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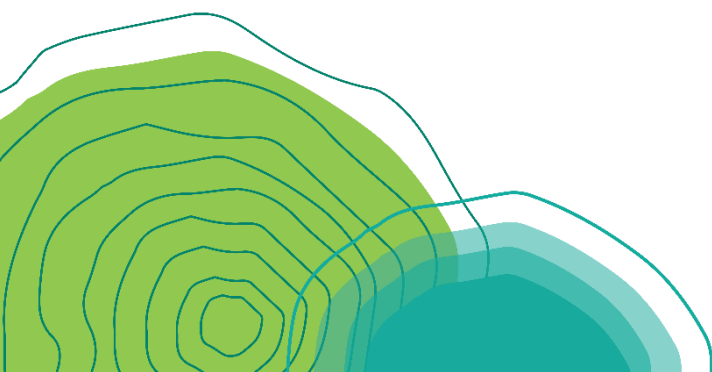
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Zusammenarbeit (GIZ) GmbH



TRAINING REPORT

Gender mainstreaming into the Scale-up of Sustainable Forest Management and Certification (SFM) for Forest Management Stakeholders in Quang Tri Province.



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The project is jointly implemented by the Management Board of Forestry Projects (MBFP) under the Ministry of Agriculture and Rural Development (MARD) and GIZ.

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Disclaimer

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ACKNOWLEDGMENTS

The two-day tailor-made training course on gender mainstreaming into the Scale-up Sustainable Forest Management and Certification (SFM) for Forest Management Stakeholders in Quang Tri province had been successfully implemented from 2 - 3 March 2023. A total of 37 participants (12 men and 25 women) joined the training course, who are representatives from provincial project management (PPMU), two forest companies, and other local agencies at the provincial and district level.

Taking this occasion, I would like to express my sincere thanks to GIZ's project leaders and project officers, the central project management unit (CPMU), and Quang Tri's Provincial Project management Unit (PPMU) for your coordination to deliver this training course effectively. I would like also to express my thanks for your close collaboration and create all favorable conditions during this course.

In particular, I would like to express my thanks to all participants, who participated in the training course and contributed valuable ideas and practical experiences to make the training course successfully.

I hope this report will fully present the results that the training has gained as well as some constraints and recommendations to improve the quality of similar training courses in the future. Any questions or comments related to the report please contact me at 0912 621 895 or email: lesonvan@yahoo.com

Best regards,



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Part 1: Introduction

1.1. Background

Gender equality is one of the central values of GIZ's work. It is a prerequisite for and driver of sustainable development and a viable future for society, both at national and international levels. GIZ takes a gender-sensitive and, wherever needed, gender-differentiated approach and consistent action to eliminate existing gender-based discrimination and to foster equal rights and opportunities for everyone, regardless of gender, sexual orientation, and gender identity.

In the context of the cooperation agreements, women can further be targeted by formal arrangements, such as the preferential selection of smallholders with shared land titles, the inclusion of female-headed households, mandatory involvement of women in training measures as well as training measures strengthening women, and the establishment of female interest groups could be facilitated.

The SFM project is looking for a national gender expert to build capacity for the Department of Agriculture and Rural Development (DARD), Forest Management Board, selected forest companies/PFMB, Women Union, etc. on Gender and Gender mainstreaming. The consultant will fulfill tasks as per this Terms of Reference and is responsible for reporting on progress and submitting all deliverables to GIZ.

1.2. Objective and Scope of activities

After reading through the TOR, the consultant would like to propose the overall objective and expected outputs of the training will be:

Overall Objective:

- To enhance the knowledge and understanding of SFM partners at Phu Yen provinces on gender, gender equality, and women's rights, their linkage with forest, and sustainable forest management.
- To build skills in gender analysis and gender mainstreaming in the sustainable forest management plan.

Expect outcomes

After the training course, participants are expected to:

- Well understand key concepts: such as sex, gender, gender equity; gender equality, gender mainstreaming, etc, and the importance and benefits of gender equality mainstreaming in sustainable forest management plan
- Be aware of the linkage between gender equality and gender equality mainstreaming in sustainable forest management plans, the importance of being gender-responsive in sustainable forest management plan
- Be able to apply gender analysis tools in gender equality mainstreaming in sustainable forest management plans (e.g. gender needs; labor division; decision making; access to and control over resources; cultural factors);
- Be able to apply gender-responsive planning and implement the sustainable forest management plan;
- Have the ability to recognize the prioritized gender, the barriers and benefits of women in the sustainable forest management plan;
- Strengthen the commitments and practical initiatives by participants to promote gender equality mainstreaming in sustainable forest management plans.
- Solutions to increase equality (e.g., sharing household and production workloads; equal participation in investment and expenditure decision-making processes within families and production groups).

- Prevention of social risks and issues (e.g., harmful social norms, domestic violence, sexual abuse protection, women/children trafficking) and self-protection skills for young people against harmful traditional practices (e.g., robbing of the child bride or child married of the Hmong ethnic people) organized.

1.3. Methodology

The trainer will use different training methods to facilitate training content including:

- Presentation: The PowerPoint presentation will be used by trainers to wrap up key knowledge and information provided after each training session.
- Small group exercises: the different exercises will be designed and used for small group discussion among trainees to have a chance to share and learn from each other as well as to have a deep understanding of relevant knowledge and skills on gender analysis and gender mainstreaming solutions.
- Plenary discussion: this method will be used to build common understanding and sharing experiences between trainees and/or brainstorm gender mainstreaming solutions and challenges faced by cluster members when implementing gender mainstreaming in the project cycle management.
- Experiment games: some games and warm-ups will be used to mobilize the active participation of trainees in training sessions and have a deep understanding of the knowledge and skills provided by trainers.
- Case study: the sustainable forest management plan will be selected as a case study for gender analysis under this training course. By reviewing these documents through the lens of gender, the participants can identify gender gaps and provide any recommendations to promote gender responsiveness in this plan.

Part 2: Key results of the training course

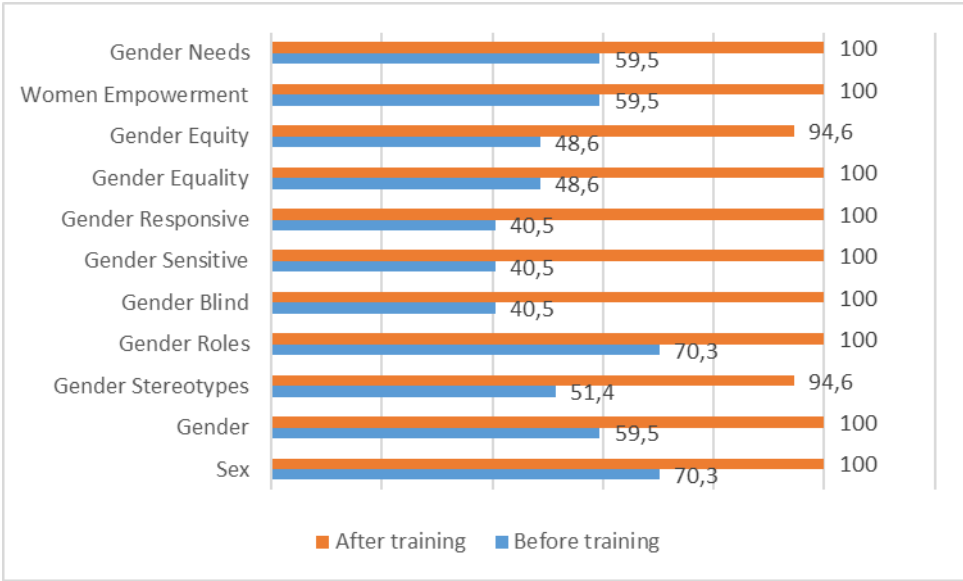
2.1. Specific results of the training course

Build a common understanding of the basic gender concepts and their implication in sustainable forest management works.

The participants have a better understanding of key gender concepts and improve their level of confidence in applying those gender concepts to daily practice. The key gender concepts have been provided to participants including (1) gender and sex; (2) gender roles, (3) gender need, (4) gender stereotypes/gender norms/ gender discrimination; (5) gender blind, gender-sensitivity and gender-responsiveness; (6) gender equality and gender equity and 7) women empowerment.

According to the post-test result of the training post-test, there is a positive change in the level of understanding of basic gender concepts. After the training, most of the participants have a clear understanding of gender concepts, for example, 100% of participants have a correct understanding of sex, gender, gender roles, gender blind, gender-sensitive, gender-responsive, women empowerment, and gender needs. Only two concepts (gender stereotypes and gender equity) that participants have a lower percentage of correct understanding in comparison with another concept, but it seems that quite higher, equal to 95% of total participants.

Figure 1: Correct understanding of gender concepts before and after the training (%)



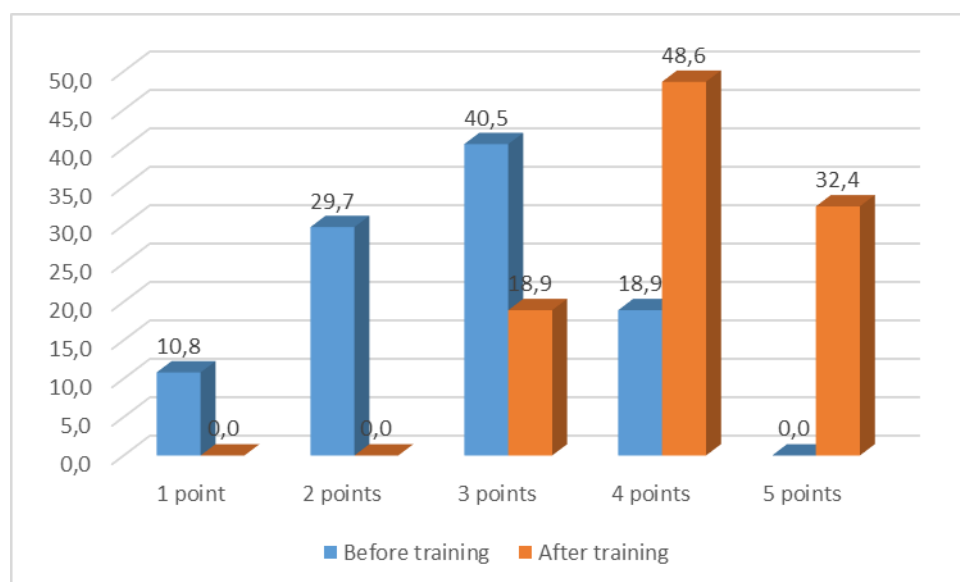
(Source: results of training pre-test and post-test)

Compared with Phu Yen and Binh Dinh province, the participants in Quang Tri Province have the most significant change in their knowledge and understanding. There are two reasons that training in Quang Tri province getting different in results with two other provinces. First of all, the invited participants were the right persons, who were leaders and staff of the Protected Forest Management Board. The participants were patient to fully participate in all training sessions while in another province they do not. The second reason is that the majority of participants have better knowledge of gender concepts thanks to some project before they join the training in comparison with Binh Dinh and Phu Yen, plus their patient participation in the full two days is another factor that makes the quality of training higher.

Enhanced understanding of the benefits of gender mainstreaming into sustainable forest management activities.

The training helps participants to understand why gender equality is important and the benefits of gender mainstreaming in sustainable forest management activities. According to the results of the post-test, there is a big change in the level of confidence to explain why gender is important and the benefits of gender mainstreaming in forest management activities. The percentage of participants, who have scored from 4-5 points (the highest point) is increased in comparison with before the training.

Figure 2: Level of confidence to explain the importance and benefits of gender mainstreaming before and after the training course (1 point = lowest; 5 points = highest)



(Source: training pre-test and training post-test result)

The participants have a clear understanding that gender equality is a human rights issue and that addressing gender inequality is the best way to protect the human rights of men, women, and other genders. The gender mainstreaming approach is the way to prevent all types of gender-based discrimination and stigma. Gender mainstreaming is also addressing challenge factors that hinder the participation of men and women's access to and benefit from the policies and interventions.

The participants also gained a better understanding that addressing gender equality will bring more benefits and improve the quality of interventions. Gender mainstreaming is an approach that helps planners to identify challenging factors that hinder the participation of men and women in sustainable forest management and find the best solution to take advantage of the experience of men and women in planning and implementing forest management.

At this training, the participants also understood that gender is a cross-cutting issue in forest management works. Therefore, the planners should implement their interventions under a gender lens rather than take gender intervention as a single. The training also helps to change the mindset of planners on how gender should be addressed rather than taking gender as an ad-hock intervention. This understanding will be very value thinking for them to start doing gender mainstreaming into forest management works.

Last but not least, the participants have a better understanding that some gender issues still need to be addressed when doing sustainable forest management. This knowledge helps participants to pay more attention to how they can address these gender issues when they do planning or implement forest management activities.

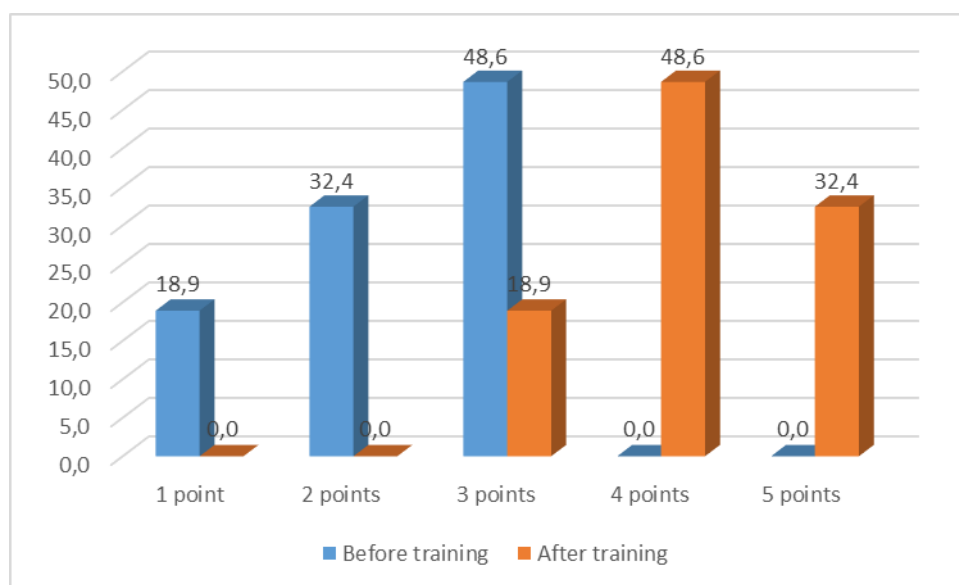
Improved gender analysis skills in the sustainable forest management activities

At this training, the participants have a better understanding of gender analysis, the objective of gender analysis, and key questions that should be used in each aspect to explore gender inequality issues.

By introducing some gender analysis tools, the participants buy into the idea of five gender analysis tools that can be used to identify key gender issues in sustainable forest management activities. including (1) gender division of labor in forest management; (2) gender needs in forest management; 3) Access to and control over the resource in forest management; (4) decision making and (5) challenging factors. After that, they had a chance to practice gender analysis tools to identify gender issues in forest management works.

According to the post-test, there is a high percentage of the participants, showed that they have increased their confidence in using gender analysis skills to identify their gender issues. For example, 50% of participants have increased to 4 points after the training, while, this percentage is zero before the training. At least 30% of participants have achieved the highest score or feel very confident to identify the gender issues in forest management activities.

Figure 3: Level of confidence to identify gender issues in forest management activities, before and after training course (%) (1 point = low confidence; 5 points = very confidence)



(Source: training pre-test and post-test result)

By using gender analysis tools, the participants identify some key gender issues in forest management issues, such as (1) less participation of women in forest management works; (2) gender stereotypes against women's roles in domestic work and taking care of children; (3) gender stereotypes against men roles in breadwinners in the family; 4) men are majority groups of leadership and technical positions; (5) majority of decisions in forest management are made by men; (6) both men and women have needed to improve knowledge and skills to actively participate in the forest management works.

Improved knowledge and skills to do gender mainstreaming in sustainable forest management activities.

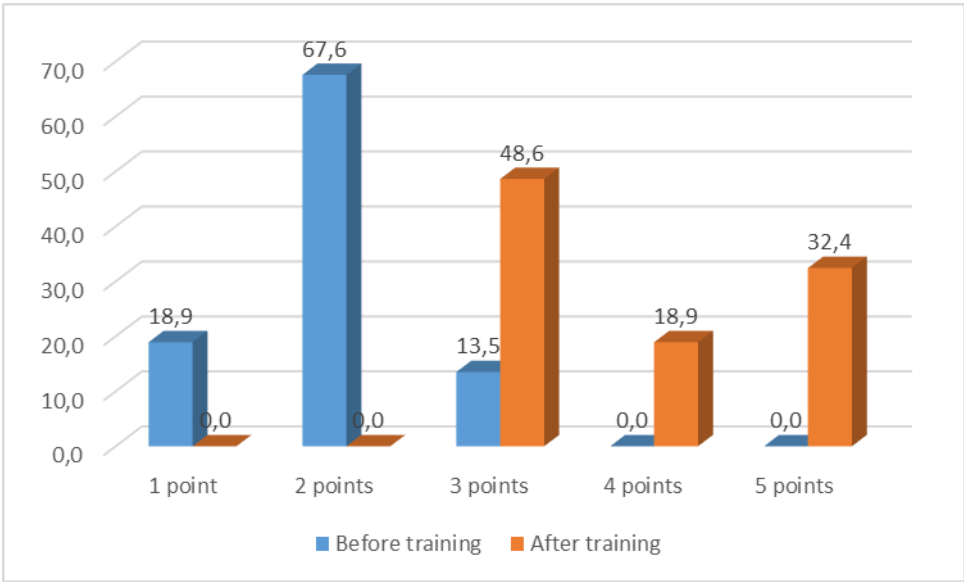
There is a significant achievement of this training course is the improvement of knowledge and skill to do gender mainstreaming in the planning and implementation of forest management activities. At this training, participants have a chance to discuss key solutions of gender mainstreaming into some specific activities related to forest management activities, such as (1) communication on legal regulations on forest management; (2) training and workshops on

forest management, and (3) piloting forest management models. The participants not only have a better understanding of the objective and key principles when doing gender mainstreaming into forest management activities but also improve the ability to identify the solutions, to promote gender equality in the forest management area.

- Box 1: Key gender mainstreaming actions proposed by participants**
1. Revise the current HR management regulations and internal management policy to make sure gender responsive and avoid gender stereotypes in labor division and work assignment.
 2. Revise the internal management policies of the organization/company to make sure that all regulations are in line with the labor code 2019 on gender equality, female labor rights, and sexual harassment prevention.
 3. Conduct gender awareness-raising for all staff and leaders of the forest protection and management board and forest companies
 4. Ensure both male and female staff are equal to participate in the annual capacity building activities; Ensure a sufficient ratio of female staff who are selected for technical training on forest management and protection
 5. Ensure gender-responsive in guiding using equipment and facilities related to forest protection and management for both men and women.
 6. Provide training on labor safety and sexual harassment prevention in the workplace for both males and females in the organization/companies

The training post-test result shows that there is a high percentage of participants have a better understanding of gender mainstreaming objectives and key principles as well as a level of confidence to identify the solutions for promoting gender equality in forest management activities.

Figure 4: level of confidence to do gender mainstreaming in forest management, before and after training (%)



(Source: results of training pre-test and post-test)

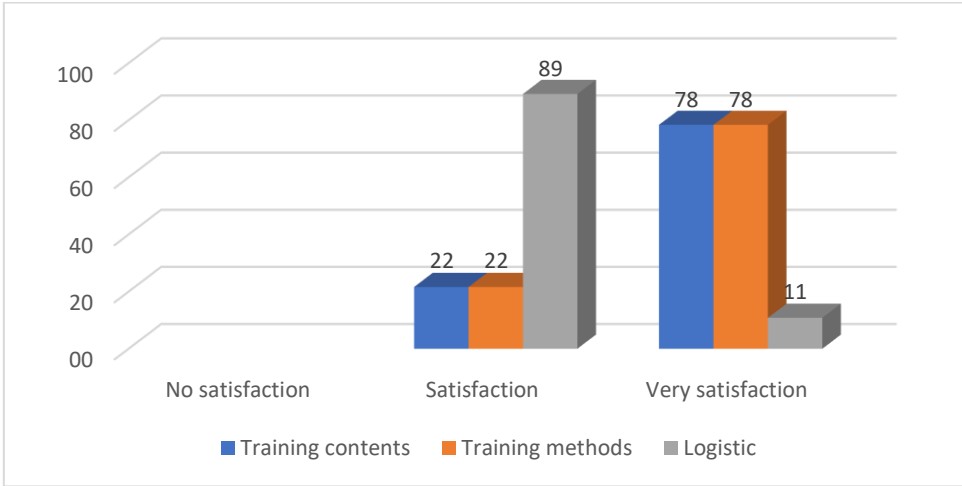
Before the training, the percentage of participants, who can explain the gender mainstreaming solutions in some specific forest management activities only scored 2 points and 3 points (the

average level). However, the result changed significant after the training, up to 50% of the score at 3 points, 20% at 4 points, and 30% at 5 points.

2.2. General assessment

Based on the result of the post-test, there is a high percentage of participants expressed their satisfaction with both training contents and training methods. At least 60% of participants shared that they feel very satisfied with the training methods and 70% feel very satisfied with the training contents. The participants also provided many positive feedbacks about the training methodology used by the trainer.

Figure 5 – Level of satisfaction with the training (%)



(Source: results of training post-test with trainees)

From the trainer’s point of view, the training has achieved all expected outcomes. The training course contributes importance to improving basic gender knowledge and skills and helps the participants have the ability to identify gender issues in forest management, and then have the ability to do gender mainstreaming in planning and implementing forest management activities.

The same to the training in Phu Yen, there is a good lesson learned from this course, that the training was conducted in full two-day. This is the way to ensure that the participants have sufficient time for learning gender concepts, gender analysis, and gender mainstreaming. Especially, the participants have enough time to practice gender analysis skills and come up with specific solutions to promote gender equality in forest management.

The other good experience is inviting a sufficient ratio of male participants for gender training. GIZ realizes the fact that the majority of women will be often assigned to participate in gender training, while men are reluctant to participate. Withdraw experience from the training course in Binh Dinh province, the GIZ works with CPMU and PPMU to request at least 50% of male participants are going to be invited for this training. This is the best way to encourage men to join the training. Although the percentage of male participants has not yet reached the expected ratio, at least 35.8% of the total participants are male.

Another significant indicator raised from the training in Quang Tri is about strong commitment from leaders and staff from two forest companies. At this training, the leaders and staff show their attention to gender mainstreaming solutions and they express that they want to do something for their companies. This is a good foundation to strengthen gender mainstreaming within companies. Therefore, after this training, the GIZ, CPMU, and PPMU should encourage the two companies to come up with some follow-up activities for their own companies.

2.3. Limitation of the training

There is no limitation to the training course. Only one thing is that follow-up after training should be provided to sustain the quality of learning. The two-day training is a good start to kick off

the motivation of participants to promote gender equality in their work. However, after this course, the participants still need more practical guidance to do gender mainstreaming in practice. Therefore, GIZ and CPMU should provide technical support to the two forest companies to develop their gender-action plan, which will include the specific objective, key principles, and gender actions that need to be implemented. Coaching and mentoring from gender experts could be considered to ensure the quality of the gender action plan.

Part 3: Recommendations

3.1. Recommendations to project management board and local partners

Gender mainstreaming is a new approach to forest companies and local partners working in the area of forest management. Therefore, it is very important to have a follow-up after two-day training. For two forest protection and management board (FPMBs), awareness raising for the staff members should be conducted to ensure that they have a clear understanding of gender concepts. This is a fundamental condition for gender mainstreaming in practice.

At present, two forest management action plan (SFMP) was developed, however, there is a fact that gender is not addressed effectively by this plan. It is a good potential and good time after gender training that the project management board and GIZ should encourage two forest companies to review the SFMP and identify potential gender actions they can do.

3.2. Recommendations to GIZ's project leader:

To ensure that gender could be mainstreamed effectively into project activities, the GIZ project leaders should work with Central Project Management Board and two forest protected and management board (FPMB), and discuss further some specific gender actions that could be done by FPMB. The key gender- actions could be considered including:

- Provide gender–awareness raising for all staff members and leaders of FPMB;
- Provide training on labor safety and sexual harassment prevention for all staff members of FPMB;
- Support two FPMB to develop a code of conduct on gender equality, gender-based violence, and sexual harassment prevention;

Annex 1: Program training agenda

Time	Key activities	Person in charge
Day 1		
8:30 -8:40	Opening remarks Participants introduction	GIZ and CPMU/PMU
8:40 – 8:50	Objective and expected outcomes Training regulations	Trainer: Le Van Son
8:50 – 9:00	Training pre-test	Trainer: Le Van Son
9:00 – 10:20	Key gender concepts and their implication in forest management	Trainer: Le Van Son
10:20– 10:35	Tea break	
10:35 – 12:00	Key gender concepts and their implication in forest management (continue)	Trainer: Le Van Son
11:30 – 13:30	Lunch break	
13:30 – 13:40	Warm-up	Trainer: Le Van Son
13:40 – 14:00	Women Empowerment	Trainer: Le Van Son
14:00 – 14:20	Gender analysis: objectives, key aspects, and tools	Trainer: Le Van Son
14:20 – 15:00	Practice gender analysis tool	Trainer: Le Van Son
15:00 – 15:15	Tea break	
15:15 – 16:45	Key gender issues in forest management	Trainer: Le Van Son
16:45 – 17:00	Recap day 1	Trainer: Le Van Son
Day 2		
8:30 – 9:00	Reflection day 1:	Trainer: Le Van Son
9:00 -10:00	Identify the root cause of gender inequality issues	Trainer: Le Van Son
10:00 – 10:15	Tea break	
10:15 – 10:30	Gender mainstreaming: objective, key principles, and key actions	Trainer: Le Van Son
11:00 – 12:00	Gender mainstreaming in the sustainable forest management planning	Trainer: Le Van Son
12:00 – 13:30	Tea-break	
13:30 – 15:00	Gender mainstreaming in sustainable forest management planning (continue)	Trainer: Le Van Son
15:00 – 15:15	Tea break	
15:15 – 16:15	Finalize key gender actions in the sustainable forest management	Trainer: Le Van Son
16:50 – 17:00	Closing remarks Post-test	GIZ representative