gardens		*		*	
Plant nurseries				*	*
Non-timber forest products	*			*	
Community development	*				*
Conservation	*				

The priorities for women coincide, in many cases, with many of the gender inequalities they face. By asking women which enabling condition they would prioritize to allow them to implement activities to reduce deforestation and forest degradation, their answers coincide with many of the gender inequalities discussed in the previous section. The enabling condition that was prioritized by the highest number of women (17.6%) in all the different sites was access to economic benefits. Other priorities that became evident were access to agricultural resources, the opportunity to carry out jobs different from those traditionally developed by women, access to tools and equipment, full and effective participation in decision-making, and access to training and education. An interesting detail that was observed was that the priorities of indigenous women are different from those of rural women. Rural women focused on access to economic benefits while indigenous women prioritize access to agricultural resources, different job opportunities and full and effective participation in decision-making⁶¹.

Forestry activities proposed by women to reduce deforestation and forest degradation can have a major impact on priority areas for the conservation and sustainable management

⁶¹ It is important to mention that the priorities included related to Indigenous Peoples' participation are those mentioned during the EN-REDD+ consultation process in the 24 Indigenous Territories.

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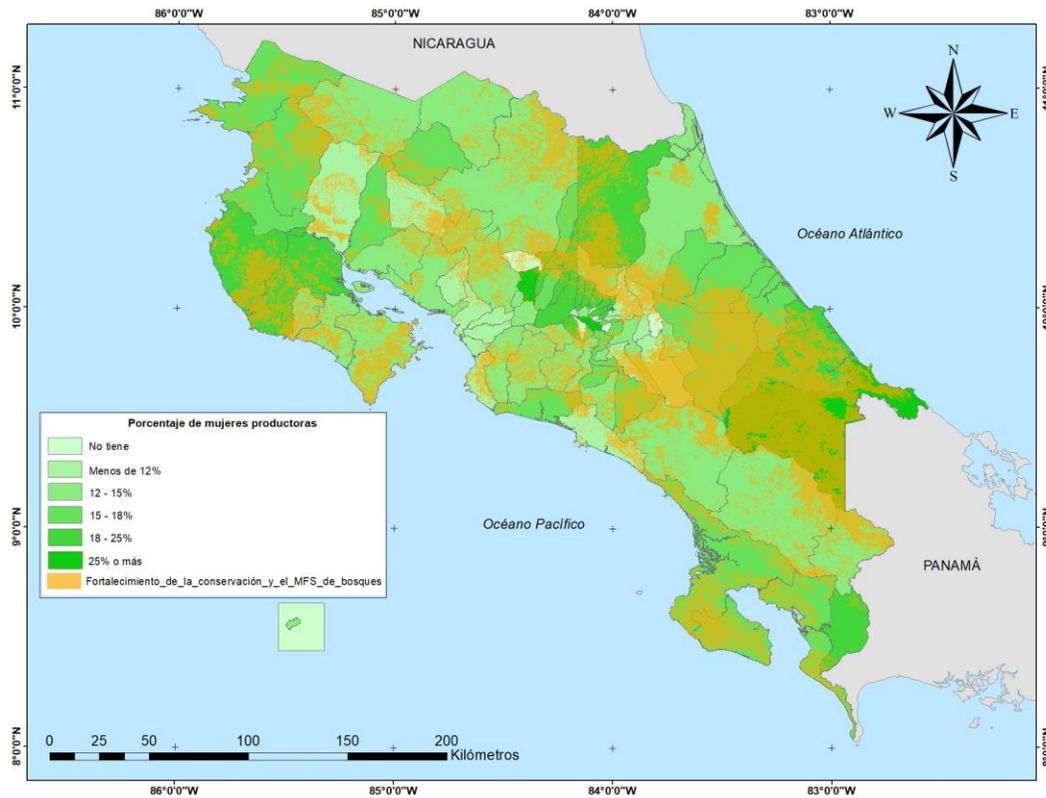
of forests. A detailed analysis of maps 3 and 4 shows that many of the priority areas where activities are needed to strengthen conservation and sustainable management of forests or where ASPs exist coincide with cantons where there is a large number of women producers. Having a Gender Action Plan that prioritizes the activities proposed by these women makes it possible to establish a strategy that guarantees resources, support and follow-up to develop activities that have a great impact on priority forest areas of the country and empower and help the women of these regions (Nicoya, Osa, Talamanca and the Northern Zone), who are true agents of conservation and sustainable management of the forests⁶².

Map 3. Priority areas for the conservation and sustainable management of forests and percentage distribution of women producers by canton⁶³

⁶² The maps are for illustrative purposes and show areas where opportunities exist to engage women as agents of change. They do not have a linear correlation between the variables.

⁶³ The priority areas for conservation and sustainable management of forests are those where forest cover converges with multiple other benefits, according to the REDD+ Secretariat analysis. Multiple benefits considered include: (1) greenhouse gas mitigation; (2) natural scenic beauty for tourism purposes; (3) biodiversity conservation; (4) support for communities that are vulnerable to water stress; (5) socio-economic improvement potential; (6) water erosion control; and (7) potential for improved governance.

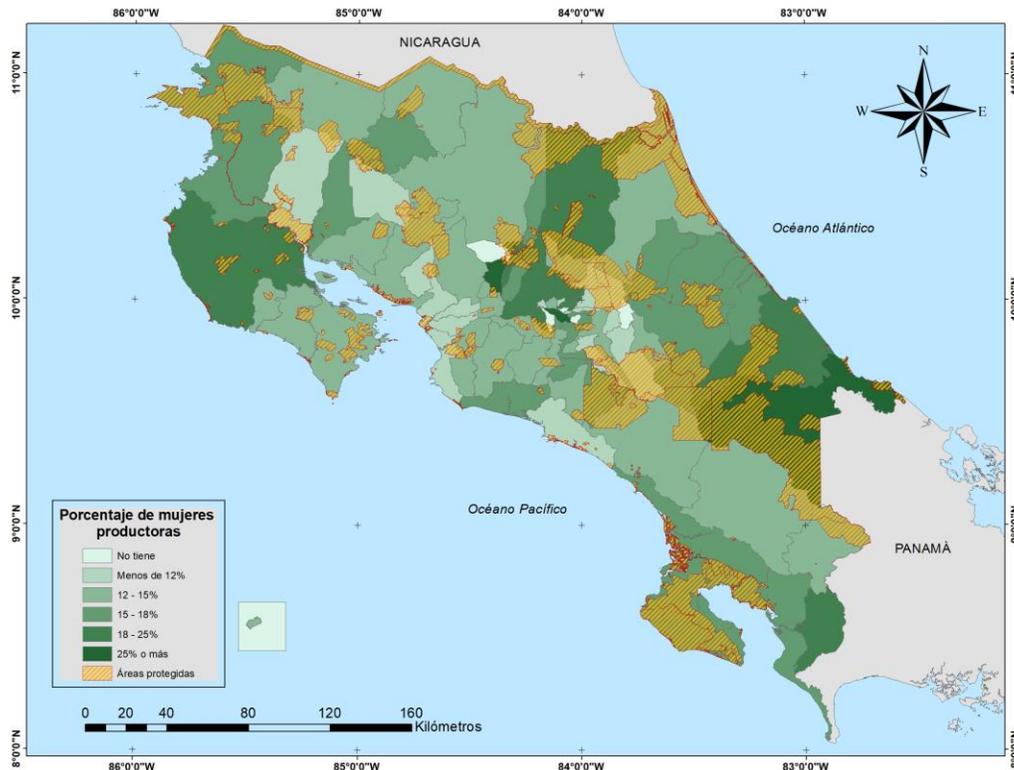
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Source INEC. VI National Agricultural Census, 2014 and Carrión et al, 2017. Mapping the social and environmental benefits of REDD+ in Costa Rica. Prepared by the authors.

Map 4. Wild Protected Areas and Percentage Distribution of Women Producers by Canton

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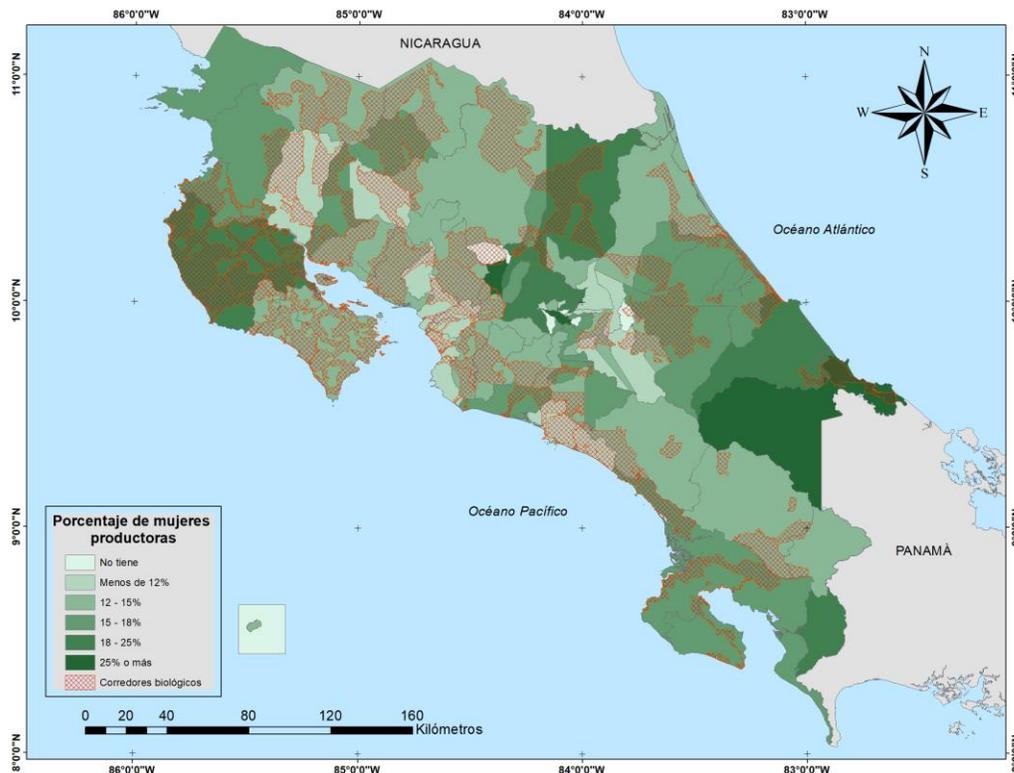


Source INEC. VI National Agricultural Census, 2014 and FONAFIFO-SINAC. Protected Areas Data. Prepared by the authors.

Forest conservation and sustainable management activities performed by women can have a major impact on biological corridors and unprotected forest areas. As map 5 reveals, there is a percentage of women producers in very important conservation areas such as the Nicoya Peninsula, the Huetar Norte region and the Osa Peninsula. Implementing activities such as those mentioned in Table 2, or providing support and incentives for these women to engage in new conservation or resource management initiatives, has the potential to increase forest cover and reduce forest ecosystem degradation in unprotected areas, where, in turn, there is the greatest loss of carbon due to forest degradation.

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Map 5. Biological corridors and percentage distribution of women producers by canton



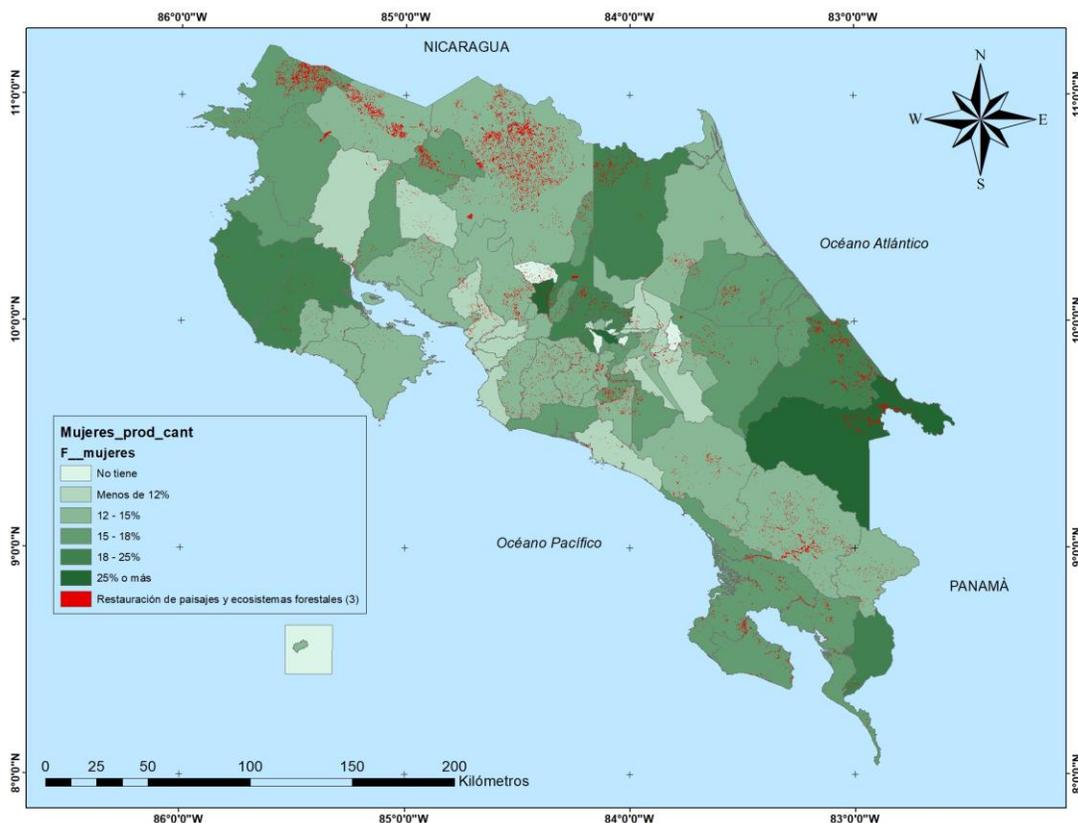
Source INEC. VI National Agricultural Census, 2014; and FONAFIFO-SINAC. Data from Biological Corridors. Prepared by the authors.

Women can play a key role in the restoration of forest landscapes and ecosystems. Reforestation is one of the main activities proposed by women in the different regions that were visited (see Table 3) and many of the priority areas for the restoration of landscapes and forest ecosystems coincide with cantons where there is a larger number of producers with their own farms (Map 6). Proposing actions that engage women in restoration could also be a way of strengthening reforestation or analog forestry creation initiatives that are being carried out by various women's groups throughout the country. These activities could be a way of initiating a generational shift since, according to the focus group participants, they are activities that are generally of interest to the youth population and,

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in the future, could be converted into innovative formal green jobs that allow them to stay in their communities.

Map 6. Priority areas for landscape and forest ecosystem restoration and percentage distribution of women producers by canton⁶⁴



Source INEC. VI National Agricultural Census, 2014; Carrión et al, 2017. Mapping the social and environmental benefits of REDD+ in Costa Rica. Prepared by the authors.

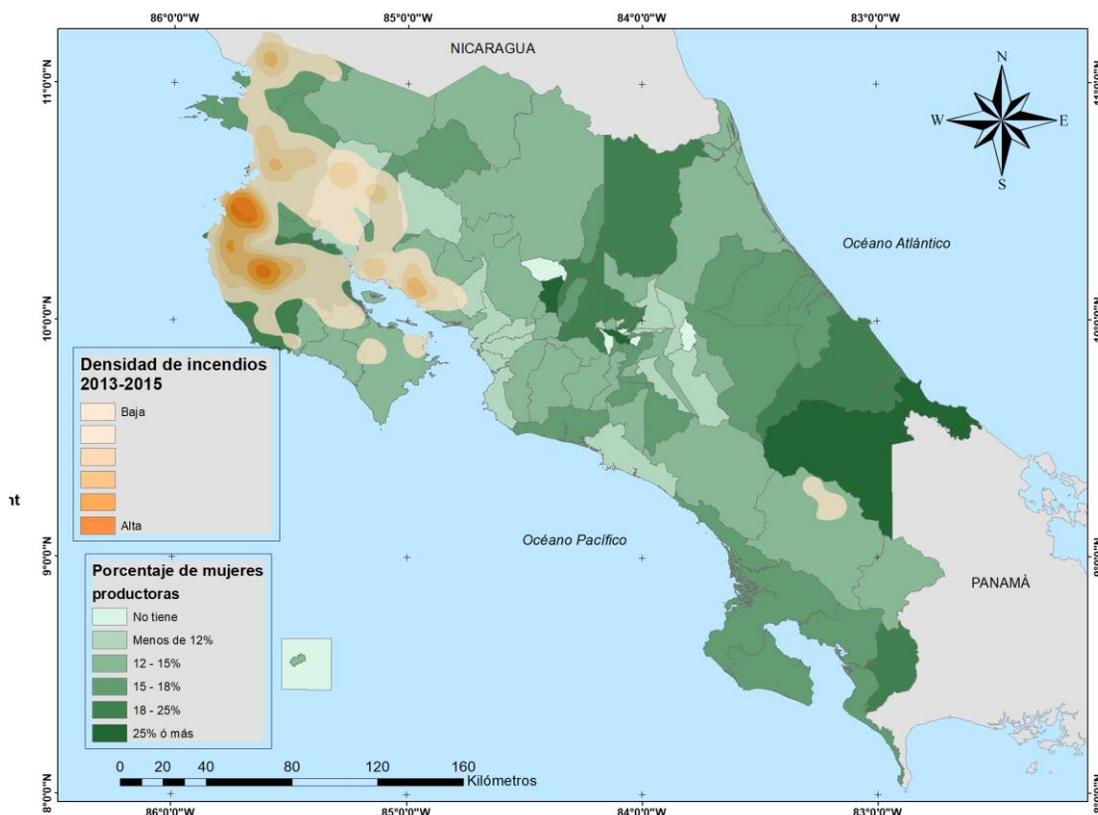
Recognizing and valuing the contributions of women brigade members is key to reducing forest fires and represents an opportunity to generate green jobs. Looking at map 7, you

⁶⁴ The priority areas for forest landscape and ecosystem restoration are those where the coverage of secondary forests and bare soils converge with other multiple benefits, according to the REDD+ Secretariat analysis. Benefits considered include: (1) greenhouse gas mitigation; (2) biodiversity conservation; (3) support to communities that are vulnerable to water stress; (4) socio-economic improvement potential; (5) water erosion control; and (6) potential for improved governance.

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can see how many of the areas that are more prone to forest fires match the areas where there are more women's farms. Therefore, they could play an important role in fire prevention and care. During the field visits it was possible to document that the fire brigades of the Tempisque Conservation Area (ACT) and the Guanacaste Conservation Area (ACG) have a large number of female forest brigade members. Many of these women carry out work in support of the brigades, such as logistics and food, but there are many forest firefighters who attend to the fires and prepare the land during the rainy season. Although they initially reported experiencing different levels of discrimination, the male brigade members gradually recognized the value of their work. Proposing actions to support these women represents an opportunity to formalize decent green jobs for women and change gender stereotypes.

Map 7. Areas with the highest incidence of forest fires and percentage distribution of women producers by canton



Source INEC. VI National Agricultural Census, 2014; Carrión et al, 2017. Mapping the social and environmental benefits of REDD+. Prepared by the authors.

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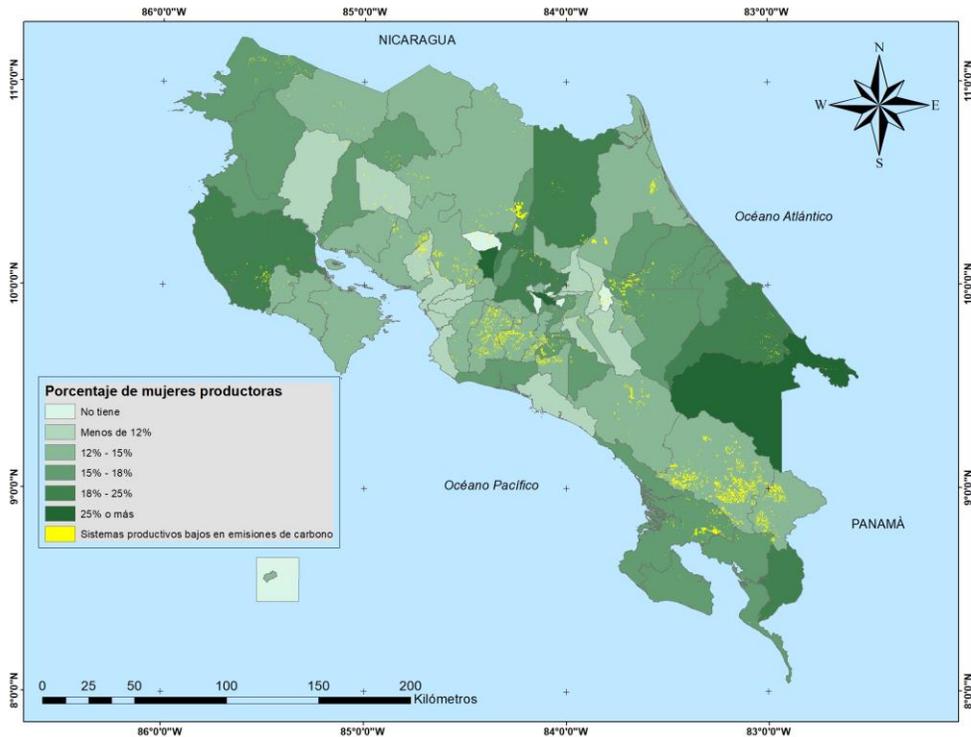
*Recognizing and supporting agroforestry systems in farms that belong to women producers is key to promoting low-carbon production systems*⁶⁵. During the field visits, it was possible to determine that many of the farms run by women producers have agroforestry systems, information that is consistent with the trends observed in the agricultural census data. Map 8 shows that supporting and strengthening these agroforestry systems could have a great impact in areas such as the Central Region, Central Caribbean and South Pacific where there is a percentage of low-carbon production systems. Given that in these areas women producers have fewer farms and these are smaller in size, initiatives could consider the creation of conservation units that unite several farms with agroforestry systems to improve production systems, in order to make them low in emissions and committed to maintaining a percentage of the land with forest cover. This also represents an opportunity to strengthen the capacities of the female producers on a novel issue and to establish a national carbon market that will allow for directing economic incentives that recognize and value these conservation units led by female producers that are contributing to the country's decarbonization goals.

Map 8. Priority areas of low-carbon production systems and percentage distribution of women producers by canton⁶⁶

⁶⁵ EN-REDD+ defines these systems as farms that are currently in agricultural production, in which there is no change of economic activity, but the forest biomass is increased, either by planting trees under agroforestry or silvopastoral systems, or even by the creation or conservation of forest patches within them. It is also expected that, with greater use and profitability of the soil, the incentives to deforest other forest areas will diminish due to the loss of productivity of the current areas.

⁶⁶ The priority zones for the promotion of agroforestry practices are those where agricultural use areas converge with other multiple benefits, according to the analysis of the REDD+ Secretariat. Multiple benefits considered include: 1) support to communities that are vulnerable to water stress, 2) potential for socio-economic improvement, 3) control of water erosion and 4) potential for improved governance.

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Source INEC. VI National Agricultural Census, 2014; and Carrión et al, 2017. Mapping the social and environmental benefits of REDD+. Prepared by the authors.

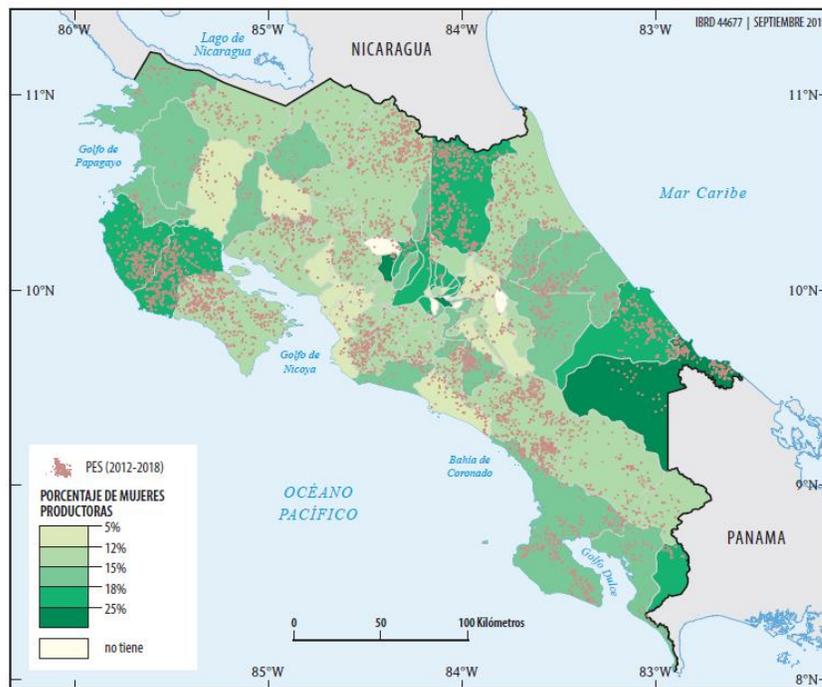
Traditional indigenous farms are agroforestry systems of great importance to women and conservation. The Bribri culture identifies production spaces that are relevant to the economy of families and the exchange of communities. Women play an important role in the agroforestry systems adjacent to housing, known as the *Û itö* or house in Bribri. In this system, medicinal plants and domestic animals such as pigs and chickens abound. In addition, these farms integrate the cocoa production systems, where a great diversity of cocoa coexists such as Creole and white cocoa, of great value. Farms are generally small, ranging from 5 to 10 hectares, and there is a great diversity of timber and fruit species that play an important role in protecting ecosystem services, such as water springs. These production systems are relevant systems for the transmission and teaching of the indigenous culture.

Many of the PES contracts between 2012 and 2018 correspond to cantons where there is a high percentage of women producers and where areas of importance for conservation prevail (Map 9). An analysis of the most recent data shows that between 2016 and 2017

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the spatial distribution of properties of women beneficiaries of PES increased. By 2016, these properties tended to concentrate in the Nicoya Peninsula, Northern Zone, Limon and Central Region. In 2017, properties in the central highlands were increased. This variation shows how women carry out conservation activities in different forest ecosystems and in priority conservation areas. In 2016 and 2017, most of their properties were engaged in forest protection activities, followed by agroforestry systems. It should be noted that the map also shows that there are priority areas where more women could be supported to get involved in the PES program, through modalities that take into account the characteristics of their farms and the gender gaps they face in terms of land tenure, access to information and the lack of technical support and resources to hire regents and carry out the necessary procedures.

Map 9. PES contracts (2012-2018) and percentage distribution of women producers by canton



Source INEC. VI National Agricultural Census, 2014; and FONAFIFO. PES data (2012-2018). Prepared by the authors.

During the field visits, some of the landowners mentioned that they would be interested in participating in PES, but many lack information, skills, or do not own properties with the necessary characteristics to be part of PES. In order to increase the number of women in

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the PES program, it is necessary to think about specific or simplified modalities that allow them to access incentives and recognitions, even though they have smaller farms. It is also essential to improve the dissemination of information about these incentives, support for filling out the forms and empowering women to negotiate. FONAFIFO is currently implementing a PES for farms smaller than 10 ha and recognizes established trees, forest areas, regardless of size and even if they do not meet the Forest Act definition of forest, and natural regeneration areas.

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- Gender Based Violence

In 2007 Costa Rica approved Law No. 8589 on the Penalization of Violence against Women-2007⁶⁷, whose purpose is to protect the rights of victims of violence and sanction forms of physical, psychological, sexual and patrimonial violence against women of legal age, as a discriminatory practice for gender reason, specific in a marriage relationship, in union of fact declared or not, in compliance with the obligations contracted by the State in the Convention for the Elimination of All Forms of Discrimination against Women (Law No. 6968, of 2 October 1984) as well as in the Inter-American Convention to Prevent, Punish, and Eradicate Violence against Women (Law No. 7499, of May 2, 1995).

An important step was the elaboration in 2016 of the “*National Policy for the Attention and Prevention of Violence against Women of all ages 2017-2032*” agreed upon at an inter-institutional and intersectoral level, from a human rights perspective, in accordance with the provisions of the Inter-American Convention to Prevent, Punish and Eradicate Violence against Women (known as the Belém do Pará Convention).

This National Policy 2017-2032 seeks the continuity of the effort begun in the mid-1990s with the preparation of the first National Plan for the Care and Prevention of Intrafamily Violence and Extra-family Sexual Abuse (PLANOVI, 1994), and the second National Plan for the Attention and Prevention of Violence against women in relationships between couples and family, such as for sexual harassment and rape (PLANOVI Woman, 2010-2015).

Despite these efforts, according to the Public Ministry and the OIJ, complaints filed for violations of the Violence Against Women Criminalization Law constituted the third most important group of crimes, with 9.7% (20,156 cases), 7.5% more than in 2017. 42% were due to mistreatment, followed by non-compliance with a protection measure (28%) and threats against a woman (psychological violence, 26%). Although the 2007 Penalization of Violence Against Women Law was enacted, from that date and until the end of 2018, 337 femicides were counted⁶⁸.

⁶⁷ On April 25, 2007, Law No. 8589 Penalization of Violence against Women was approved, an inc. d) to art. 239 of the Criminal Procedure Code and the final paragraph of art. 3 of the Law against Domestic Violence; published in La Gaceta No103, April 25, 2007. On March 25, 2011, Law No. 8929 was approved. Modification of Articles 22 and 25 of Law No. 8589, Penalization of Violence Against Women; published in La Gaceta No. 60. These articles had been declared unconstitutional by the IV-Constitutional Chamber.

⁶⁸ Programa Estado de la Nación. 2020. Retrieved from: <https://estadonacion.or.cr/queda-mucho-camino-por-recorrer-en-la-equidad-de-genero/>

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The way the project addresses gender-based violence resides in the correlation between poverty and gender violence. It is understood that poverty can increase the risk against violence. Certain groups of women, including women and girls living in poverty and exclusion, face multiple forms of discrimination and, as a result, are also at increased risk of violence.

Although both women and men suffer from poverty, the social condition of gender results in women having fewer resources to face it, as a result of multiple historical discriminations. As an example of the above, in Costa Rica, as of 2016, 20.5% of households in poverty (307,270) and 6.3% in extreme poverty (95,004) were registered. In the first case, 44.5% are female-headed households and, in the case of extreme poverty, 44.3%.⁶⁹

In the field of employment, inequality between men and women also persists; women face greater problems than men in obtaining and maintaining employment. In the last quarter of 2015, the female open unemployment rate was 12.5%, higher than that of men (7.8%) and there is greater underemployment. In addition to this, it should be considered that women have a greater participation in underemployment and informal employment. In Costa Rica for the same period mentioned above, 14.5% of employed women were underemployed (against only 9.8% for men), in addition, 45.1% of employed women had informal employment (against 41.7% of men participating in the informal sector)⁷⁰

According to the INEC Agricultural Census of 2017, only 19.8% of the farms at the national level received technical assistance between 2013 and 2014 and that. Of the total of these assisted farms, only 13.5% were led by women.

Data from the Ministry of Economy and Commerce (MEIC) shows that, in 2013, only 31.7% (6,492) of the loans were awarded to women at the national level. In the agricultural sector, these same data indicate that this percentage is even lower since only 20% (992) of the loans were awarded to women.

The REDD+ GAP seeks to have an impact on gender gaps that can increase the risk against violence by: providing access to new, fresh and innovative sources of funding and credit

⁶⁹ INAMU. 2017. Política nacional para la atención y la prevención de la violencia contra las mujeres de todas las edades Costa Rica 2017-2032. San José, Costa Rica

⁷⁰ Instituto Nacional de Estadística y Censos (INEC). 2016. Encuesta Continua de Empleo, II Trimestre, San José, Costa Rica.

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and ensuring that technical assistance and extension services reach both men and women in a differentiated way, increase in the number of farms and comprehensive productive units led by women, empower women with comprehensive farm projects.

Additionally, one of the PAG's expected results is the establishment of a gender equality seal at the level of productive units. In the past months, FONAFIFO, with the support from GIZ, has been developing this seal. The goal of this certification is a more just, inclusive and equitable sustainable development that guarantees gender equality and the autonomy of women and girls through the identification and understanding of gender gaps and through the implementation of actions that contribute to closing those gaps and overcoming of historical discriminatory biases in rural family production units. At present, of the 11 variables that the seal/certification considers gender violence is one of them. In this respect, a family that has GBV will receive a lower "grading."

Also, there is an area of work related to the prevention of GBV within the SINAC and its programmatic work. In 2018, UNDP developed a gender gap analysis of SINAC. It found out that 82% of the staff had not received any training on sexual harassment, and most of the staff had not a clear understating of the mechanism to prevent it within the institution. Therefore, the GAP includes a specific activity under PAM 2 related to GBV prevention by establishing a mechanism to improve relations between women and men, break gender stereotypes through conflict resolution workshops.

9. Gender Action Plan of the National REDD+ Strategy

The Gender Action Plan was developed on the basis of the gender roles, gaps and opportunities identified during the gender analysis, as well as the recommendations obtained from field visits, sensitization workshops and the indigenous peoples' consultation process that were relevant to each of the PAMs proposed in the National REDD+ Strategy. Based on this information, objectives, expected results, actions, indicators and responsible parties are proposed for the 6 themes covered by the PAM of the National REDD+ Strategy.

The GAP is structured on the basis of the 6 PAM of the National REDD+ Strategy and is composed of 6 gender objectives, one for each PAM, and 20 expected results. For each of these gender objectives, a series of actions are proposed that will lead to the expected

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results identified. These actions, in turn, were aligned with the actions proposed in the National REDD+ Strategy Implementation Plan. In addition, process and outcome indicators are included in order to monitor the entire process of change that will lead to meeting the proposed⁷¹ objectives. Finally, it includes the institutions that will be responsible for the implementation of the actions and the strategic allies. The actions are harmonized with the policies, programs and operational plans of these institutions.

It is important to emphasize that the objectives, expected results and actions were proposed in order to reduce specific gender gaps and enhance the opportunities identified during the gender analysis. The execution of the GAP requires the development, in the near future, of an implementation plan that establishes the baselines and target values for the expected results and defines the process and the associated budget required to fulfill and monitor the proposed actions⁷².

⁷¹ Indicators based on Kristjanson et al, 2018.

⁷² The objectives, expected outcomes and proposed actions in GAP are based on a national process involving Costa Rican government institutions and society, led by the REDD+ Secretariat. The GAP is not part of a World Bank funded project and its implementation and funding is expected to be part of the National REDD+ Strategy.

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National REDD+ Strategy PAM 1: Promotion of low-carbon production systems.

Gender target	Expected outcomes	Actions	Indicators	Allies
1.1 Promote and implement low-emission and gender-responsive production systems.	<p>1.1.1 Increase in the number of farms and comprehensive productive units led by women.</p> <p>1.1.2 Empower women with comprehensive farm projects.</p>	<p>1. Identify the areas of the country where farms and integrated production units can be developed and where there is a greater number of women producers.</p> <p>2. Systematize the roles of women and men in productive and conservation activities, and focus groups (women's, youth and other groups) that can participate in the development of farms and comprehensive production units.</p> <p>3. To make the farms and productive units and sustainable practices carried out by women producers visible, as well as the experiences that have contributed to generating productive spaces for them and that can be taken into account when developing the farms and comprehensive productive units.</p> <p>4. Establish institutional guidelines and directives in the MAG and MINAE so that projects may include gender criteria and indicators.</p> <p>5. Establish pilot projects for gender-responsive comprehensive farms and production units that recognize and value contributions differentiated by</p>	<p>Process</p> <p>* Defined gender criteria to prioritize comprehensive farms.</p> <p>Outcomes</p> <p>*Number of women involved in the comprehensive management project.</p>	<p>REDD+ Secretariat</p> <p>MAG</p> <p>INDER</p>

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Gender target	Expected outcomes	Actions	Indicators	Allies
		<p>gender and provide differentiated technical assistance for women.</p> <p>6. Include a gender criterion in the possible prioritization systems of comprehensive farms and productive units that will receive institutional support.</p> <p>7. Increase coverage of comprehensive farms and production units led by women through the expansion, improvement and simplification of financial instruments, such as the PES Program and SAF, or the design of specific loans for women owners and non-proprietors.</p>		
	<p>1.1.3 Technical assistance from MAG, SINAC, and other technical assistance and extension services that reach both men and women in a differentiated manner.</p>	<ol style="list-style-type: none"> 1. Identify gender-differentiated needs in relation to the technical support needed to establish low-carbon production systems. 2. Develop a gender-responsive extension strategy, to be included in the SINAC and MAG extension process. 3. Establish a gender performance indicator in MINAE and MAG extension programs. 4. Promote that at least 25% of the SINAC people involved in the extension programs be women. 5. Carry out capacity-building activities, exchange of experiences and family extension through various platforms such as the Territorial Council for Rural 	<p>Process</p> <ul style="list-style-type: none"> * Technical assistance and gender-responsive extension strategy established. <p>Outcome</p> <ul style="list-style-type: none"> * Percentage of women participating in training and exchange of experiences. 	<p>SINAC MAG</p>

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Gender target	Expected outcomes	Actions	Indicators	Allies
		Development (CTDR), INDER, the Regional Council for the Agricultural Sector and SINAC, which include both men and women.		
	1.1.4 Women leaders share their experiences and knowledge with other women and men of different ages.	<ol style="list-style-type: none"> 1. Identify local women who are interested in sharing experiences and knowledge. 2. Create the capacities that will enable these women to lead formal training processes to share their traditional knowledge and new environmentally friendly technologies. 3. To carry out an annual exchange of experiences at the national level among various women's organizations, in order to strengthen their technical capacities to develop comprehensive farms or productive units. 4. Establish "Women Teaching Other Women" field schools as part of the courses offered to them by the various government institutions. 	<p>Process</p> <ul style="list-style-type: none"> * National exchange of experiences organized and promoted by women's associations with government support. <p>Outcome</p> <ul style="list-style-type: none"> * Number of field schools led by women. 	<p>INAMU MAG INDER INA IFAM SINAC</p>
	1.1.5 Costa Rica has a gender equality seal for the comprehensive farms and production units.	<ol style="list-style-type: none"> 1. Identify the characteristics of both women's and men's comprehensive farms and production units. 2. Define the terms for the creation of the gender equality seal so that the requirements and follow-up are state-wide. 	<p>Process</p> <ul style="list-style-type: none"> * Design of the gender equality seal for environmental initiatives. <p>Outcome</p>	<p>REDD+ Secretariat INAMU MAG INDER CENIGA MINAE - DCC</p>

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Gender target	Expected outcomes	Actions	Indicators	Allies
		3. Propose and validate the gender criteria that make up the seal. 4. Design a cost-effective implementation process for the gender equality seal based on international certifications that integrate gender criteria. 5. Build capacity to implement the gender equality seal. 6. Promote the adoption of the equality seal in national and international markets as an incentive and not a barrier to growth.	* Number of comprehensive farms or I productive units that obtain the seal of gender equality.	

National REDD+ Strategy PAM 2. Strengthen ASP and land use change and fire prevention and control programs.

Gender target	Expected outcomes	Actions	Indicators	Allies
2.1 Implement the gender perspective in the strengthening of the ASPs and in the institutional management of SINAC.	2.1.1 Policies, guidelines and processes for strengthening SINAC are gender-responsive.	1. Review SINAC's gender gap analysis to identify capacity building needs on gender issues. 2. Adapt the training module developed by the REDD+ Secretariat to meet the institutional needs of SINAC. 3. Identify and systematize gender-responsive environmental projects	Process * The capacity building plan to address REDD+ activities in SINAC is developed in a gender-responsive manner. Outcome * ASP policy and ASP chapter of the National	SINAC REDD+ Secretariat

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Gender target	Expected outcomes	Actions	Indicators	Allies
		<p>and women's associations that contribute to the strengthening of the ASP and all programs, in collaboration with SINAC officials.</p> <p>4. Carry out an awareness-raising process with SINAC officials in the regional offices and ASPs, based on a participatory process in which representatives of women's groups are invited and the activities proposed in the training module are implemented.</p> <p>5. Promote ownership of the training module at the SINAC level through an institutional guideline that ensures that all capacity building processes include a gender perspective.</p> <p>6. Integrate the technology and information department and the communication department to develop a gender-responsive communication strategy for SINAC.</p> <p>7. Integrate the gender perspective in the new ASP policies.</p> <p>8. Integrate the gender perspective into the ASP chapter of the national forest development plan.</p>	<p>Forestry Development Plan incorporate the gender perspective.</p>	
	<p>2.1.2 Women participate fully and effectively in the conservation and use of</p>	<p>1. Conduct a census of CONAC, CORAC, COLAC, Corivenas and other committees and organized groups</p>	<p>Process * Induction processes and capacity building of internal</p>	<p>SINAC REDD+ Secretariat</p>

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Gender target	Expected outcomes	Actions	Indicators	Allies
	biodiversity and natural resources in the buffer zones of the ASPs and biological corridors.	<p>related to the protection and conservation of biodiversity and natural resources to determine women's participation, proportion and contributions.</p> <p>2. SINAC, with the support of other institutions, will organize discussion sessions on the importance of gender issues in the committees and in internal and external instances, in order to identify actions to promote gender equality and women's participation.</p> <p>3. Carry out the processes of induction and capacity building of internal and external instances in a gender-responsive manner, in order to increase women's accreditation.</p> <p>4. Establish a mechanism to improve relations between women and men, break gender stereotypes through conflict resolution workshops.</p> <p>5. Promote the importance of teamwork and rotate leadership tasks</p> <p>6. Develop a gender equality policy for SINAC</p>	<p>and external instances in a gender-responsive manner.</p> <p>Outcome *Percentage of women involved in CONAC, CORAC, COLAC, COVIRENAS and other committees and organized groups related to the protection and conservation of biodiversity and natural resources.</p>	
2.2 Strengthen fire protection, prevention and management	2.2.1 Fire control and prevention program	1. Document experiences and lessons learned from female forest	Process	SINAC

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Gender target	Expected outcomes	Actions	Indicators	Allies
<p>programs so that they are gender-responsive.</p>	<p>incorporates gender-responsive actions.</p> <p>2.2.2 Prevention, protection and control program as well as comprehensive fire management, has logistical and financial human resources to improve its response capacity with gender-responsive actions.</p>	<p>firefighters and their contributions to fire prevention, control and management.</p> <p>2. Systematize the experiences and lessons learned when establishing mixed fire control brigades. Improve the relations between women and men brigade members, break gender stereotypes, promote the importance of teamwork and rotate leadership tasks through workshops on conflict resolution, masculinity and femininity.</p> <p>4. Design a gender-responsive communication and outreach strategy that highlights women's contributions, giving examples of their work and stories, and that includes female figures; for example, Toño Pizote and his friends, so as not to reinforce negative gender stereotypes.</p> <p>5. Use the gender-responsive fire prevention, control and management campaign.</p> <p>6. Implement gender-responsive training processes for target populations identified in the forest male and female firefighter training plan.</p>	<p>* Gender-responsive regulations of voluntary forest brigade members.</p> <p>Outcome</p> <p>* Number of programs for established female forest firefighters and female forest inspectors.</p>	

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Gender target	Expected outcomes	Actions	Indicators	Allies
		7. Incorporate gender considerations in the regulations of voluntary forest brigades and in the guidelines for the development of fire management plans for the ASP.		

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National REDD+ Strategy PAM 3. Incentives for sustainable forest conservation and management.

Gender target	Expected outcomes	Actions	Indicators	Allies
<p>3.1 Promote positive financial mechanisms for the conservation and sustainable management of forests that benefit women and men equally.</p>	<p>3.1.1 Simplified financing modality that facilitates the entry of women who are carrying out forest conservation and management activities.</p>	<ol style="list-style-type: none"> 1. Identify the profile of women forest owners and non-owners. 2. Systematize the gender-differentiated characteristics of farms and productive spaces that are not farms and do not meet the criteria of current financing mechanisms, in order to create robust databases and build baselines. 3. Identify the types of requirements and expectations of women owners and non-owners who do not receive funding. 4. Create a CREF or PES SAF modality that considers gaps in land tenure and the characteristics of women's farms, and that can be implemented individually or as a group, e.g. CREF-women and gender-responsive PES. 5. Identify service offerings in financial mechanisms for compiling information and disseminating it to women. 6. Design an access to information system for funding that is friendly, effective and gender-responsive. 	<p>Process</p> <ul style="list-style-type: none"> * Modality of CREF or PSA SAF that consider the gaps and characteristics of women's farms. <p>Outcome</p> <ul style="list-style-type: none"> * Percentage of women producers benefited by environmental financing mechanisms 	<p>FONAFIFO REDD+ Secretariat</p>

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Gender target	Expected outcomes	Actions	Indicators	Allies
		<p>7. Registration and dissemination of organizations and agricultural centres that can offer technical assistance services for the development of activities within the modality, for example CREF-women and gender-responsive PES.</p> <p>8. Implement a gender-responsive training and technical assistance system to manage forms and requirements.</p> <p>9. Conduct a negotiation advisory process designed for women producers.</p>		
	<p>3.1.2 Women and men have financing and incentives to develop productive activities that mitigate the drivers of deforestation and reduce emissions.</p>	<p>1. Enter into an agreement with the Environmental Bank Foundation to establish the fund and its operation.</p> <p>2. Consolidate funding from different national or international sources into a specific national fund.</p> <p>3. Include criteria and measures to ensure that resources from the fund reach women's organizations and women producers.</p> <p>4. Mapping of risks and benefits differentiated by sex to decide how resources are allocated.</p>	<p>Process</p> <ul style="list-style-type: none"> * Establishment of the Inclusive Fund for Sustainable Development (FOINDES). <p>Outcome</p> <ul style="list-style-type: none"> * Percentage of women and men with financing and incentives to develop productive activities that mitigate deforestation factors. 	<p>REDD+ Secretariat</p> <p>MINAE - DCC (domestic market for emission reductions)</p>

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Gender target	Expected outcomes	Actions	Indicators	Allies
		<p>5. Establish a process of technical support, training, advice for negotiation and accompaniment to producers who will receive funding from the fund.</p> <p>6. Adapt the gender equality seal for productive activities that mitigate the drivers of deforestation and reduce emissions.</p> <p>7. Promote the establishment of a national carbon market that recognizes gender certification as an added value of these credits.</p>		

National REDD+ Strategy PAM 4. Restoration of landscapes and forest ecosystems.

Gender target	Expected outcomes	Actions	Indicators	Allies
4.1 Promote the restoration of forest landscapes and ecosystems in a gender-responsive manner.	4.1.1 Women participate fully and effectively in the restoration of forest landscapes and ecosystems.	<p>1. Recognize women's contribution to the restoration of forest landscapes and ecosystems.</p> <p>2. Recognize, document and value women's knowledge related to restoration.</p>	<p>Process</p> <p>* Documented contributions and knowledge of women with the restoration of forest landscapes and ecosystems.</p> <p>Outcome</p>	<p>SINAC</p> <p>FONAFIFO</p> <p>RIFA</p> <p>CADETI</p>

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		<p>3. Identify women leaders who are interested in carrying out restoration activities.</p> <p>4. Promote a network of women who restore and protect forest ecosystems where experiences can be shared, field practices carried out and knowledge applied.</p> <p>5. Promote the implementation of analog forest initiatives, watershed restoration, domestic agroforestry systems, home gardens and other women-led agroforestry systems involving family and community.</p> <p>6. Facilitate credit for establishing individual and community plant nurseries that reproduce timber species and native ornamental plants to supplement restoration efforts.</p> <p>7. Identify forest products that generate economic alternatives for women and maintain the forest for the future.</p>	<p>* Number of analog forest initiatives led by women and generate economic alternatives.</p>	
	<p>4.1.2 Process of strengthening restoration programs to incorporate a gender perspective.</p>	<p>1. Incorporate the gender perspective into the national landscape restoration strategy.</p> <p>2. Identify and involve women's representatives in different national initiatives where restoration or reforestation activities are promoted.</p>	<p>Process</p> <p>* National restoration strategy incorporates a gender perspective.</p> <p>Outcome</p> <p>* Number of restoration projects carried out by women's groups.</p>	<p>SINAC FONAFIFO MAG INDER</p>

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		<p>3. Generate specific indicators of women's participation in landscape restoration projects.</p> <p>4. Promote the establishment of mixed teams to develop along with the different social groups, the processes of landscape restoration.</p> <p>5. Integrate mixed restoration groups into municipal environmental commissions and land-use plans.</p> <p>6. Carry out gender-responsive dissemination and training activities on the restoration process, the PAN (soil degradation) and the rural landscapes project.</p> <p>7. Include a gender budget line in restoration projects.</p> <p>8. Promote landscape and forest ecosystem restoration actions carried out by women's groups; for example, establish silvopastoral systems that involve the wives of cattle ranchers to reforest.</p>		
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National REDD+ Strategy PAM 5. Participation of Indigenous Peoples.

Gender target	Expected outcomes	Actions	Indicators	Allies
5.1 Promote the participation of indigenous women in the 5 special themes established in a	5.1.1 Pilot project that integrates women's ancestral	1. Carry out an awareness-raising process on the importance of gender equality with the ADIs and officials	Process * Pilot project that integrates ancestral agroforestry farms.	REDD+ Secretariat ACOMUITA ADITICA

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<p>participatory manner by Indigenous Peoples.</p>	<p>agroforestry farms as a model for reducing emissions.</p>	<p>working on indigenous issues (MAG, SINAC, INDER, DINADECO). 2. Design a local process to determine the percentage of land tenure in women's hands. 3. Identify the characteristics of indigenous women's agroforestry farms in collaboration with the ADIs. 4. Document the activities carried out on ancestral farms based on a comprehensive approach that recognizes those that contribute to the protection of timber species, productive species (such as cocoa or bananas), species for domestic use (medicinal plants and food), species for construction and protection of water springs. 5. Provide technical support to promote recognition of land tenure through activities that contribute to the demarcation of properties. 6. Design and implement a pilot project that integrates women's ancestral agroforestry farms as a model for reducing emissions. 7. Provide technical support and incentives to indigenous women producers to improve practices on ancestral farms. 8. Carry out events to exchange experiences in order to scale up the</p>	<p>Outcome * Number of ancestral farm projects led by women at the national level.</p>	<p>Other indigenous women's groups</p>
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		pilot project to other indigenous territories.		
	5.1.2 Resource stewardship program involves both men and women and recognizes and strengthens their capacities equally.	<ol style="list-style-type: none"> 1. Identify indigenous women who wish to participate in resource stewardship programs. 2. Promote a dialogue with a cultural focus that highlights the participation and monitoring from the perspective of indigenous women as guardians and protectors of the forest. 3. To promote the integration of an integral vision where teamwork and the collective are promoted in the resource stewardship program. 4. Train and provide materials equally to indigenous men and women of different ages, so that they can monitor protected areas, forests, rivers and mountains. 5. Design a training process for new generations of resource managers where the contributions of both women and men are recognized and valued. 	<p>Process</p> <p>* Dialogue with a cultural focus that highlights participation and monitoring from the point of view of indigenous women.</p> <p>Outcome</p> <p>* Percentage of indigenous women, youth and adults who are trained as resource-stewards.</p>	REDD+ Secretariat Indigenous Territories CATIE
	5.1.3 Indigenous Chapter of the National Forestry Development Plan incorporates gender considerations.	<ol style="list-style-type: none"> 1. Map the groups and organizations of indigenous women and indigenous leaders. 2. Carry out the consultation process of the content of the chapter in a gender-responsive manner, 	<p>Process</p> <p>* Gender-responsive process for the consultation of the content of the chapter.</p> <p>Outcome</p>	SINAC FONAFIFO RIBCA Inter-institutional Follow-up Commission for the National Forestry Development Plan

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		<p>incorporating workshops only with women.</p> <p>3. Compile suggestions from men and women in a differentiated manner.</p> <p>4. Integrate women's suggestions into the design of the proposal for the indigenous forest chapter of the PPDF.</p> <p>5. Guarantee the active participation of indigenous women in the validation workshop of the indigenous forestry chapter.</p> <p>6. Incorporate gender issues in a comprehensive way and not as a separate issue.</p>	<p>* Indigenous Forestry Chapter incorporates gender in conceptual content and in activities and indicators</p>	
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National REDD+ Strategy PAM 6. National actions.

Gender target	Expected outcomes	Actions	Indicators	Allies
6.1 Create the enabling conditions to integrate a gender perspective in environmental and climate change initiatives.	6.1.1 Gender, environment and climate change network.	<p>1. Establish the Gender, Environment and Climate Change Network through a partnership between government institutions and civil society.</p> <p>2. Conduct a national dialogue to ensure that future environmental policies, plans and strategies address</p>	<p>Process</p> <p>* Network work plan and number of meetings and agreements implemented.</p> <p>Outcome</p>	<p>MINAE</p> <p>FONAFIFO</p> <p>SINAC</p> <p>DCC</p> <p>CONAGEBIO</p> <p>INDER</p> <p>IFAM</p>

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		<p>the issue using the same language and gender approach.</p> <p>3. Discuss and address the main gender considerations that should be considered by environmental initiatives.</p> <p>4. Create a space for constructive feedback to support the implementation of gender-responsive environmental initiatives.</p> <p>5. Identify, systematize and share case studies and lessons learned from gender-responsive environmental initiatives implemented in the country.</p> <p>6. Disseminate lessons learned and good practices on gender and environment that enable continuous improvement of technical business processes.</p> <p>7. Implement awareness-raising and training processes, accompanied by practical tools that enable environmental officials to begin to integrate, implement and monitor gender considerations.</p> <p>8. To develop a diagnosis and a guide of gender and environmental indicators that allows to harmonize national and international gender mandates, and to support their incorporation and monitoring in the</p>	<p>* Number of projects and training processes in which the network provided technical support to include the gender perspective.</p>	<p>MAG IMANU SEPLASA CENIGA DIGECA Incopecsa RECOPE</p>
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		different environmental initiatives carried out by the country. 9. Development of a gender policy for MINAE.		
	6.1.2 Dissemination of information about funding sources and how women can access them.	<ol style="list-style-type: none"> 1. Identify all sources of financing for sustainable rural development that exist in the country. 2. Identify how information on these funding sources is disseminated. 3. Identify the barriers women experience in accessing this information. 4. Promote the establishment of an information platform for rural women where they can call and ask about all the options for financial and technical support that exist to support the development of environmental activities. 	<p>Process</p> <ul style="list-style-type: none"> * Design of an information platform for rural women. <p>Outcome</p> <ul style="list-style-type: none"> * Percentage of women who receive information on funding. 	<p>FONAFIFO SINAC DCC CONAGEBIO INDER IFAM MAG IMANU SEPLASA CENIGA DIGECA</p>
	6.1.3 Gender Equality and Equity Policy (GEI) Action Plan incorporates actions on environment, climate change and risk management.	<ol style="list-style-type: none"> 1. Share knowledge and information on gender and environmental issues obtained during the development of the GAP with the institutions in charge of developing the PIEG action plan. 2. Provide technical support to the institutions in charge of developing the action plan of the new PIEG, so that they consider environmental and climate change issues as part of the gender equality agenda. 	<p>Process</p> <ul style="list-style-type: none"> * PIEG Action Plan incorporates environmental issues. <p>Outcome</p> <ul style="list-style-type: none"> * Number of programs and projects to promote gender equality that address environmental issues. 	<p>INAMU REDD+ Secretariat</p>

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		3. Support trainings and dissemination processes related to the new PIEG action plan to strengthen environmental and climate change issues.		
	6.1.4 Projects that generate sustainable economic opportunities for women and men that strengthen the conservation and sustainable management of forests within environmental institutions.	<ol style="list-style-type: none"> 1. Identify innovative project ideas that can involve women and men that strengthen forest conservation and sustainable management. 2. Conduct focus groups before designing initiatives to recognize and systematize the needs and preferences of women in various regions of the country. 3. Design innovative environmental initiatives through the gender, environment and climate change network. 4. Design pilot projects such as: <ul style="list-style-type: none"> * Project to obtain non-timber forest products that can be distributed to haute cuisine restaurants. * Pilot project to create a network of women-led tourist routes that are safe for women traveling alone and families. 	<p>Process</p> <ul style="list-style-type: none"> * Innovative project ideas that can involve women and men that strengthen forest conservation and sustainable management. <p>Outcome</p> <ul style="list-style-type: none"> * Number of innovative pilot projects and gender-responsive projects funded. 	Gender, environment and climate change network MINAE MAG

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10. Specific Gender Activities support by the GCF REDD+ Result-Based Payment project

Based on the Gender Action plan of the National REDD+ Strategy specific gender activities have been identified and will be supported in the context of the GCF REDD+ Result-Based Payment project.

Firstly, the project will provide priority access to women for participation in the PES programme. Women applicants will be given a higher score in the PES evaluation scorecard which will provide an advantage to women applicants (see section C.2.1 heading 2 *PES evaluation scorecard*) This measure is taken under the impulse of the Vice-President of Costa Rica in the context of the “More women, more nature” programme⁷³). This is a very significant measure that is expected to increase the participation of women in the national PES programme.

Secondly, a partnership will be established between FONAFIFO, the Rural Development Institute (INDER) and the National Women’s Institute (INAMU) to (1) assign community lands to local women's groups to implement forest management, watershed restoration, agroforestry systems, and other women-led initiatives; and (2) create rural women discussion forums locally with the facilitation of the National women’s institute. This will increase women’s access to forested land and resources while at the same time create open and free spaces for women to share their concerns and problems and receive advice and assistance from other women and professionals. These forums are expected to become key venues to address gender-based violence.

Thirdly, implementation of the Gender Roadmap for the Fire Prevention Program included in the Fire Prevention Strategy of SINAC. This includes a series of specific activities:

- Document the experiences and lessons learned from women forest firefighters and their contributions to fire prevention, control and management.
- Systematize the experiences and lessons learned when establishing mixed fire control brigades.

⁷³ <https://rceni.com/programa-mas-mujeres-mas-natura-es-lanzado-en-costa-rica/>

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- Improve the relations of brigade women and men, break gender stereotypes, promote the importance of teamwork and rotate leadership tasks through conflict resolution, masculinity and femininity workshops.
- Design a gender responsive communication and outreach strategy that highlights the contributions of women, giving examples of their work and stories and that includes female figures; for example, Toño Pizote and her friends, in order to debunk negative gender stereotypes.
- Implement a gender responsive fire prevention, control and management public outreach campaign.
- Implement gender responsive training processes for target populations identified in the training plan for firefighters and forest firefighters.
- Incorporate gender considerations in the regulations of voluntary forest brigades and in the guidelines for the preparation of fire management plans for ASPs.

The table below provides details of the activities, timelines, indicative costs, indicators and targets.

Gender Activities	Indicator	Baseline	Target	MoV	Timelines	Indicative costs
Provide priority access to women for participation in the PES programme.	Increase in the # of women beneficiaries of PES after the adoption of the measure	In 14% of PES the owner or co-owner of the forest is a woman	20% of PES where the owner or co-owner of the forest is a woman	PES contracts signed	To be implemented immediately upon FP approval	Less than 1% in administrative costs associated with monitoring women participation (aprox 200,000 USD)
Partnership will be established between FONAFIFO, the Rural Development Institute (INDER) and the National Women's Institute (INAMU) to (1) assign community lands to local	#ha of land assigned to women's groups # of discussion forum meetings held	0 ha of land assigned to women's groups 0 discussion forum meetings held	1000 ha 5 discussion forum	INDER database Reports of forum meetings Surveys after every meeting or	Year 2-5	Aprox. 500,000 USD

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Gender Activities	Indicator	Baseline	Target	MoV	Timelines	Indicative costs
women's groups to implement forest management, watershed restoration, agroforestry systems, and other women-led initiatives; and (2) create rural women discussion forums locally with the facilitation of the National women's institute.	Level of satisfaction of women with the discussion forums.	N/A	50 meetings At least 70% of participants indicated a high level of satisfaction	series of meetings		
<ul style="list-style-type: none"> Document the experiences and lessons learned from women forest firefighters and their contributions to fire prevention, control and management. Systematize the experiences and lessons learned when establishing mixed fire control brigades. Improve the relations of brigade women and men, break gender stereotypes, promote the importance of teamwork and 	<p>Lessons learned report</p> <p>Lessons learned report</p> <p>Level of satisfaction of women and men with workshops</p>	<p>No lessons learned reports</p> <p>No lessons learned reports</p> <p>N/A</p>	<p>Lessons learned report</p> <p>Lessons learned report</p> <p>At least 70% of participants indicated a high level of satisfaction</p>	<p>Lessons learned report</p> <p>Lessons learned report</p> <p>Workshop surveys</p>	Year 2-5	Approx. 1,000,000 usd

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Gender Activities	Indicator	Baseline	Target	MoV	Timelines	Indicative costs
<p>rotate leadership tasks through conflict resolution, masculinity and femininity workshops.</p> <ul style="list-style-type: none"> Design a gender responsive communication and outreach strategy that highlights the contributions of women, giving examples of their work and stories and that includes female figures; for example, Toño Pizote and her friends, in order to debunk negative gender stereotypes. Implement a gender responsive fire prevention, control and management public outreach campaign. Implement gender responsive training processes for target populations identified in the training plan for firefighters and forest firefighters. 	<p>Gender communication and outreach material and strategy</p> <p>Same as above</p> <p>Increased gender responsiveness as a result of the training</p>	<p>There is not a Gender communication and outreach strategy</p> <p>No previous trainings held</p>	<p>Gender communication and outreach material and strategy developed</p> <p>80% of participants increase their gender awareness</p> <p>The regulation is amended by project end</p>	<p>Comms material</p> <p>Before and after tests</p> <p>Official journal of nat'l regulations</p>		

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Gender Activities	Indicator	Baseline	Target	MoV	Timelines	Indicative costs
<ul style="list-style-type: none"> Incorporate gender considerations in the regulations of voluntary forest brigades and in the guidelines for the preparation of fire management plans for ASPs. 	Regulation amendments	None				

11. Conclusions

Costa Rica does have the necessary capacities to implement gender-responsive REDD+ policies, actions and measures. The process of development of the GAP showed that, in order to implement gender-responsive environmental initiatives, it is necessary to have three enabling conditions: (a) institutional capacities, political will and support platforms; (b) organized women's groups working in forests or natural resource systems; and (c) gender experts with technical capacities to support the design, implementation and monitoring of gender-responsive activities. Having these enabling conditions in the country allowed the development of this GAP for the National REDD+ Strategy. In addition, thanks to these capacities, the GAP was able to propose concrete actions that address priority gender considerations in the forest sector and establish alliances between different government institutions, NGOs and women's groups to implement these actions. Having these national capacities to develop gender-responsive processes will be important for the REDD+ Secretariat to have the support in order to monitor the implementation of the GAP.

Although Costa Rica has these capacities, much progress can still be made to establish Costa Rica as a leader in gender issues related to the environment. In terms of gender and the environment, the country made great progress at the end of the 90s, but in recent years there has been an impasse that has generated significant gaps. For example, in the

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case of environmental governmental institutions, there is political will to address gender issues, but in practice there are gaps in the implementation of the gender approach due to the need to strengthen the capacities of public officials. During SINAC's interviews and gender gap analysis, many of the officials mentioned that one of the greatest challenges they face is having the appropriate capacities and tools to incorporate a gender perspective into their initiatives, programs, or projects. The development of the GAP began to address some of these gaps, especially at the level of capacity building and information, and laid the groundwork for further work on gender and environment in the country.

The actions proposed in the GAP mark a clear path for continuing work on gender and environment, and have the potential to positively impact different dimensions at national and local levels. In analysing the expected results and proposed actions, the GAP suggests actions that promote: (a) policy changes at the national level; (b) institutional strengthening; and (c) changes at the local level through gender-responsive forestry projects. It is important to mention that if the actions included in the GAP are implemented, it will promote gender equality in the management of information, policies, institutional structures and processes, and local initiatives, while increasing the conservation and sustainable management of Costa Rican forests (Figure 16).

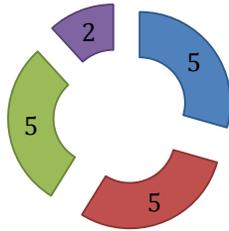
Figure 15. Impact areas of the proposed actions to achieve the objectives of the GAP

■ Gestion de la Información ■ Políticas ■ Fortalecimiento Institucional ■ Proyectos Locales

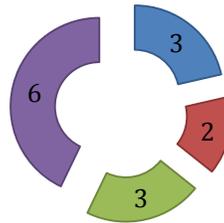


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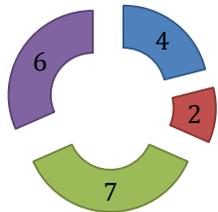
3.1 Promote financial mechanisms and positive incentives for the conservation and sustainable management of forests that benefit women, and the men the same way.



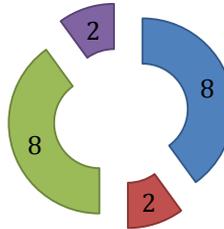
4.1 Promote the restoration of forest landscapes and ecosystems in a gender-responsive manner.



5.1 Promote the participation of indigenous women in the 5 special themes established in a participatory manner by the Indigenous Peoples.



6.1 Create the enabling conditions to integrate a gender perspective in environmental and climate change initiatives.



Implementing the GAP contributes to the social and environmental transformation that Costa Rica has proposed as a country and contributes to the implementation of many of the social and environmental goals presented at the international level. When implementing gender-responsive environmental initiatives, it is important to identify and report how the initiative contributes to mobilizing the commitments made by Costa Rica in the international sustainable development policies (Agenda 2030), in environmental policies (multilateral environmental agreements such as the UNFCCC and the CBD) and the gender strategies of international financial institutions (World Bank). It is important to remember that these mandates can be harmonized to meet various international commitments (see Annex 1).

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Opportunities that arise when implementing the GAP

To link gender and environmental issues in a comprehensive manner in the implementation of the National Policy for Gender Equality and Equity (PIEG).

Conducting a national dialogue makes it possible to establish a conceptual framework that ensures that future environmental policies, plans and strategies address gender issues using the same language and approach.

Form partnerships between various government institutions and civil society to establish the gender, environment and climate change network at the institutional level.

Develop sensitization and training processes, accompanied by practical tools, that allow officials to integrate, implement and monitor management considerations.

Promote the management of information on gender and forests.

To provide key information to develop a guide of indicators that will make it possible to harmonize national gender mandates and those of the main environmental conventions.

Generate tools and protocols that can guide the various government institutions on how to implement a process that recognizes women and their associations, and ensures their full and effective participation.

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13. Annexes

Annex 1. Gender mandates included in international agendas related to the implementation of the GAP

Objectives of the GAP	Agenda 2030 SDG	World Bank (Gender strategy)	CEDAW	CBD (Gender Action Plan)	UNFCCC (Gender Action Plan)
<p>1.1.1 Increase in the number of farms and comprehensive productive units led by women.</p> <p>1.1.2 Empower women with comprehensive farm projects.</p>	<p>SDG 1 SDG 2 SDG 5 SDG 8 SDG 12 SDG13 SDG 15</p>	<p>Increase women's voices and agency.</p> <p>Increase economic opportunities for women.</p>	<p>Article 10 Article 14</p>	<p>To achieve full participation of both men and women in the in the implementation of the Agreement.</p> <p>Consider the different needs of men and women when designing and carrying out actions for the conservation and sustainable use of the biological diversity.</p>	<p>Capacity-building, knowledge sharing and communication.</p> <p>Gender balance, women's participation and leadership.</p> <p>Implementation with a gender perspective and means of implementation.</p>
<p>1.1.3 Technical assistance from MAG, SINAC, or other technical assistance and extension services reaches both men and women differently.</p>	<p>SDG 2 SDG 4 SDG 5 SDG 12 SDG 15</p>	<p>Increase economic opportunities for women.</p> <p>Begin to close the gaps and increase human capital.</p>	<p>Article 10 Article 14</p>	<p>To provide adequate support in matters of gender for personnel.</p> <p>Consider the different needs of men and women when designing and carrying out actions for the conservation and sustainable use of the biological diversity.</p>	<p>Capacity-building, knowledge sharing and communication.</p>
<p>1.1.4 Women leaders share their experiences and knowledge with other women and men of different ages.</p>	<p>SDG 2 SDG 4 SDG 5 SDG 8 SDG 12</p>	<p>Increase women's voices and agency.</p> <p>Increase economic opportunities for women.</p>	<p>Article 10 Article 14</p>	<p>To achieve full participation of both men and women in the in the implementation of the Agreement.</p> <p>Consider the different needs of men and women when designing and carrying out actions for the conservation and sustainable use of the biological diversity.</p>	<p>Capacity-building, knowledge sharing and communication.</p> <p>Gender balance, women's participation and leadership.</p>

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Objectives of the GAP	Agenda 2030 SDG	World Bank (Gender strategy)	CEDAW	CBD (Gender Action Plan)	UNFCCC (Gender Action Plan)
1.1.5 Costa Rica has a gender equality seal for farms and comprehensive production units.	SDG 1 SDG 2 SDG 5 SDG 12 SDG13 SDG 15	Increase economic opportunities for women.	Article 2 Article 14	To provide adequate support in matters of gender for personnel. Consider the different needs of men and women when designing and carrying out actions for the conservation and sustainable use of the biological diversity.	Gender balance, women's participation and leadership. Implementation with a gender perspective and means of implementation.
2.1.1 Policies, guidelines and processes for strengthening SINAC are gender-responsive.	SDG 8 SDG 15	Begin to close the gaps and increase human capital.	Article 2 Article 5 Article 10	Ensure that there is political will to incorporate gender considerations in the in the implementation of the Agreement. To provide adequate support in matters of gender for personnel.	Capacity-building, knowledge sharing and communication. Implementation with a gender perspective and means of implementation.
2.1.2 Women participate fully and effectively in the conservation and use of biodiversity and natural resources in the buffer zones of the ASPs and biological corridors.	SDG 4 SDG 6 SDG 8 SDG13 SDG 15	Increase women's voices and agenda. Begin to close the gaps and increase human capital.	Article 5 Article 14	Integrate gender considerations into National Biodiversity Strategies and Action Plans. To achieve full participation of both men and women in the in the implementation of the Agreement.	Capacity-building, knowledge sharing and communication. Gender balance, women's participation and leadership.
2.2.1 Fire control and prevention program incorporates gender-responsive actions. 2.2.2 Prevention, protection and control program, as well as comprehensive fire management, has	SDG 4 SDG 5 SDG 8 SDG13 SDG 15	Increase women's voices and agency. Begin to close the gaps and increase human capital.	Article 5 Article 2 Article 10 Article 14	Integrate gender considerations into National Biodiversity Strategies and Action Plans. To provide adequate support in matters of gender for personnel. To achieve full participation of both men and women in the in the implementation of the Agreement.	Capacity-building, knowledge sharing and communication. Gender balance, women's participation and leadership. Implementation with a gender perspective and means of implementation.

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Objectives of the GAP	Agenda 2030 SDG	World Bank (Gender strategy)	CEDAW	CBD (Gender Action Plan)	UNFCCC (Gender Action Plan)
logistical and financial human resources to improve its response capacity with gender-responsive actions.					
3.1.1 Simplified incentive modality that facilitates the entry of women who are carrying out forest conservation and management activities.	SDG 1 SDG 5 SDG13 SDG 15	Increase economic opportunities for women. Begin to close the gaps and increase human capital.	Article 2 Article 14	Consider the different needs of men and women when designing and carrying out actions for the conservation and sustainable use of the biological diversity.	Gender balance, women's participation and leadership. Implementation with a gender perspective and means of implementation.
3.1.2 Men and women have financing and incentives to develop productive activities that mitigate the drivers of deforestation and reduce emissions.	SDG 1 SDG 5 SDG13 SDG 15	Increase economic opportunities for women.	Article 14	Consider the different needs of men and women when designing and carrying out actions for the conservation and sustainable use of the biological diversity.	Gender balance, women's participation and leadership. Implementation with a gender perspective and means of implementation.
4.1.1 Women participate fully and effectively in forest landscape and ecosystem restoration	SDG 4 SDG 5 SDG13 SDG 15	Increase women's voices and agency.	Article 10 Article 14	To achieve full participation of both men and women in the in the implementation of the Agreement.	Capacity-building, knowledge sharing and communication. Gender balance, women's participation and leadership.
4.1.2 Process of strengthening restoration programs to incorporate a gender perspective.	SDG 5 SDG 6 SDG 8 SDG13 SDG 15	Begin to close the gaps and increase human capital.	Article 2 Article 10 Article 14	Integrate gender considerations into National Biodiversity Strategies and Action Plans. To provide adequate support in matters of gender for personnel.	Implementation with a gender perspective and means of implementation.

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Objectives of the GAP	Agenda 2030 SDG	World Bank (Gender strategy)	CEDAW	CBD (Gender Action Plan)	UNFCCC (Gender Action Plan)
5.1.1 Pilot project that integrates women's ancestral agroforestry farms as a model for reducing emissions.	SDG 1 SDG 2 SDG 5 SDG 6 SDG 12 SDG13 SDG 15	Increase women's voices and agency. Increase economic opportunities for women.	Article 14	To achieve full participation of both men and women in the in the implementation of the Agreement. Consider the different needs of men and women when designing and carrying out actions for the conservation and sustainable use of the biological diversity.	Capacity-building, knowledge sharing and communication. Gender balance, women's participation and leadership. Implementation with a gender perspective and means of implementation.
5.1.2 Program for resource stewardship involves both men and women and equally recognizes and strengthens their capacities.	SDG 1 SDG 4 SDG 5 SDG 8 SDG 15	Increase women's voices and agency. Begin to close the gaps and increase human capital.	Article 10 Article 14	To provide adequate support in matters of gender for personnel. To achieve full participation of both men and women in the in the implementation of the Agreement.	Capacity-building, knowledge sharing and communication. Gender balance, women's participation and leadership.
5.1.3 Indigenous Chapter of the National Forestry Development Plan- incorporate gender considerations.	SDG 5 SDG 15	Increase women's voices and agency.	Article 2	Integrate gender considerations into National Biodiversity Strategies and Action Plans.	Implementation with a gender perspective and means of implementation.
6.1.1 Gender, environment and climate change network.	SDG 5 SDG 13 SDG 15	Begin to close the gaps and increase human capital.	Article 3 Article 7	Ensure that there is political will to incorporate gender considerations in the implementation of the Convention. Establish partnerships and ensure coherence with relevant agreements	Coherence. Implementation with a gender perspective and means of implementation.

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Objectives of the GAP	Agenda 2030 SDG	World Bank (Gender strategy)	CEDAW	CBD (Gender Action Plan)	UNFCCC (Gender Action Plan)
6.1.2 Dissemination of information about funding sources and how women can access them.	SDG 1 SDG 5	Increase economic opportunities for women.	Article 14	Consider the different needs of men and women when designing and carrying out actions for the conservation and sustainable use of the biological diversity.	Capacity-building, knowledge sharing and communication.
6.1.3 Gender Equality and Equity Policy (GEI) Action Plan incorporates actions on environment, climate change and risk management.	SDG 5	Begin to close the gaps and increase human capital.	Article 2	Ensure that there is political will to incorporate gender considerations in the implementation of the Convention.	Coherence. Implementation with a gender perspective and means of implementation.
6.1.4 Projects that generate sustainable economic opportunities for men and women that strengthen conservation and sustainable management of forests within environmental institutions.	SDG 1 SDG 5 SDG 8 SDG 12 SDG 13 SDG 15	Increase economic opportunities for women.	Article 14	To achieve full participation of both men and women in the in the implementation of the Agreement. Consider the different needs of men and women when designing and carrying out actions for the conservation and sustainable use of the biological diversity.	Gender balance, women's participation and leadership. Implementation with a gender perspective and means of implementation.