Gender & Forests in Guyana

A Review of Existing Literature

Salima Bacchus-Hinds - Gender & Social Development Specialist   February 2022

Contents

1. Acronyms

BSGY	**Bureau of Statistics (Guyana)**
CEDAW	**Convention on the Elimination of Discrimination Against Women**
EU	**European Union**
GDI	**Gender Development Index**
GDP	**Gross Domestic Product**
GFC	**Guyana Forestry Commission**
GOG	**Government of Guyana**
IUCN	**International Union for the Conservation of Nature**
MICS	**Multiple Indicator Cluster Survey**
MNR	**Ministry of Natural Resources**
NGESIP	**National Gender Equality and Social Inclusion Policy**
NTFP	**Non-timber Forest Products**
SDGs	**Sustainable Development Goals**
UN	**United Nations**
WEF	**World Economic Forum**

2. Foreword

There are significant gaps in research to understand the relationship between gender and the forests, particularly the roles and responsibilities of men and women and their influence on forest operations throughout Guyana's timber supply chain. Addressing the gap in research is vital to improving forest management policies so that women from forest-dependent communities, including but not limited to Indigenous communities, can have more equitable access to forest resources and benefits such as opportunities in employment, ownership of assets and capacity building development.

Struck by the opportunity to improve developmental outcomes through a focus on gender and forests, the inaugural meeting of the Gender and Forests Group (GFG) was held in February 2020.

GFG thus embarked on an exploration, which culminated in a consensus that the Group's priority should be data gathering. Ultimately, the Group wishes to see evidence-based actions that strengthen the connection between gender and forests. The Group further determined that data will be collected in two phases: a desk review and a community-based research project to fill identified data gaps.

This desk review document was completed by GFG in February 2022 with support from the UK's Forest Governance, Markets and Climate (FGMC) Programme. Salima Hinds (a GFG member and a gender specialist), led the review process, which was overseen by GFG members Simone Benn, Anna Correia de Sa, and Renata Chuck-a-Sang. Lawrence Lachmansingh facilitated the process.

The purpose of this desk review was to examine existing knowledge, identify gaps, and facilitate further research. **The review confirmed that the relationship between gender and forests remains largely unexplored in Guyana. While research has been done on the forests and the forestry industry, much of this data is not gendered. Men are more likely to have access to forest resources, participate in logging, be the primary decision-makers at the community and national levels, and be more likely to control the revenue generated from forest-related enterprises.**

As soon as resources permit, the Group plans to undertake the second phase of primary data gathering at the community level. This second phase of research will provide policy makers and policy implementers with much more specific data to guide gendered actions in Guyana's forests.

GFG is an informal collection of development practitioners. Currently, the 10 members of the G&F Group are:

> **Anna Correia de Sa** (EU Forest Law, Enforcement, Governance and Trade (FLEGT) Facilitator)
> **Basmatee Mohabeer** (Assistant Commissioner of Forests, Forest Monitoring Division, GFC)
> **Jefferson Jaikissoon** (UN FAO)
> **Lawrence Lachmansingh** (Forest Governance Facilitator)
> **Lucina Singh** (Department of Environment and Climate Change, Office of the President)
> **Renata Chuck-a-Sang** (Commissioner, Women and Gender Equality Commission)
> **Rohini Kerrett** (Programme Manager, European Forest Institute Technical Assistance Project)
> **Salima Hinds** (Gender Specialist, Consultant)
> **Simone Benn** (Assistant Commissioner of Forests, Communities Unit, GFC)
> **Vanessa Benn** (Chair, GFC and Consultant, Iwokrama).

3. Executive Summary

A small and informal Gender and Forests group (see Annex 1) has been exploring ways in which the relationship between gender and forests can be documented, analysed, and strengthened. In attempting to define the gender and forest relationship, and the opportunities for strengthening that relationship, the Group identified data as a key resource for determining possible future actions that could be taken via the institutions involved.

The area of gender and forests remains largely unexplored in Guyana. While there is research conducted on the forests and the forestry industry, much of this data is not gendered. This represents a noticeable research gap, that once addressed, provides valuable evidence that can help to shape national forest policy and practice. The purpose of this literature review is to examine the existing knowledge, identify gaps and make the case for further research. Ultimately, the Group wishes to see evidence-based actions being taken to strengthen the connection between gender and forests.

This review examines the existing literature to establish how gender interacts with forest use and management, and specifically to highlight the roles and responsibilities of women.

Guyanese women and girls represent just over 50% of the population, and yet are under-represented in the labour market. This is even more stark in the male-dominated industry of forestry. The Government of Guyana has made several commitments to advance gender equality and promote gender mainstreaming across all institutions and policy development.

This paper has relied on both internationally and locally derived knowledge products, that are intended to serve as the basis of a larger gender analysis of forestry in Guyana. A gender analysis serves as a critical foundation to examine the social context of communities and sectors, revealing the unique realities, resources, power and opportunities of men and women in a community. By adopting this approach, it acknowledges that communities and sectors are not homogenous, but there is social diversity that needs to be accounted for. The gender analysis helps to inform any gender-sensitive/gender transformative policy and practice, which can result in positive, impactful and sustainable outcomes.

While this paper does not constitute a full gender analysis, the existing data points to the fact that the forestry sector is gendered. The way men and women interact with the use, management and conservation of the forest varies comparatively. Wider social norms around work and gender, means that men and women are represented at different places along the value chain. Men are more likely to have access to the forest resources, to participate in extraction (logging), to be the primary decision-makers at the community and national levels and are more likely to be the ones controlling the revenue generated from forest-related enterprises. These realities present unique challenges and opportunities for women seeking to participate in forest-related activities.

It should be noted that the existing literature is limited in that some of the information is dated, not gendered or lacks household and community level responses needed to get a full picture of the gendered realities. There is an opportunity for further research that can greatly support the State and other relevant institutions in their effort to develop policies and projects that benefit both men and women, and that promote gender equality.

4. Definitions

Term	Meaning
Gender	Gender is a complex system of personal and social relations through which men and women are socially created and maintained, and through which they gain access to, or are allocated status, power and material resources within society – *E. Barriteau (The Political Economy of Gender in the Twentieth-Century Caribbean)* **Note:** We recognise that gender is much more expansive than the binary between 'man' and 'woman', and that there are individuals who are gender-diverse or gender non-conforming. For the purposes and context of this paper, the binary definition will be used despite its social limitations.
Gender Analysis	A gender analysis actively examines the local context to understand how the underlying power structures, related to gender, affect the life outcomes for men, women, boys and girls.
Gender Division of Labour	The kinds of work typically assigned to men and women. These roles and responsibilities are shaped by gender norms. Some jobs are perceived as masculine vs. feminine. This means, that in the home, and within industries, certain jobs are seen as "women's work" and other jobs as "men's work". The gender division of labour is not determined by biology, but in the ways society has shaped and defined gender. This means that the division of labour shifts across time and place.
Gender Equality	Measurable, equal political representation, status, rights and opportunities. Gender equality does not imply that men and women are the same, but that they have equal value in society and should be afforded rights and treatments as equals – *(JASS)*
Gender Equity	Justice and fairness. Recognises power differentials, the role of power and discrimination. It recognises that not everyone has the same resources, and therefore redistribution of power and resources is done recognises these differences.
Gender Mainstreaming	The UN Economic & Social Council (UNESOC) defined gender mainstreaming as: "The process of assessing the implications for women and men of any planned action, including legislation, policies, or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetrated. The ultimate goal is to achieve gender equality."
Gender Norms	Standards and expectations to which women and men generally conform, within a range that defines a particular society, culture and community at that point in time - *European Institute for Gender Equality*
Gender Sensitive	Is aware of gender norms, roles and relations but does not necessarily address unequal gender norms.
Gender Transformative	Is aware of gender, norms and roles and designs interventions to transform gender norms an promote gender equality and justice.
Productive Work	Labour performed outside of the home in exchange for wages.
Reproductive Work	Unpaid domestic and care labour.

5. The Case for Considering a Gender Analysis of Forests in Guyana

In September 2015, the United Nations launched the Sustainable Development Goals (SDGs), to tackle seventeen different development and human rights goals globally. The following points taken from the SDG website (https://sustainabledevelopment.un.org/) captures specific targets related to forests, economic resources, and gender equality.

Goal 1, Target 1.4:

"By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance."

Goal 2, Target 2.3:

"*By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment."*

Goal 5, Target 5.5: "Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life"*

Target 5.a: *"Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control overland and other forms of property, financial services, inheritance and natural resources, in accordance with national laws"*

Goal 15: "*Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss"*

Increasingly global development recognises the role of social structures and context in shaping economic and human development. Particularly, the inclusion of gender in the design, implementation and monitoring of policies and projects across various sectors, has gained increasing spotlight and resources to ensure no one is left behind. While we do not use gender and women interchangeably, research has shown that often women and girls are left out of decision-making and their unique gendered needs are not considered. Usually the needs of men, are taken as the default needs of households or entire communities.

Gender norms can determine who has a say, who has access to resources and who makes the decisions about the use and management of those resources. Research has shown that, for example, men and women interact with forests and the forest industry in differing ways that are often shaped by the gender division of labour and gender norms (Andel and Reinders; Marin and Kuriakise; IUCN, 2011).

A gender analysis is able to tease out these dynamics to inform strategy and programme design. The analysis not only looks at the circumstances of women, but the relational and power dynamics of both men and women in their communities. A gender analysis helps to identify the unique experiences and reveal gendered opportunities and restrictions that both men and women face.

The gender analysis forms a critical basis to ensure we're moving towards transformative approaches (see figure 1) to development that benefit all men and women, particularly those that are historically left behind or marginalised.

Furthermore, the government of Guyana has formally recognised the importance of gender mainstreaming national development, through the creation and adoption of the National Gender Equality and Social Inclusion Policy (NGESPI), introduced in 2018. The document states that:

WHY A GENDER LENS?

A gender sensitive and gender transformative approaches ensures that interventions:

- Do not maintain and reproduce harmful, structural norms.
- Promote gender equality.
- Recognise the differing power structures between men and women, and gender diverse groups.
- Ensure that men, women, boys and girls are able to participate fully in program activities.
- Are meaningful and impactful for men, women and families.
- Encourage gender diverse leadership.
- Policies and programmes align with Goal 5 of the SGDs.

"The Government of Guyana is committed to building a nation devoid of gender discrimination, guaranteeing equal access to political, social and economic wealth creation opportunities for women and men"
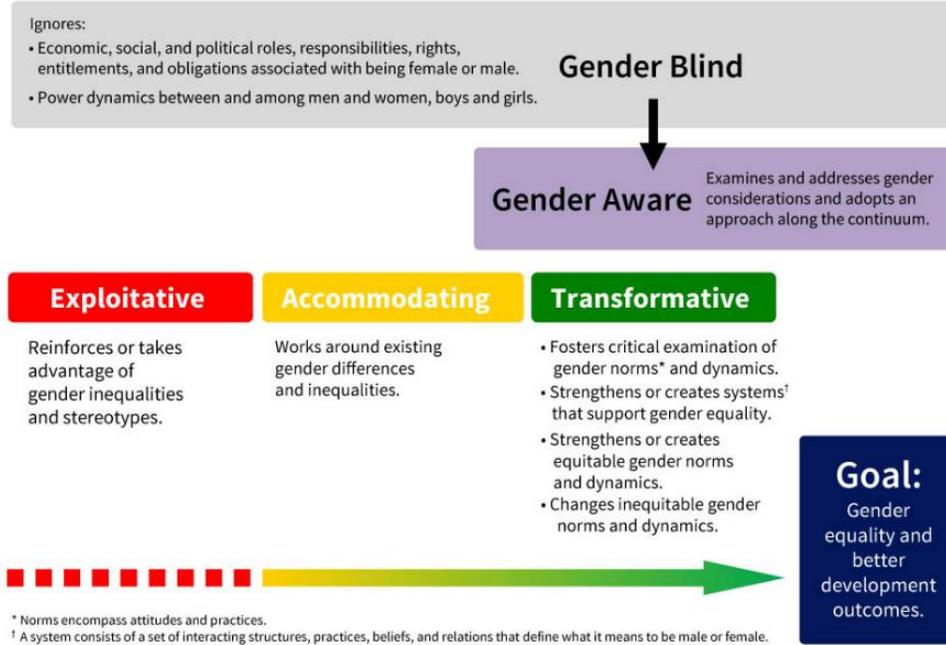
Gender Integration Continuum

Ignores:
- Economic, social, and political roles, responsibilities, rights, entitlements, and obligations associated with being female or male.
- Power dynamics between and among men and women, boys and girls.

Gender Blind

Gender Aware Examines and addresses gender considerations and adopts an approach along the continuum.

Exploitative
Reinforces or takes advantage of gender inequalities and stereotypes.

Accommodating
Works around existing gender differences and inequalities.

Transformative
- Fosters critical examination of gender norms* and dynamics.
- Strengthens or creates systems† that support gender equality.
- Strengthens or creates equitable gender norms and dynamics.
- Changes inequitable gender norms and dynamics.

Goal: Gender equality and better development outcomes.

* Norms encompass attitudes and practices.
† A system consists of a set of interacting structures, practices, beliefs, and relations that define what it means to be male or female.

Source: Interagency Gender Working Group, 2009; updated 2019.

Figure 1

Mainstreaming gender in the forestry sector, serves as an avenue for women (who are traditionally left out of formal decision-making roles and less likely than men to access economic resources) to have greater say in their community development, and access to socio-economic resources that increases their autonomy. Establishing gender transformative policies can help to:

- Recognise and support women's property rights in forest-dependent communities.
- Reveal gender dynamics within a community, and how natural resources shape and influence community relations and vice versa.
- Promote gender equity at various levels of the forestry sector.
- Contribute to the expansion of local ecological knowledge.
- Ensure that gender is mainstreamed across projects and programmes.
- Ensure women are in leadership/decision-making positions and are actively involved in forestry management and conservation.

The case studies below reflect two separate contexts where a gender analysis was used to inform and gender mainstream social development projects in forest-dependent communities. In Cameroon gender-mainstreaming increased women's decision-making and political power in the community. Not only did women become active participants in forest management, but in other areas of community life. In Sri Lanka (case study 2 on page 9), a gender-analysis revealed the unique dynamics of men and women and decision-making. For example, women actively led decision-making in the home. Here, the gender mainstreaming efforts gave women the avenue to extend their decision-making power beyond the domestic sphere and to forest management and agricultural activities.

CAMEROON – MAINTREAMING GENDER INTO COMMUNITY FORESTRY

- Under the "Community Forestry to Fight against Poverty (FCCP)" project the NGO Catholic Relief Services in collaboration with the Batouri Diocese developed and implemented a gender mainstreaming strategy to allow women and youth to have a voice in forest management.
- The key objectives were to:
    - o Recognise that men and women have different knowledge and uses of the forest.
    - o Ensure that women and youth participate in the community education sessions on forestry legislation and the community forestry process.
    - o Plan community forestry activities around the agricultural calendar of women.
    - o Ensure women hold leadership positions within the management committees and are actively engaged in the implementation of forest management plans.
- Results:
    - o The inclusion of women's voices meant that the revenues generated from forest-related activities, were allocated to community projects that benefited all.
    - o A cultural shift in gender norms. Women became more active contributors to community decisions.

SRI LANKA – SHARED GENDER LEADERSHIP

- The Kandyan Forest Gardens in Sri Lanka represent a traditional agro-forestry industry.
- The system supports both timber and NTFP commercial activities.
- A community survey was conducted as part of an evidence-based intervention to improve women's participation in the management of the forest gardens.
- The survey revealed that women predominantly worked in the home and men outside of the home.
- Decision-making was either shared between husbands and wives, or primarily placed in the hands of the women in the families.
- Decisions on permanent crops tend to be made by the men, while women made decisions on seasonal crops.
- Result: The discussion held with community members after the survey revealed that some of the responsibilities for which female parents showed capability and interest were soil conservation, tree planting and maintenance, water harvesting and the processing of forest products. Hence, when investing in the restoration and conservation of this valuable forest system, efforts should be made to encourage the active participation of mothers.

Overall, these two case studies demonstrate that by utilising analysis and mainstreaming of gender in the community, interventions are more likely to succeed and have positive impact beyond the goals of the programme/project. Furthermore, it serves as an important mechanism to promote gender equality and ensure everyone has a say in the decision-making for community development.

6. Gender & Forests: Global Trends

Prevailing, and deeply entrenched gender norms that dictate the roles and resources that men and women have access to, have resulted in a gender division of labour across various countries, and even communities and sub-cultures within national borders. What may be acceptable for a man to do in one community, may be considered "women's work" in another (IUCN, 2011).

This division is typically seen in unpaid vs. paid labour. Women tend to be relegated to household/reproductive work, while it is expected that men actively participate in income-generating/productive work outside of the home (IUCN, 2011). Furthermore, when women do work outside of the home, their work is greatly shaped by gender stereotypes. Women are more likely to be found in care and service work in roles such as teachers, domestic workers, and in sales and retail. On the other hand, men are greatly represented in industrial, agricultural, and extractive sectors.

What this means for forestry, is that men are more likely to be found working directly with extraction of timber while women are less likely than men to engage with the industry directly. The women who do participate in or interact with the industry may be more found in administrative roles, providing goods and services to the industry, or involved in NTFP.

The next table captures some of what the research has revealed regarding how gender shapes the cultural and economic interactions with forests. Note that the snapshot is typical but does not mean that the situation does not vary between differing contexts and circumstance.

IUCN – THE GENDER DYNAMICS OF FORESTRY

Women and men's dependence on forests is different.

Women and men obtain different products and receive different benefits from forests.

Women and men will use forest resources for different purposes.

Women and men have different knowledge, access, and control of forests.

Forestry projects involve men and women in a different way; and women tend to be excluded.

Women and men contribute in differing manners to forest conservation and management.

Gender Norms + Forest and Forestry Industry Trends	
Men	**Women**
Commercial level extraction - timber	Forest is a resource for domestic use.
Men focus on wood species that provide commercial revenues.	Women have better access to species that are not viewed as commercially viable.
Men are more likely to have the freedom of movement further away from home, sometimes in different parts of the country, to access commercial logging.	Women's movement tend to be restricted closer to home. While there may not be laws restricting movement, social norms dictate women's behaviour in and out of the home. There may be some taboo of women leaving home, travelling some distance to participate in the logging industry or any other part of the value chain. Childcare also keeps women closer to their communities and homes.
Engage with NTFP that are more likely to be of commercial use.	Engage with NTFP of both commercial and domestic use.
Knowledgeable of the forest and likely to gather this knowledge from field/commercial work.	Knowledgeable about the forest, and this knowledge is likely to come from within the home and family members, particularly other women. E.g., what herbs to use and what fruits to gather for the family.
Men are able to leverage their knowledge for access and control of resources.	Women's knowledge does not always strengthen their resource access and rights.

Table 1

7. Guyana, Gender and Forestry

7.1. Gender in Guyana

The majority of Guyana's 770,000+ population (Bureau of Statistics Guyana 2021) live in what are considered rural areas, predominantly in the coastal regions. Many of the forest dependent communities are less densely populated and are home to most indigenous persons living in Guyana. Women account for 51% of the population (BSGY 2021).

In Guyana's submission to the CEDAW in 2016, the government of Guyana affirmed that:

"The principle of equality and non-discrimination is enshrined in Article 149 of the revised Constitution and the articles guarantee the fundamental rights and freedoms of people living in the state. Specifically, Article 149E assures women's equal rights and status with men in political, economic, cultural and social life; their equal access with men to academic, vocational and professional training and equal opportunities in employment, remuneration and promotion. This Article unequivocally states that 'all forms of discrimination against women on the basis of gender and sex are illegal'…"

In 2020, The Human Development Report, ranked Guyana 115 out of 183 countries for gender equality (1 = highest rank). In comparison, the following countries in the region ranked higher: Trinidad and Tobago ranked 73, Suriname – 105, Belize – 97, and Jamaica – 88. Meanwhile the World Economic Forum Gender Gap Report (2021) ranked Guyana 53 (see the next figure) out of 156 countries for gender equality. Conversely, Trinidad and Tobago ranked at 37, Suriname – 51, Belize – 90, and Jamaica at 40.

Guyana

rank out of 156 countries **53**

score 0.00 = imparity 1.00 = parity **0.728**
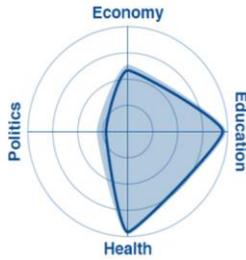
Global Gender Gap Index	2006 score		2021 score	
Global Gender Gap Index	n/a	-	53	0.728
Economic participation and opportunity	n/a	-	105	0.638
Educational attainment	n/a	-	91	0.984
Health and survival	n/a	-	1	0.980
Political empowerment	n/a	-	44	0.310

Figure 2 – Guyana's scores in the WEF Gender Gap Report (2021)

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m	distance to parity
Economic participation and opportunity	105	0.638	0.583				
Labour force participation rate, %	117	0.657	0.655	46.4	70.7	0.66	
Wage equality for similar work, 1-7 (best)	n/a	-	0.628	–	–	–	
Estimated earned income, int'l $ 1,000	132	0.393	0.494	7.0	17.8	0.39	
Legislators, senior officials and managers, %	32	0.681	0.349	40.5	59.5	0.68	
Professional and technical workers, %	1	1.000	0.755	57.7	42.3	1.36	
Educational attainment	91	0.984	0.950				
Literacy rate, %	80	0.985	0.897	85.0	86.3	0.99	
Enrolment in primary education, %	130	0.971	0.755	90.4	93.0	0.97	
Enrolment in secondary education, %	1	1.000	0.950	84.4	80.4	1.05	
Enrolment in tertiary education, %	1	1.000	0.927	15.4	7.8	1.98	
Health and survival	1	0.980	0.957				
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95	
Healthy life expectancy, years	1	1.060	1.029	59.7	55.1	1.08	
Political empowerment	44	0.310	0.218				
Women in parliament , %	33	0.555	0.312	35.7	64.3	0.56	
Women in ministerial positions, %	41	0.466	0.235	31.8	68.2	0.47	
Years with female/male head of state (last 50)	48	0.051	0.144	2.4	47.6	0.05	

Global Gender Gap Report

Figure 3 – Guyana's Gender Gap Scorecard (WEF, 2021)

According to a UNWomen's Status of Women and Men Report (2019) Guyanese men are more active (62%) in the labour force than women are (35%). A 2021 Bureau of Statistics Labour Force Survey indicated that women accounted for 39.4% of the labour market and have higher unemployment rates than men (see table below).

Population aged15+ (thousand persons)	2021 Third quarter	
	Total persons	% of total working age population
Men	281,796	48.4
Women	300,775	51.6
Rural	421,468	72.3
Urban	161,103	27.7
Total	582,571	100
Labour force (thousand persons)	Persons	As percentage oftotal labour force
Men	174,942	60.6
Women	113,806	39.4
Rural	209,569	72.6
Urban	79,179	27.4
Total	288,748	100

Table 2 – Source: Bureau of Statistics Labour Force Survey 2021

These statistics are shaped by a number of factors such as a job market that has more jobs typically seen as masculine roles, women's reproductive and care work keep them in the home, and other cultural norms that dictate how, where and when women work. The gender division of labour is also evident in the kind of training opportunities men and women are represented in (see Figure 4). Women and men are primarily adhering to traditional norms, where women are more likely represented in caring sectors (teaching, nursing, medical care, social work, etc), while men are mainly found in technology and science (engineering, information technology). This can ultimately shapes if and how women enter the forestry sector, and the different ways men and women find themselves in the industry. For example, within the formal forestry sector, women may not meet the minimum qualifications to enter the sector from the technical side but may find entry points through clerical and management roles.

Education and skills	female	male	value
STEMS, attainment %	5.16	41.13	0.13
Agri., Forestry, Fisheries & Veterinary, attainment %	0.94	4.55	0.21
Arts & Humanities, attainment %	1.89	0.65	2.91
Business, Admin. & Law, attainment %	13.74	18.61	0.74
Education, attainment %	54.07	20.78	2.60
Engineering, Manuf. & Construction, attainment %	2.47	25.54	0.10
Health & Welfare, attainment %	15.41	8.44	1.83
Information & Comm. Technologies, attainment %	1.53	12.55	0.12
Natural Sci., Mathematics & Statistics, attainment %	1.16	3.03	0.38
Services, attainment %	1.65	0.93	1.79
Social Sci., Journalism & Information, attainment %	8.79	5.84	1.50
Vocational training, attainment %	1.16	1.25	0.92
PhD graduates, attainment %	n/a	n/a	n/a

Figure 4 – Gender analysis of education and skills in Guyana. Source: WEF, 2021

7.1.1. Intersecting Issues

Gender and Indigeneity

It is important that any research into gender and forestry takes an intersecting lens, particularly when it comes to gender and indigeneity. Many forest-dependent communities are also predominantly indigenous communities. Often the research or data only speaks to gender as if women are a single group with single issues; or talks about indigenous communities in a manner that is not gendered. How does the industry shape the lives of indigenous women?

"There is however a lack of specificity in both International and National Policy regarding Indigenous women's rights, protections and fundamental freedoms. It is noteworthy that even the CEDAW has no articles specific to indigenous women" (Radzik, 2016).

Of the 18,483,000 hectares of forest cover in Guyana, Indigenous communities own 3,077,000 hectares, representing that largest private ownership share of forested land. These lands are managed communally and decisions on how the land is used and is managed, are made by the established village councils. In this context:

- How much of the land is managed/used by indigenous women, and women-led community groups?
- How are women represented in leadership of the village councils?
- How do village councils ensure women's voices are heard and considered in the decision-making process?

Figure 5 offers a snapshot of the gender composition of the village council in 2016-2017.

Village	Region	# of people in the Council
Baramita	1	7 (3 women)
River's View	10	11 (most women)
Santa Rosa	1	12 (6 women)
Santa Mission	3	6 (2 women)
Orealla	6	Orealla has 9 members (3 women); Siparuta has 7 members (1 woman)
Moraikobai	5	8 (2 women)
Paramakatoi	8	11 people in central area (5 women)
Micobie	8	9 people (4 women)
Saint Ignatius	9	9 (3 women, Toshao is a woman)
Aishalton	9	13 (3 women)
Chinoweng	7	8 people (2 women)
Waramadong	7	9 (4 women)

Figure 5. A gender composition of Indigenous village councils. Source – UNICEF, 2017.

Poverty

Another important indicator to consider is how the economic reality shapes the individual and community interaction with the sector. The existing research points to the fact that many forest-dependent/hinterland communities are faced with higher poverty levels than their counterparts on the coast (this is discussed further in subsection 6.2.1. of this paper). Furthermore, poverty and low job options mean that the industry is an attractive one for those, particularly men, looking for employment; ultimately shaping individual migration, and community and family dynamics that impact both men and women (UNICEF, 2017).
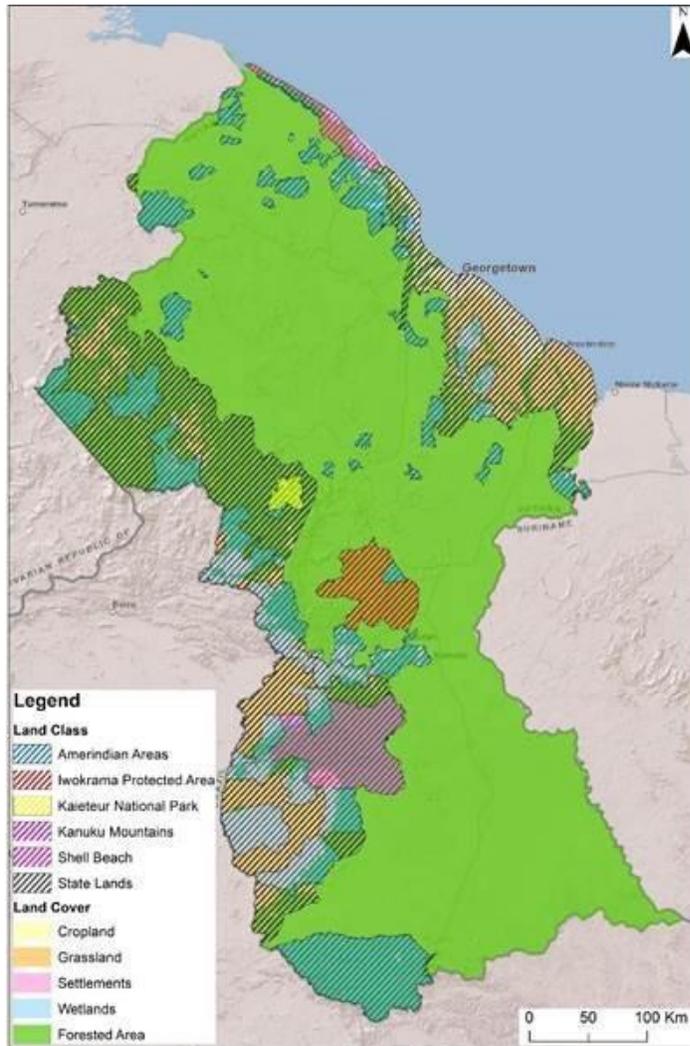
7.2. Forestry in Guyana

Figure 6 – Map Showing Guyana's Land Classes (GFC, 2018)

Forests cover approximately 85% or 18,483,000 hectares of Guyana's land surface. 12,549,000 hectares have been allocated as State Lands and are directly managed by the GFC (GFC, 2021).

According to the 2018 National Forest Policy:

"4,792,420 hectares (37.25%) of this land has been allocated to the forest industry for timber extraction e.g. State Forest Authorisations-Timber Sales Agreements (SFA-TSA) with large companies, and SFA-Community Forestry Management Agreements (SFA-CFMA) for small producers"). Another 751,217 hectares have been designated as protected and research areas e.g. Forest Reserves, Kaieteur, Iwokrama, Kanuku Mountains, and Shell beach."

3,077,000 hectares have been designated as Amerindian Titled Lands. 60% of indigenous communities have formal, official titles for the lands that they have traditionally occupied (UNICEF, 2017). These titles allow Indigenous communities to manage and utilise the natural resources of the land.

"Guyana has in excess of 1000 tree species of which about 35 are being logged commercially. However, the more intensively harvested species include Greenheart (Chlorocardium rodiei), Baromalli (Catostemma commune), Purpleheart (Peltogyne spp), Crabwood (Carapa guianensis), Kabukalli (Goupia glabra),Wamara (Swartzia leiocalycina), Locust (Hymenaea courbaril), Taurniro (Humiria balsamifera var balsamifera), Soft wallaba (Eperua falcata), Korokororo (Ormosia coutinhoi), Dalli (Virola spp), Shibadan (Aspidosperma spp)" (Thomas, Macqueen, Hawker and DeMendonca, 2003).

The forests provide resources and space for a number of industries in addition to logging. These include conservation, research, tourism, agro-forestry, craft, charcoal.

Forestry represents a large contributor to Guyana's economic development. At one point, the industry contributed over 3% to the national GDP (*Table 3*). According to the 2018 Forest Sector Information report, forestry export value was US$37.9 million in 2018, in comparison to the 2017 figure of

US$39.11million.

GDP at Constant 2006 Basic Prices (G$M)			Forestry's Sub Sector Contribution to:	
Year	GDP	Agriculture Sector	Forestry Sub Sector	GDP	Agriculture Sector
2008	286,732	61,277	8,927	3.11%	14.57%
2009	296,086	62,838	9,161	3.09%	14.58%
2010	309,382	63,490	10,238	3.31%	16.13%
2011	325,457	65,268	9,289	2.85%	14.23%
2012	342,630	67,637	8,886	2.59%	13.14%
2013	359,822	69,230	9,330	2.59%	13.48%
2014	373,849	73,167	10,633	2.84%	14.53%
2015	385,270	74,863	9,501	2.47%	12.69%
2016	398,230	67,140	6,911	1.74%	10.29%
2017	406,698	67,408	7,543	1.85%	11.19%
2018	423,528	68,390	7,683	1.81%	11.23%

Table 3 - GFC Forest Sector Information Report (2018)

An estimated 19,640 people worked in the forestry sector in 2018 (Guyana Forestry Commission 2019). This number includes persons working directly in timber and other areas of production along the value chain, namely: furniture production, construction materials, craft, charcoal, and conservation

Activity	2018
Logs	10,625
Sawmilling	4,690
Timber Dealership (Lumberyards)	1,415
Plywood	230
Manicole Palm	450
Other	2,230
Total	**19,640**

Table 4 – GFC Forest Sector Information Report (2018)

In 2018, GFC issued 831 licenses (exclusive of charcoal licences) to individuals and companies directly involved in the extraction and exportation of timber (see table below).

Licence Type	Year of Issuance	Comparison of the year 2017&2018 Licence Issuance				
		Division				
		Demerara	Berbice	Essequibo	Northwest	Total
Timber Dealer Export	Year 2017	55	26	12	0	93
	Year 2018	60	23	11	0	94
Import	Year 2017					0
	Year 2018	8	1	0	0	9
Lumber Yard	Year 2017	92	31	23	2	148
	Year 2018	92	37	21	2	152
Timber Dealer No Storage	Year 2017	7	1	10	1	19
	Year 2018	6	2	10	1	19
Sawpit Licence	Year 2017	83	53	86	18	240
	Year 2018	73	60	98	19	250
Sawmill Licence	Year 2017	94	46	57	2	199
	Year 2018	102	40	60	1	203
Firewood Licence	Year 2017	4	5	7	0	16
	Year 2018	4	5	8	0	17
Charcoal Licence	Year 2017	40	5	2	2	49
	Year 2018	41	3	1	2	47
Timber Depot	Year 2017	20	25	6	1	52
	Year 2018	24	27	4	0	55
Timber Path	Year 2017	2	3	1	0	6
	Year 2018	2	5	1	0	8
Permit to Erect	Year 2017	13	6	4	0	23
	Year 2018	11	3	10	0	24
Total	Year 2017	410	201	208	26	845
	Year 2018	423	206	224	25	878

Table 5 - GFC Forest Sector Information Report (2018)

According to a Marketing Strategy Report (Asumadu, 2013), the following are some features of the timber industry in Guyana:

- The sector is characterised by medium and large-scale enterprises that are typically foreign owned, a number of small scale, family-owned business, small-scale chainsaw operators and individual chainsaw loggers.
- The majority (90%) of the operations focus on harvesting and sawmilling.
- There is some manufacturing related to furniture manufacturing.
- 50% of the timber is exported.

The same report noted that the industry is faced with a shortage of persons with the technical skills, specifically for tree-spotting: *"Accurate identification of tree species is critical to the successful*

development of Guyana's Lesser Used Species, yet companies are unable to find skilled and qualified personnel for these tasks."

A further paper on small and medium enterprises (Thomas et al, 2003), offers some further insight into the small-scale production along the value chain:

- Almost 90% of these businesses are Guyanese, and family owned.
- The production is mainly for the local market, rather than export.
- *"In the forestry sub-sector, 257 of the 276 forest enterprises with concessions are classified as Small and Medium Forest Enterprises (SMFEs). While covering only 31% of the productive forest estate (1.8 of 5.7 million hectares) these SMFEs employ 75% of the employees in that sub-sector and account for 50% of the revenues collected by government."*

7.2.1. Snapshot of Forest-Dependent Communities

Forest-dependent and logging communities are mainly found in areas outside of the coastal region of Guyana (the hinterland). These communities are primarily Indigenous communities, with the exception of Region 10 that has an active logging industry (see table below from UNICEF's Report on Indigenous Women and Children, 2017):

Figure 3: Indigenous population as shared of the resident population in the Regions, Guyana, 2012
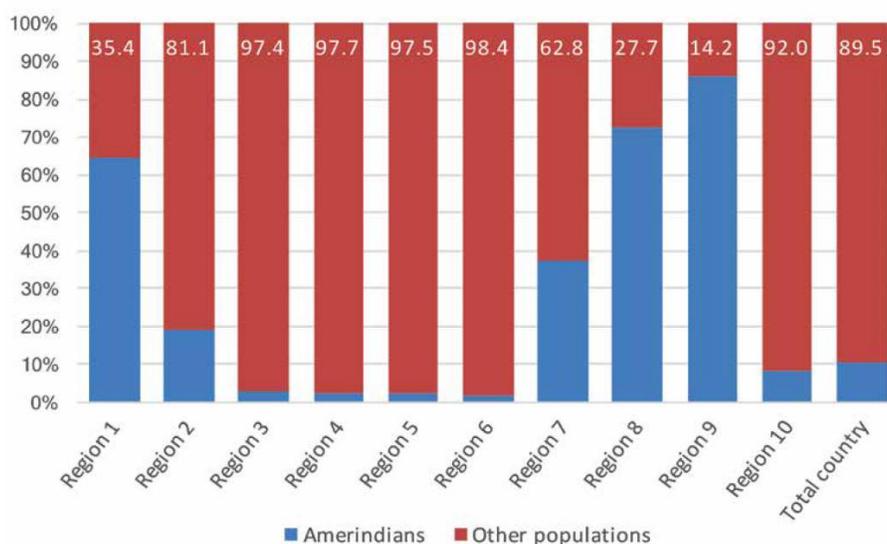
Figure 7 – Source: UNICEF's Study on Indigenous Women and Children in Guyana (2017)

There are documented disparities between hinterland, rural and coastal communities, in their access to a number of resources, including utilities, public health services, transportation infrastructure, education and training, and certain government services that may be centralised in the capital city, Georgetown. For example:

"Overall, 87 percent of households in Guyana have electricity, and while the great majority of households in both urban and rural areas (94 and 84%, respectively) have electricity, only 56 percent of households in interior areas do, compared to 91 percent in coastal areas. Large differences are observed across

regions: 25 percent in Region 9, 27 percent in Region 1, and 47 percent in Regions 7 & 8, compared with between 78 and 94 percent of households in the other regions.

In terms of land ownership, 14 percent of households own agricultural land, with twice the proportion in rural areas (16%) than in urban areas (8%), and almost four times the proportion in interior areas (39%) than in coastal areas (10%). Region 9 (63%) has the highest proportion of households with agricultural land, followed by Region 7 & 8 (52%), while the lowest proportion is in Region 4 (7%). Overall, 19 percent of households own farm animals or livestock, with greater ownership in rural (22%) than urban (10%) households, in interior (29%) than coastal (17%) households, and the highest ownership in Region 9 (70%)." – MICS Guyana 2014

Additionally, according to the MICS (2014), wealth is unevenly distributed between hinterland and coastal regions. 62% of the hinterland population is represented in the poorest quintile in Guyana, compared to 23% on the coastal region.

This reality shapes the life experiences of forest-dependent communities. Outcomes that are then further shaped by gender norms.

Within these communities, women are significantly underemployed and unemployed. While both men and women face challenges in finding employment, women have the added challenge of having household responsibilities, not having certain formal qualifications and the fact that the industries that surround the hinterland communities are traditionally male-dominated sectors (UNICEF, 2017).

For the purposes of this paper, we present comparisons between four forest-dependent communities: Annai, Kwakwani, Ituni and Orealla (information gathered from 2011, and 2017 data):

Indicator	Annai	Kwakwani	Ituni	Orealla
Location	Region 9	Region 10. Along the Berbice River.	Region 10.	Region 6
Population	1839 persons. Indigenous community.	5000 persons. Multi-ethnic community.	733 persons. Multi-ethnic community.	1500. Indigenous community.
Forest and Forest-related activities	Farming, balata, timber extraction, tourism, craft and jewellery, forest conservation	Timber extraction	Timber extraction	Timber extraction
Land rights and access	Land falls under Amerindian Titled Lands	Verifiable data not confirmed	Concessions from GFC.	Amerindian Titled Lands, Concessions from GFC.
Women's participation	Grassroot, social and economic organisations for women. Women have access to local governance structures (council).	Data not available	Data not available	Women represent a third of the village council.

Table 6

7.2.2. Data on Gender and Forests in Guyana

The data on how women and men interact with the forestry industry is extremely sparse. Some information was gathered from the review of literature, but this was not comprehensive enough to provide an accurate picture of the realities on the ground. Much of the data collected is not gender sensitive.

A recent article published by the EU-FLEGT on its website captured some anecdotal feedback from women connected to the industry (https://www.euflegt.efi.int/publications/progress-for-women-in-guyana-s-forest-sector) The women featured noted that over the recent years, there has been significant improvement regarding women's participation in the industry, but there is still room for greater involvement and improved decision-making power.

"Ten years ago, it was different, says Pradeepa Bholanath, Head of the Planning and Development Division at the Guyana Forestry Commission. 'We had a predominance of large-scale operators with few women involved. Women now have greater prominence because of their larger role in community-based initiatives. They are involved in production, in exports… Our presence is becoming more and more mainstream.'"

Each administrative region has Community Forestry Organisations dedicated to the interests of businesses and individuals involved in the industry. The information here was gender-sensitive (please see next table).

Region	No of CFOs	Total Members	# of Males	% of Males	# of Females	% of Females
1	4	44	23	52%	21	48%
2	19	147	128	87%	19	13%
3	5	64	58	91%	6	9%
4	6	85	65	76%	20	24%
6	4	38	32	84%	6	16%
7	5	59	39	66%	20	34%
9	2	28	28	100%	0	0%
10	25	696	524	75%	172	25%

Table 7

The local research (Andel and Reinders, 1999; Marin and Kuriakise, 2017; Radzik, 2016) demonstrate that forest-dependent communities adhere to a division of labour, that assigns different roles and responsibilities to men and women. The next table captures some of the evidence that has been gathered through limited, albeit useful research in the area.

Gender Norms + Forest and Forestry industry (Guyana)	
Men	**Women**
Economic challenge in accessing concessions and assets needed to participate in timber extraction.	Economic challenge in accessing concessions and assets needed to participate in timber extraction. Women tend to access these assets through kinship networks (husbands and family).
Men are more likely to migrate from their communities to participate in the logging sector.	Some taboos around women working away from home. Stereotypes of women engaged in sex work.
Men are expected to handle the heavy manual labour associated with logging.	Logging is not seen as "women's work".
Men are more likely to operate in the field than women.	Women are more likely to be seen working in the administrative/management side of a logging business rather than in the forest directly. Women sometimes work as spotters/taggers.
Men more active in the commercial aspects of extraction in the industry.	Women in forest-dependent communities more likely to be engaged in subsistence farming or use the forest for medicines, plants, craft products and other NTFPs.
Men are dependent on women to complete care work at home.	Women have more responsibility of domestic and care work.
Men tend to be represented well at the community and national levels when it comes to decision-making.	Women have better representation at the community level vs. national level.

Table 8

8. Discussion

8.1. Data Gaps

The information on gender, women's participation, and forestry in Guyana, suffers from a lack of comprehensive, relevant and recent data and analysis. The lack of data also means we do not have a clear enough picture of women's roles and responsibilities in the forest industry, and there are no insights into national trends over the years. Further, the lack of information means that it is a challenge to develop/suggest possible avenues for opportunities to improve women's participation in forest management practices ultimately promoting gender equality in forest-dependent communities.

Conversely, where there is data, the information is not gendered. Reports are detailed with important economic indicators but typically lack further information on the social context. For example, while a report may reveal the number of licenses granted in a given period, no information is provided on how many women-led/women-owned business applied for and received licenses for their operations. Or, reports may detail the species of timber and its uses but largely focuses on commercial use and does not capture data on domestic use. Ultimately, not accounting for timber and wood products predominately used by women for non-commercial or small-scale purposes. There is little reliable data on the value chain and where men and women are situated.

Also missing is valuable household level information: how the forest products are used for domestic use, how commercial enterprises shape household dynamics, and who holds power and the primary decision-making role. Who are the decision-makers in forest-dependent communities and logging/NTFP companies? What kinds of decision are relegated to men and women, and if and how do men and women work together within the sector and their communities?

8.2. Recommended Next Steps

A complete gender analysis is recommended to fill the gaps of information and to provide much needed, updated research on the topic.

It is vital that efforts to promote gender mainstreaming are backed by evidence-based research to promote good practices and positive, sustainable impact. Ideally this intervention can be undertaken/coordinated by the GFC, and informed by the NGESIP and international best practice.

Some considerations for possible next steps:

- Who are the relevant stakeholders to champion gender-sensitive and gender transformative policies and practices within the forestry sector in Guyana?
- How can these stakeholders be mobilised to advocate for gender-sensitive data?
- What resources will need to be mobilised to conduct a comprehensive gender analysis?

9. Proposed Methodology to Address the Data Gaps

There are several established methodological frameworks to guide a gender analysis of a sector. Frameworks can be adapted to suit the context and aims to focus the research on specific domains of the gendered dynamics in the community/sector. Below, there are three examples of frameworks that can be incorporated into further research:

Six Domains Framework (USAID)

DOMAIN	KEY ISSUE
Access to assets	Who has access to which particular assets? What constraints do they face?
Knowledge, beliefs, perceptions	Who knows what? What beliefs and perceptions shape gender identities and norms?
Practices and participation	Who does what? What are the gender roles and responsibilities that dictate the activities in which men and women participate? How do men and women engage in development activities?
Time and space	How do men and women spend their time, as well as where and when?
Legal rights and status	How are women and men regarded and treated by customary and formal legal codes?
Balance of power and decision making	Who has control over the power to make decisions about one's body, household, community, municipality, and state? Are such decisions made freely?

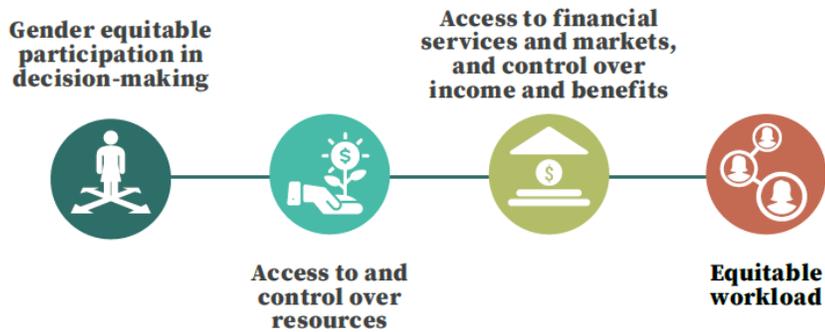*Figure 8*

Framework of gender dimensions

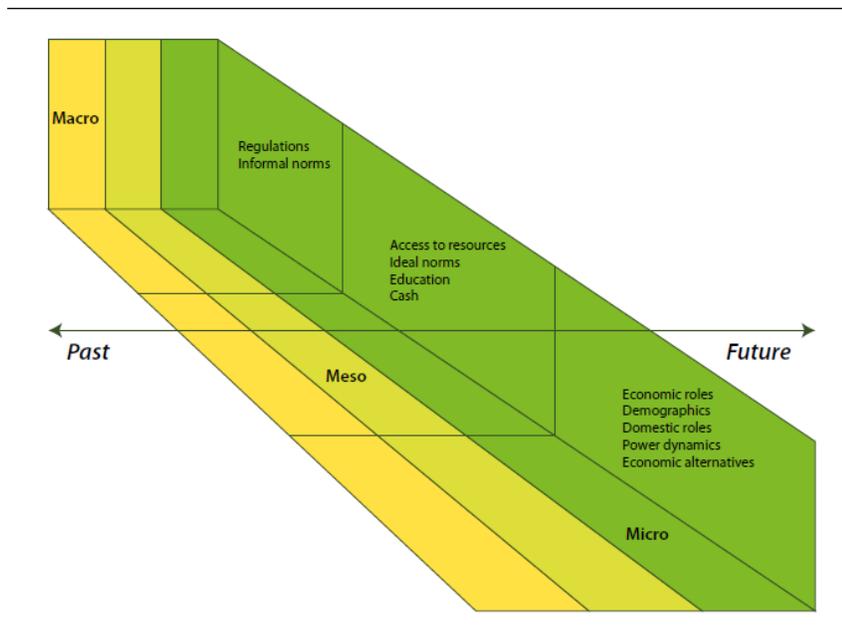**Gender equitable participation in decision-making**

Access to financial services and markets, and control over income and benefits

Access to and control over resources

Equitable workload

Figure 9

The Gender Box

Macro

Regulations
Informal norms

Access to resources
Ideal norms
Education
Cash

Past

Future

Meso

Economic roles
Demographics
Domestic roles
Power dynamics
Economic alternatives

Micro

Figure 10

Table 2. Framework for analysing gender implications in forest and tree management

Consider how these factors function in your site. In what ways might they hinder or reinforce your work at the field level? Do these topics actually transcend scales?

I. Macro scale - broadly based, global 'rules' that affect people's interactions with forests

    A. Are there formal, global laws and policies that affect local people and forests? How?

    B. What religious traditions, narratives of modernity or equity, or other less formal, global, intellectual forces affect local people and forests?

II. Meso scale - Social patterns from landscape to national levels that influence people's behaviour in relation to forests

    A. How is access to resources gendered? Are there broadly accepted notions that influence land tenure, inheritance and residence?

    B. What are the gendered norms of behaviour that affect people's interactions with trees and forests (e.g. masculinity ideals, seclusion of women, witchcraft beliefs)?

    C. Are there gendered differences in access to education (both formal and informal)? How do they affect men, women and forest management differently?

    D. How important is cash in the regional system, and how has this affected men and women differently?

III. Micro scale - human behaviours from household to village levels that affect forests and people's well being

    A. How do men's and women's day to day economic roles differ—especially in terms of agriculture, forest products, livestock?

    B. What gendered demographic issues affect forests and people locally (e.g. migration, population changes, access to birth control)?

    C. What essential/valued domestic roles do men and women play, respectively (e.g. cooking, hygiene, child and elder care, health, fuel wood collection) that affect their respective involvement in forests?

    D. What patterns are identifiable in intra-household power dynamics? In what ways do men's and women's interests conflict and converge? Are there bargaining strategies used by each?

    E. What are the features (e.g. collective action, access to technology, distribution of benefits, time constraints/conflicts) of locally available, alternative economic strategies designed to enhance people's livelihoods, trees and forests? How do these differentially affect men and women?

Source: The Gender Box. A Framework for Analysing Gender Roles in Forest Management (Colfer, 2013)

All three frameworks focus on access and control of resources, leadership and decision-making, and time use/workload. However, the Six Domains Frameworks and The Gender Box go a bit further and examine the socio-cultural factors that shape women's and men's experiences, and also examines the institutional mechanisms that either promote or hinder gender equality. The Gender Box resource can serve as a good basis to shape the indicators for a possible gender analysis.

The frameworks can be adapted, taking relevant parts from one or more - a decision that will be shaped by considerations for research funding/budgets, access to communities, and time allocated to the research.

The research would be best served by a mixed methods using quantitative and qualitative, participatory approaches (household surveys, focus groups, key informant interviews, secondary data analysis).

Here are some questions that further research may want to answer:

- What and how are existing national policies and laws that address gender equality, shaping the experiences of men and women in the forestry and forest-related industries?
- What are the existing prevailing gender norms and roles within the industry and forest-dependent communities?
- How do prevailing gender norms shape the division of labour?
- What activities do women and men engage in and what are their workloads and household responsibilities?
- How do men and women perceive the sector?
- How do men and women's knowledge of the forests differ?
- What are the different interests and priorities for men and women within the industry?
- How do men and women access resources within the community? E.g. education, jobs, healthcare, justice, etc?
- Who owns the rights to the lands?
- What are the barriers to participation? What are the opportunities?
- Whose voices are heard, and where are they heard? In public or private spaces?
- How are decisions made at the household level, at the community level?
- What does ownership of businesses look like?
- Where are men and women situated along the value chain?
- Who are the stakeholders? And how do women and men, interact with various stakeholders?

10.   Conclusion

Altogether, there is need for research to fill the gaps in the existing literature on gender and forests in Guyana. This kind of analysis provides numerous opportunities to strengthen national and institutional commitments to gender equality, community engagement and sustainable interventions. While this paper does not represent a complete research, the existing literature makes a strong enough case that gender does shape the forestry sector, with men predominantly represented in the sector. Women's roles are often overlooked and not captured, particularly when these roles are not directly part of the sector. Women represent just over half of the Guyanese population. Gender transformative policies and practices are critical to ensure all Guyanese participate in community and national development, and that Guyana honours its commitment to gender equality.

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Annex 1

List of members on the Informal Gender & Forests Group:

- Anna Correia
- Basmatee Mohabeer
- Jefferson Jaikissoon
- Laura George
- Lawrence Lachmansingh
- Lucina Singh
- Renata Chuck-A-Sang
- Rohini Kerrett
- Salima Bacchus-Hinds
- Simone Benn
- Vanessa Benn

Terms of Reference for the assignment (PHASE 1)

GENERAL INFORMATION

Project/Programme Title: Gender and Forests Research
Services/Work Description: Phase 1: Desk review on Gender and Forests in Guyana.

Duration: Phase 1: 4 weeks

Expected Start Date: January 10, 2022

Rationale:

A small and informal Gender and Forests group ("the Group") has been exploring ways in which the relationship between gender and forests[1] can be analysed, documented and strengthened. Participants in the Group are practitioners, some representing institutions, involved in the pursuit of sustainable development, Indigenous People's rights, forest management and conservation, and gender.

In attempting to define the gender and forest relationship, and the opportunities for strengthening that relationship, the Group identified data as a key resource for determining possible future actions that could be taken via the institutions involved, with a specific focus on gender and the forestry sector in the short-term.

It was also recognised that while gender-related data is generally lacking, some data does exist. However, effort is needed to gather, analyse, and present this data in a usable fashion. Additionally, other data is entirely missing, for which original research will be needed.

Ultimately, the Group wishes to see evidence-based actions being taken to strengthen the connection between gender and forests. The research proposed in this Terms of Reference represents a key input towards building capacity to support impactful projects and policies that Group members may be able to support, whether through their current positions/institutions or collective action.

Scope:

This research focuses on the roles and responsibilities of women in forest-dependent communities, with a subsequent focus on forestry supply and value chains. In interrogating these roles and responsibilities, the research will examine data that are economic (e.g. forest

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[1] "Forests" is used to capture all the economic and socio-cultural activities that take place in forested areas.

use, division of labour, production, marketing, sales) and socio-cultural (e.g. household, personal, decision-making, leadership).

Scope of Work:

There will be two phases to the research – an initial desk review (phase 1) that sets the stage for a more in-depth and original piece of work (phase 2).

Phase 1 (12 consultant days, 4 weeks total duration)

Under the overall supervision of the Gender and Forests Group, the Consultant will:

1. *Participate* in an inception meeting with the Gender and Forests Group to agree on the roll-out of the consultancy.
2. *Review* relevant literature, including previous and current strategies, plans and actions relating to Gender and Forests. Documents to be reviewed will include *inter alia*:
    a. National Forest Policy Statement (rev. 2018)
    b. National Forest Plan (rev. 2018)
    c. Guyana Forestry Commission Reports
    d. Low Carbon Development Strategy (2009, 2013)
    e. Climate Resilience Strategy and Action Plan (2015, draft)
    f. Gender Based Climate Resilience Analysis that was conducted for Guyana (2021)
    g. National Gender Equality and Social Inclusion Policy for Guyana (2018)
    h. Extractive Industries Transparency Initiative (EITI) Report (2020)
    i. Gender and Forests Research done by Ms Salima Hinds
3. *Collaborate* with representatives from the Guyana Forestry Commission in collecting and verifying relevant information and data.
4. *Prepare* a draft Desk Review Report. This report should present available data and identify key data gaps. The report should also include a suggested methodology that can be used during the proposed Phase 2 intervention.

Expected Outputs and Deliverables

Phase 1

The Consultant will deliver the following:

Deliverables / Outputs	Estimated Duration to Complete	Review and Approvals Required
Draft Desk Review Report (electronic format)	10 days post-inception meeting	Gender and Forests Group

Comments on first draft	+2 weeks	Group members, their agencies and other agencies
Final Desk Review Report (electronic format)	+2 days	Gender and Forests Group

INSTITUTIONAL ARRANGEMENT / REPORTING RELATIONSHIPS

The Consultant will fall under the overall supervision of a three-person team of the Gender and Forests Group. Submission of deliverables will be done through the Lead Facilitator of the Group. Approval of deliverables will be made by the three-person team of the Gender and Forests Group.

The Consultant is expected to liaise/interact/collaborate/meet while performing the work, with the Gender and Forests Group, other consultants, other agencies, development partners, communities, local government representatives where applicable.

The Consultant may participate in wider multi-agency assessment exercises and coordination fora, but not to represent and/or speak on behalf of Gender and Forests Group.

The Phase I Consultancy is expected to last for approximately 4 weeks.

An individual consultant will be contracted. The cost of the 12-day level of effort is estimated at US$3,000.

The Consultant's price is a fixed output regardless of extension of the duration (but not the scope) specified herein. The Consultant's price proposal will include ***all expected costs of the assignment***. Payment will be remitted subject to the approval of final deliverables and based on the Consultant's price proposal. Technical clearance/approval must be provided for all deliverables.

Payments would be made upon submission and approval of the following deliverables as highlighted in Section III above:
1. Draft Desk Review Report – 60%
2. Final Desk Review Report – 40%

REQUIRED COMPETENCIES

The Consultant must possess:

- Specialised knowledge, skills, abilities, and experience to use independent judgment in the performance of their duties and be capable of carrying out work with little guidance or supervision;
- Demonstrated effective planning, management, negotiation, communication and leadership skills;
- Proven ability to work with complex stakeholders & familiarity with project dynamics;
- Broad understanding of technical issues relevant to the core sector.

Phase I	
Education	- At least an undergraduate degree (BSc) in social sciences, natural resources management, forestry, sustainable development, or a related field
Experience	- At least 1 year of experience working with the forests sector. - Knowledge on gender in the forests sector. - Experience addressing issues relating to gender and forests sector, would be an asset. - Excellent conceptual, analytical, writing and communication skills.

OTHER

The Consultant must submit a CV and [any other items needed by Palladium].