



Food and Agriculture Organization
of the United Nations



Gender, rural livelihoods and forestry

Assessment of gender issues
in Kosovo's forestry

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Food and Agriculture Organization of the United Nations

Pristina, 2017

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ISBN 978-92- 5-109797- 7

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References to Kosovo shall be understood to be in the context of Security Council Resolution 1244 (1999).

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Acknowledgements

This publication was prepared by the Food and Agriculture Organization of the United Nations (FAO). Preparation, production and distribution have been made possible thanks to the generous support of the Ministry for Foreign Affairs of Finland under the project GCP/KOS/005/FIN.

This report and the research presented here have been conducted by Linda Abazi-Morina, FAO Gender consultant, under the supervision of Aroa Santiago Bautista, FAO Gender mainstreaming specialist, and Naser Krasniqi, FAO Project team leader, both of whom provided substantive contributions.

A peer review was conducted within FAO, and contributions were received from the Land Tenure and Rural Development Team in the FAO Regional Office for Europe and Central Asia. Special thanks go to Maxim Gorgan, FAO Consultant on land management, for his inputs.

Abbreviations

AGE	Agency for Gender Equality
DoF	Department of Forestry
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CFS	Committee on World Food Security
CNVP	Connecting Natural Values and People
ECHR	European Convention on Human Rights
FAO	Food and Agriculture Organization of the United Nations
HRBA	Human rights-based approach
KCA	Kosovo Cadastral Agency
KFA	Kosovo Forest Agency
MAFRD	Ministry of Agriculture, Forestry and Rural Development
MCO	Municipal Cadastral Office
MDoF	Municipal Directorate of Forestry
NAPFO	National Association of Private Forest Owners in Kosovo
NGO	Non-governmental organization
NWFPs	Non-wood forest products
UNKT	United Nations Kosovo Team
VGGT	Voluntary guidelines on the responsible governance of tenure

Glossary

Gender describes the socially constructed roles and responsibilities of women and men, and girls and boys, which may vary over time and by location. These may differ across societies, cultures and families.

Gender analysis is a process of assessing the differential impact of policies, programmes, projects and legislation on women and men. Gender analysis recognizes that the realities of women's and men's lives are different because of existing gender roles and stereotypes, and that equal opportunity does not necessarily mean equal results.

Gender awareness refers to a general understanding that there are socially determined differences between women and men based on learned behaviour, which affect their ability to access and control resources (Catacutan & Naz, 2015). This awareness needs to be applied to projects, programmes and policies using a process of gender analysis.

Gender-sensitive indicators go beyond merely disaggregating data by sex. Gender-sensitive indicators are specifically made to measure gender inequalities. Good examples include: the person or persons controlling the income within the household (by sex); social tolerance of domestic violence (by sex); and time-use surveys (by sex).

Gender equality refers to the equal rights, responsibilities and opportunities of women and men, and girls and boys (UN Women, no date). Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born female or male.

Gender mainstreaming is defined by the United Nations Economic and Social Council¹ as the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area 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 perpetuated. The ultimate goal is to achieve gender equality.

¹ Excerpt from A/52/3 (available at <http://www.un.org/womenwatch/osagi/pdf/ECOSOCAC1997.2.PDF>). Accessed 31 October 2016.

Gender roles are roles defined by society, which are different for women and men. The roles that women and men play are influenced by perceived social norms, their social status in that society, other people's expectations and the image that the individual wants to develop for her / himself.

Gender sensitivity is the ability to acknowledge and highlight existing gender differences, issues and inequalities and incorporate these into strategies and actions.

Human rights-based approach (HRBA) is a conceptual framework for the process of human development that is normatively based on international human rights standards and operationally directed towards promoting and protecting human rights (UNHCR, 2006). It seeks to analyse the inequalities which lie at the heart of development problems and redress the discriminatory practices and unjust distributions of power that impede development progress.

Positive discrimination is the act of giving advantage to those groups in society that are often treated unfairly because of, for example, their race and / or sex, as a means of advancing towards the empowerment of those groups who are discriminated against and achieving actual equality of opportunities.

Sex identifies the biological, genetically determined differences between women and men and is not amenable to change. Only a very small proportion of the differences in roles assigned to women and men can be attributed to biological or physical differences based on sex.

Sex-disaggregated data are the data that are obtained from disaggregating statistical information by women and men. These data can also be cross-tabulated with variables such as rural / urban, age, educational level, income and other relevant criteria. Sex-disaggregated data provide a comprehensive picture of inequalities between women and men, which would otherwise remain invisible. Two examples of sex-disaggregated data are the average salary of women and men in agriculture and the educational completion rate by sex. These types of sex-disaggregated data can be coupled with gender-sensitive indicators, described above.

Executive summary

The main purposes of this research are to identify and analyse the role of women and men in the forestry sector in Kosovo, and women's and men's ownership and use of forests. The report also aims to analyse the gender issues within the institutional policy and legal framework that governs forest management, in order to provide recommendations on how to mainstream gender in forest policies in Kosovo more effectively.

The research forms part of a project entitled, "Support to Implementation of the Forest Policy and Strategy in Kosovo" (GCP/KOS/005/FIN²), which aims to increase the forestry sector's contribution to the national economy through the sustainable use of forest resources, taking into account multipurpose forestry, and the economic, social and environmental benefits of forests, as well as the sector's contribution to climate change mitigation. The project has three areas of intervention, namely: to provide institutional support for the implementation of forest policy and strategy; to introduce the integrated forest management practices; and to define mitigation measures in the forestry sector regarding climate change.

Between 2012 and 2014, FAO conducted a range of gender-sensitive actions to ensure that both women and men benefited from the project. In 2013, FAO conducted a survey in the regions of Podujevë/o, Kaçanik/Kaçanik, and Hani i Elezit/Elez Han, as part of an analysis of the modalities for inclusion of the local communities and stakeholders in the process of the implementation of forest management activities. Special attention was paid to the involvement of women and disadvantaged groups³ in the decision-making processes of local development strategy, including forestry. The study demonstrates women's limited access to decision-making and information compared with men, and women's pending property rights. Furthermore, the high unemployment rate is the main obstacle identified by rural community members, especially women. The report also demonstrates the interests of rural women in improving their skills in the collection, processing and marketing of non-wood forest products (NWFPs). Consequently, the report shows the importance of improving women's access to information, capacity development and decision-making. It concludes by emphasizing that NWFPs have strong potential for reducing food insecurity and

² A project supported by the Ministry for Foreign Affairs of Finland.

³ Based on the results of the 2013 Labour Force Survey in Kosovo, the vulnerable groups that are most affected in the labour force are the long-term unemployed, young people and non-majority communities (Kosovo Agency of Statistics, 2014).

poverty in the regions of the study, particularly when both women and men are effectively supported.

Furthermore, FAO and the Ministry of Agriculture, Forestry and Rural Development (MAFRD), organized a conference on the, “Role of Women in Forestry in Kosovo”, which took place on the 24 October 2013. Valuable recommendations were raised by the main relevant actors working in the field in relation to enhancing the inclusion of women in the forestry sector. The conference highlighted women’s contribution to the economy through their active involvement in forestry, and the need for improved infrastructure, for example, collection points for NWFPs, which could strengthen the economic position of women in this sector. The need for gender mainstreaming in the forestry sector at all levels was seen as crucial too. Additional knowledge gaps on gender issues in forestry were highlighted, including the need for further research on women’s access to forest ownership and women’s actual role in the forestry industry, and the need for greater knowledge and understanding of women’s and men’s actual work in relation to NWFPs, their access to markets and the role of NWFPs in rural livelihoods.

As a result of this survey and the conference, it was deemed necessary to conduct field research to address these knowledge gaps, including an analysis of the institutional, policy and legal framework of the forestry sector in relation to the FAO *Voluntary Guidelines on the Responsible Governance of Tenure* (VGGT, FAO, 2012).

Research methodology

The research was carried out in June and July 2016, beginning with meetings at central level with the Ministry of Agriculture, Forestry and Rural Development (MARFD), and at local level with the Municipal Directorates of Forestry (MDoF) in three municipalities: Dragash/Dragaš, Podujevë/o and Gjiilan/Gnjilane. Interviews were conducted with Officers for gender equality in each municipality, and representatives of NGOs and private businesses in the forestry sector. In order to gain in-depth information from the field, a household survey (involving the distribution of questionnaires), interviews and focus groups were conducted in three municipalities, targeting the most remote villages where residents are engaged in forestry work, and wood and NWFP-related activities.

Main findings from the interviews with participants from government institutions, NGOs and the business sector

- There is a wide range of policy and legal provisions for gender mainstreaming in Kosovo, but in most cases, these provisions are not backed up by the relevant administrative instructions for ensuring compliance among the different sector ministries and institutions.
- Although the Law on Property and Other Real Things provides equal rights to both women and men on property, there are still gender disparities in terms of land ownership; most land is acquired through inheritance, due to predetermined social norms, which favours men over women. Only 15.2 percent of women in Kosovo own immovable property, including land (USAID, 2015), which limits their participation in private forest management.
- Knowledge about women's roles in forestry was identified as very limited by national officials. Gender equality officers at municipal level and local women's NGOs have no information whatsoever on the level of women's engagement in forest activities in their communities.
- In general, there is a lack of involvement of women's rights organizations at national and local levels in the policy-making process. Furthermore, the AGE and MAFRD Officer for gender equality was not involved at the outset in the process of drafting the strategic documents on forestry but was consulted in the midterm review of Forest Policy and Strategy.

- Some staff from Municipal Cadastral Offices (MCOs) estimated that around two percent of forests are owned by women. However, MCOs in three municipalities have no sex-disaggregated data on the number of women forest owners. Thus, in order to extract sex-disaggregated data on private forest ownership, databases need to be searched on a name by name basis.
- Women's participation in the planning process is very low, and few women are involved in decision-making processes, especially in local development strategy including forestry.

Main findings from the household survey

- A relatively large number of women and men from the villages who took part in the survey conducted for this study were engaged in forestry activities. Men were predominantly engaged in firewood collection, whereas women and children tended to be more engaged in the collection of NWFPs.
- The majority of private forest owners (approximately 66 percent) are older people, many of whom are now deceased.
- The majority of survey respondents reported that their household owns a private forest, which is not registered in their name in the cadastral office. Only 11.62 percent of male respondents stated that they have a forest registered in their name. Survey data shows that no women had forests registered in their name.
- Firewood was identified as a primary source of heating by all male respondents. A large number collect firewood on the land that they consider to be theirs, even when they don't have an official title to that land. Approximately 13 percent of respondents stated that they collect firewood from the state's forest areas.
- Within three municipalities, only one woman was identified as having a registered business, in the collection of NWFPs.⁴ This business is based in Gjilan/Gnjilane and is the main collection point for NWFPs in her village and the surrounding villages. The business supports 50 to 60 families by purchasing their non-wood forest products.

⁴ Private business "RIOL", based in Haxhaj, Gjilan/Gnjilane.

- In general, forest work was not considered to be ‘decent work’ by community members, especially for women. Poor families who have no other means of generating an income were more active in forest work. This was particularly prevalent in the participating villages of Podujevë/o and Gjilan/Gnjilane.
- In terms of forest management, a large proportion of respondents (64.8 percent) consulted with family members, and a non-significant number (4.76 percent) consulted with forestry institutions and experts.
- None of the survey respondents were members of the National Association of Private Forest Owners in Kosovo (NAPFO). Furthermore, there is a significant lack of information about the association and its activities.
- Only 5.95 percent of women stated that they would participate in meetings about forest-related issues. The majority of women thought that a man should participate on behalf of the family, for example, a husband, father in law, brother or adult son.
- A considerable number of respondents were interested in expanding their work with NWFPs, mainly in the collection of forest fruits (71 percent of respondents) and developing a business in beekeeping and honey production (58.33 percent of respondents).
- Analysis of control over the money earned from selling firewood and NWFPs and other income generation activities shows that men are the main decision-makers in families. When asked about who controls the money earned from firewood sales, 58.53 percent of female respondents selected “my spouse”; whereas, when asked about who controls the money earned from NWFPs, 50 percent of female respondents selected “both me and my spouse”. Only 10.52 percent of female respondents selected the option “me”, in the question, “who makes the decisions about income spending at home?”. Furthermore, these results were supported by the data obtained from male participants.
- One of the most frequent difficulties faced by rural women, men and even children is that their products are purchased by a middleperson at extremely low prices. For women, it is even more difficult considering the constraints they might encounter with regards to mobility.

- Women who are highly dependent on forest products for their livelihoods have fewer opportunities to obtain government loans, and were often not aware of the availability of government services for poor women or microcredit opportunities.
- A considerable number of respondents (81.39 percent of male respondents, and 78.04 percent of female respondents) thought that the provision of equipment and work tools for forest work, and more training opportunities, were highly important.
- “More information and knowledge on economic opportunities” was selected as “highly important” by 50 percent of male respondents, and 39.02 percent of female respondents.
- A considerable number of respondents (55 out of 84) ranked “Lack of knowledge on how / what to collect” and “Lack of time” as the main reasons for not participating in forest work. These responses were mainly given by women. Furthermore, the options “Not interested”, “Taking care of small children” and “Lack of transportation” were the main reasons selected by respondents from Dragash/Dragaš for their limited participation in forestry activities.
- Family obligations (47.6 percent), followed by a lack of information about which forest products to collect and sell (21.42 percent) were identified as two of the main barriers that hinder women’s active participation in forestry activities.
- Women who collect NWFPs are usually overloaded with both household and forest work. Despite their heavy workloads, many women indicated a willingness to work even harder if doing so would improve the situation of their family, particularly that of their children. This demonstrates the potential for improvement in the livelihoods of rural women through their engagement in entrepreneurial activities associated with NWFPs. However, all types of support in this area need to be coupled with a reduction of women’s domestic and informal work burden and the introduction of time-saving technologies.
- The survey data shows that women’s participation in meetings where men are present does not seem to be a problem. 64.28 percent of respondents, both women and men, stated that women can attend mixed-gender meetings and training. However, the majority of respondents (60.71 percent) would prefer to have single-sex training and meetings. There

were no differences between women's and men's preferences in this regard.

- In total, 80.9 percent of respondents sell NWFPs. This means that supporting women and men in improving sustainable NWFP collection, diversification, processing and marketing can have a significant impact on the improvement of nutrition, food security, poverty reduction and the responsible use of forests.

Results from the analysis of the legal, institutional and policy frameworks

The main finding from the analysis of Kosovo's legal, institutional and policy framework on gender equality is that it is fully aligned with international legislation and policies. Furthermore, the constitution states that international human rights conventions, including CEDAW and the European Convention on Human Rights (ECHR), precede the national legislation. However, the implementation of laws in practice remains a challenge. The main findings from the analysis of the legal, institutional and policy framework include:

- The government's gender mainstreaming policy and strategies are not well integrated in the forest strategy.
- There is a lack of knowledge and understanding by rural women (and by rural communities in general) about women's rights over land.
- There is a tendency by both farmers and civil servants to identify only one member of the household (usually male) as the land owner.
- Despite the legal framework in place, which gives equal share of property, the division of property within families is mainly based on customary right.
- The report on women's property inheritance rights in Kosovo (Kosovar Gender Studies Centre, 2011) shows that there are ongoing challenges in relation to the poor implementation of the Law on Inheritance and the continuation of unwritten laws.

Key recommendations

- MAFRD should extend its own policy guidance, strategy and action plan for gender mainstreaming generally, and specifically within the forestry sector.
- MAFRD should integrate gender analysis and sex-disaggregated targets and data in its reports and plans, as well as in projects and programmes in relation to the forestry sector.

- MAFRD should recommend to the Municipal Directorates of Forestry that they extend positive discrimination where possible in order to increase the number of women with sufficient qualifications in management positions to advance their careers in forestry.
- MAFRD should ensure that AGE, and its Gender equality officer, are engaged from the earliest stage of policy formulation and ensure that they support the institution to develop guidelines and monitor gender mainstreaming to support all operational units, including the MDoF in each municipality.
- MAFRD and the Municipal Directorates of Forestry should strengthen the position of Gender equality officers and relevant women's organizations in order to systematically engage them in forestry-related consultations at a substantive level and in policy review and development processes. MAFRD and the respective Municipal Directorates of Forestry should build the capacity of their forestry staff (at all levels) in terms of gender awareness and mainstreaming in the forestry sector, in order to overcome the perception of forestry as a 'male domain' and to promote women's participation in forest use and management.
- MAFRD, through each MDoF, can develop capacities for rural women to access and manage resources. The capacity development should include entrepreneurship training, the development of business plans, and skills development in relation to recognizing the forest products that can be sold and forest fruit preservation.
- Municipal Gender equality officers could advocate to the Municipal Directorates of Forestry the need to increase women's participation in meetings about forest-related issues. This could be achieved through the introduction of a system of invitation (door-to-door information) for both women and men.
- MAFRD could create a specific budget for gender-related activities in the forestry sector, including gender mainstreaming. These funds could be set aside at the outset of the design of gender plans and programmes with a separate budget allocation.
- MAFRD, in cooperation with the Kosovo Forest Agency through the rural development programme, could address gender concerns in forest management through its established working relationships with civil

society and the private sector, via facilitated procedures within NWFP businesses which employ local women.

- MAFRD and the Municipal Directorates of Forestry should continue the practice of positive discrimination in participation rules, with special consideration given to criteria that can motivate women. Positive discrimination should be coordinated with other measures that target the key burdens that limit women's engagement in forest entrepreneurship, such as providing forest-related training for women.
- The Kosovo Forest Agency could support the creation of women's cooperatives and associations working in forest-related activities, and create a database at municipal level. Information, subsidies, capacity development and other types of support can then be more effectively channelled towards these women.
- MAFRD and Municipal Directorates of Forestry need to work together to support rural women in establishing cooperatives, especially in the villages where residents are more active in collecting NWFPs. This type of initiative could be piloted in the villages of Gjilan/Gnjilane and Podujevë/o, where women face the challenge of selling NWFPs to their nearest collection points at very low prices.
- The Municipal Directorates of Forestry in cooperation with the Kosovo Forest Agency could support the legalization of informal collection points for NWFPs, so that this type of work is registered and the work of women is better paid and acknowledged.
- The Municipal Directorates of Forestry need to promote the role of forestry and the collection of NWFPs as a way of generating income for rural residents who have forests, through local media and other awareness raising activities and initiatives, so that forest work is not labelled exclusively as work for poor families. This could be done through the promotion of role models from families and businesses who benefit from these activities. Where possible, the government could create a system of labelling the designation of origin.
- The Municipal Directorates of Forestry and Agriculture should collaborate to support women to gain the necessary skills and equipment for developing beekeeping businesses, taking into account the conditions that the forest provides for this type of activity, and where needed, providing

information sessions for rural women on the different economic opportunities and market options they potentially have.

- The Cadastral Agency should disaggregate data on forest ownership by sex.

Future actions for addressing gender issues in Kosovo's forestry sector

In relation to addressing gender issues in Kosovo's forestry sector, FAO and other donor communities could support the implementation of gender mainstreaming in the forestry sector through the following recommendations:

- FAO and other UN agencies, engaging with government institutional mechanisms on gender equality, could further assist MAFRD in expanding a gender mainstreaming strategy in forestry.
- FAO could support MAFRD through the provision of tailored training on forest product utilization for rural women.
- FAO could support MAFRD to reach rural women working in forestry, via assistance in establishing women's cooperatives and associations for forest products and the creation of networks.
- FAO and other UN agencies could strengthen the mutual exchange of information and expertise in support of rural women working in forests.
- FAO could support the National Association of Private Forest Owners in Kosovo (NAPFO) by providing guidance on how to expand the women's sector within NAPFO and how to empower women through it.

1. INTRODUCTION

Kosovo is a small, landlocked country, mostly covered by mountains and hills. It has a total area of approximately 1.1 million hectares: around 50 percent is classed as agricultural land, 44 percent is forest land and the remaining 6 percent is defined as other types of land use.

According to census population data from April 2011, Kosovo has a total of 1 739 825 residents, excluding those residing in the municipalities of Leposaviq/Leposavic, Zubin Potok, Zvečan/Zvečan and Mitrovicë/Mitrovica North (KAS, 2013).⁵ These data also show that the majority of Kosovo's population lives in rural areas (62 percent) and 38 percent live in urban areas.

Kosovo's "Law on Forests" (Republic of Kosova Official Gazette, 2004), forms the legal basis for defining forest as a national resource, which should be managed in order to ensure sustainable development and preserve biological diversity for the benefit of current and future generations. Forest management should also take into consideration other public interests and provide the necessary conditions for the sustainable use of forest and forest lands, as a resource with a general interest.

According to the *Kosovo national forest inventory* conducted in 2012 (Tomter *et al.*, 2013), Kosovo has a total forest area of 481 000 ha. The country's forests are dominated by broad-leaved trees, covering 93 percent of total forest land (449 400 ha) and coniferous trees which cover almost 5 percent (23 800 ha). In total, 50 percent of forest is considered to be even-aged. Sixty percent of forest land is owned by the state and the remaining 40 percent is privately owned by a large number of individuals (there are more than 120 000 forest owners). The growing stock of the most valuable tree species in the high forests is either stable or increasing. The main wood product groups produced by local forests in Kosovo are: fuelwood, industrial roundwood, sawnwood and non-wood products (including berries, mushrooms, fruits, and medicinal and aromatic plants). Forestry is an important provider of fuelwood and more than 80 percent of Kosovo's households use wood fuel for heating and cooking.

Given that 44 percent of the total area of Kosovo is covered by forests, which are classified as a national resource and characterized by high productivity and biodiversity, all relevant studies suggest that if these resources can be managed in

⁵ However, a report by USAID (2016) states that the total population may be underestimated because of a partial boycott of the census by Serbian and Roma populations living in some municipalities in the south of Kosovo.

a sustainable way, the sector itself could provide many employment opportunities, especially for rural people, and also generate revenues for the state budget.

Gender equality is a prerequisite for sustainable natural resource management because women and men have different knowledge and skills regarding resource management and use. Considering that the Government of Kosovo is committed to achieving both gender equality and the sustainability of the forestry sector, it is essential that these issues are well understood and effectively addressed.

In Kosovo, the absence of sex-disaggregated data and information on forestry continues to present a challenge for the design of gender-sensitive monitoring and evaluation systems. This gap is problematic for policy planning because these types of data and information are necessary for the development of policies based on the heterogeneity of local communities, including gender roles, enjoyment of rights, concerns and access to opportunities. Data focused on women and gender issues in forestry would facilitate the development of targeted policies and frameworks to achieve gender-sensitive forest policies, strategies and programmes. Due to the lack of data, the potential roles of women in forestry have never been fully discussed, nor has women's exact level of participation been defined.

The project, "Support to Implementation of the Forest Policy and Strategy in Kosovo", GCP/KOS/005/FIN (2011 – 2017) aims to increase the forestry sector's contribution to the national economy through the sustainable use of forest resources, taking into account multipurpose forestry, and the economic, social and environmental benefits of forests, as well as the sector's contribution to climate change mitigation. The project has three areas of intervention, namely: to provide institutional support for the implementation of forest policy and strategy; to introduce the integrated forest management practices; and to define mitigation measures in the forestry sector in relation to climate change.

Between 2012 and 2014, FAO conducted a range of gender-sensitive actions to ensure that both women and men benefited from the project. In 2013, FAO conducted a survey in the regions of Podujevë/o, Kaçanik/Kaçanik and Hani i Elezit/Elez Han as part of an analysis of the modalities for inclusion of the local communities and stakeholders in the process of the implementation of forest management activities. Special attention was paid to the involvement of women and disadvantaged groups in the decision-making processes of forest policies. This report demonstrates women's limited access to decision-making and information compared with men, and women's pending property rights. Furthermore, the high unemployment rate is the main obstacle identified by rural community members, especially women. The report also demonstrates the interests of rural women in improving their skills in the collection, processing and marketing of non-wood forest products (NWFPs). Consequently, the report shows the importance of improving women's access to information, capacity development and decision-

making. It concludes by emphasizing that NWFPs have strong potential for reducing food insecurity and poverty in the regions of the study, particularly when both women and men are effectively supported.

Furthermore, FAO and the Ministry of Agriculture, Forestry and Rural Development (MAFRD), organized a conference on the “Role of Women in Forestry in Kosovo”, which took place on the 24 October 2013. Valuable recommendations were raised by the main relevant actors working in the field in relation to enhancing the inclusion of women in the forestry sector. The conference highlighted women’s contribution to the economy through their active involvement in forestry, and the need for improved infrastructure, for example, collection points for NWFPs, which could strengthen the economic position of women in this sector. The need for gender mainstreaming in the forestry sector at all levels was seen as crucial too. Additional knowledge gaps on gender issues in forestry were highlighted, including the need for further research on women’s access to forest ownership and women’s actual role in the forestry industry, and the need for greater knowledge and understanding of women’s and men’s actual work in relation to NWFPs, their access to markets and the role of NWFPs in rural livelihoods.

This assessment provides meaningful information on women’s and men’s use of forests. It demonstrates the significant role of forests in the livelihoods of poor families in the selected regions of study. It also provides concrete and strategic recommendations for areas of intervention to support rural women’s economic empowerment through income diversification and entrepreneurship in forestry. Nevertheless, it is well known that the forestry sector is heavily male-dominated: for example, the share of women among forest professionals is very small, particularly at municipal level, and forest work is often perceived as being limited to wood products only (including the cutting and sale of trees), which requires physical strength. Consequently, women are significantly under-represented in decision-making processes in relation to forests and the products and services that forests provide. A report by Färnsveden, Qosaj-Mustafa and Farnsworth (2014, p. 33, p. 35) shows that in the Committee on Agriculture, Forestry, Environment and Spatial Planning at the National Assembly of Kosovo in 2011 / 2012, 23 percent of members were women and 77 percent were men. Furthermore, the report documents that 27 percent of MAFRD employees are women, and 73 percent are men.

Women could play very important roles in both rural development and the sustainable development of the forestry sector, in particular the rural women whose economic wellbeing depends on forest resources. Approximately, 44.04 percent of female respondents in the field research presented here collect non-wood forest products for family food and for selling. Therefore, women make a vital contribution to the improvement of family livelihoods through the utilization of forest resources.

2. RESEARCH METHODOLOGY

The main objectives of the research presented in this report were to:

- a) Conduct field research in order to assess gender inequalities and women's and men's roles in relation to: 1) the forestry sector; 2) non-wood forest products for rural livelihoods; and 3) forest ownership. Furthermore, the research aimed to consult with the relevant public and private stakeholders to identify knowledge gaps.
- b) Conduct a gender analysis of the legal, institutional and policy frameworks of forestry tenure and governance based on the FAO *Voluntary guidelines on the responsible governance of tenure* (VGGT, FAO, 2012) and the related *Technical guidelines*.

The aim of the field research was to analyse the gender differentiated roles of women and men in forest use and ownership, and the division of work, in order to provide a thorough and accurate picture of the scope of forest use by women and men, gender inequalities and the potential for gender mainstreaming in the forestry sector. The research methodology combined the following instruments: semi-structured interviews with the main state and non-state institutional stakeholders; a household survey including a questionnaire distributed in three municipalities (12 villages); and semi-structured interviews and focus group discussions with women. The report was shared with the UNKT and MAFRD as part of the peer review.

2.1 Interviews with the main stakeholders in the forestry sector at central and local levels

Information was collected through face to face interviews using semi-structured questionnaires with the main stakeholders in the forestry sector in Kosovo. The interviews aimed to generate in-depth information about the local and policy frameworks and institutional set-up mechanisms. During this period, officials from the Ministry of Agriculture, Forestry and Rural Development (Department of Forestry, Office for Gender Equality), Municipal Forest Authorities, Municipal Cadastral Agency, Municipal Officers for Gender Equality and representatives of NGOs and the business sector were interviewed. In total, 15 people took part, eight women and seven men. Interviews were structured around 10 to 15 questions that varied from person to person. As the research proceeded, the interview questions were reshaped based on what had been learned so far. The length of the interviews varied, but most lasted between 40 and 60 minutes.

2.2 Household survey

In close consultation with the FAO project office in Pristina, three municipalities were selected for the research: Podujevë/o, Gjiilan/Gnjilane and Dragash/Dragaš. The selection was made on the basis of previous surveys carried out in these municipalities, on the socio-economic status of rural people residing there and the resources available for forestry activities in these municipalities. The process of village selection was conducted in close consultation with the Municipal Directorate of Forestry within each respective municipality, and from the discussions and consultative meetings held with the heads of villages.

Villages were selected based on the residents' engagement in forest work and activities, such as the collection, processing and sale of products, in particular non-wood forest products.

The survey covered household characteristics, the division of labour and the roles of both women and men in forestry. It also covered the topic of household decision-making in relation to the collection of NWFPs. Survey questions were asked about the use and management of forests by both women and men in the family, and cooperation with other families. Particular attention was given to non-wood forest products and the value chain of production. In addition, the survey aimed to explore the presence of women in forestry activities at community level and barriers to women's forest ownership and use. The researcher translated the survey questions into the Albanian language and FAO staff reviewed the initial draft and offered valuable comments. Several questions were modified before beginning survey distribution (see Annex 2 for the survey questionnaire).

A stratified random sample was selected from the lists of village households provided by the Municipal Directorates of Forestry in three municipalities. The list of households was later modified as a result of the meetings with the heads of villages. Efforts were made to ensure that a representative range of household sizes was included in the sample. The sample was stratified in order to ensure that the survey included households that owned forests or were related to forest work in any way, particularly with NWFPs. The questionnaires were numerically coded and no names were entered to ensure anonymity.

The heads of the villages assisted the researcher in locating the sample households in the field. Furthermore, the heads of the villages assisted in disseminating and collecting a specific number of questionnaires to sample households. A total of 84 questionnaires were completed, 41 by women and 43 by men. The researcher interviewed a total of 25 women in three municipalities. They were assured that the information they provided would remain confidential. The presence of men

and children in some research settings did not appear to affect women's expression of their views.

The fieldwork for this survey was carried out between 01 July and 29 July, 2016. The piloting of questionnaires was conducted prior to the full survey with households in selected villages.

The quantitative data from the survey were coded and analysed by the researcher using SPSS (Statistical Package for the Social Sciences) software.

Household survey sample

Municipality	Village	Sample	The main NWFP activities in each village
Podujevë/o	Dyz	8	Collection of raspberries (near to forest land)
	Bellopojë	8	Collection of mushrooms, forest fruits and herbs
	Katunisht	10	Collection of mushrooms, forest fruits and herbs
	Turiqicë	7	Collection of mushrooms, forest fruits and herbs
Total		33	
Gjilan/Gnjilane	Zhegër	13	Collection of raspberries (near to forest land), mushrooms, fruits, nuts, spices (herbs), herbs, nettle, elder, hawthorn
	Haxhaj	3	Mushrooms, nuts, spices (herbs), nettle, elder, hawthorn, cornel bush, camomile and other tea herbs, and a type of truffle specific to the village of Haxhaj
	Llashticë	7	Mushrooms, tea, herbs
	Livoç i Epërm	3	Mushrooms, forest fruits, forest teas
	Malishevë	2	Mushrooms, forest fruits, forest teas
Total		28	
Dragash/Dragaš	Pllajnik	10	Blueberry, juniper, sweetbrier, plum, apple, cornel bush, blackthorn, cantarion tea, elder, <i>gentiana lutea</i> (collection of <i>gentiana lutea</i> is currently banned)
	Kosavë	5	Blueberry, juniper, sweetbrier, plum, apple, cornel bush, blackthorn, cantarion, elder
	Kuklibeg	10	Blueberry, juniper, sweetbrier, plum, apple, cornel bush, blackthorn, cantarion, elder
Total		25	

The **municipality of Dragash/Dragaš** has a total of 36 villages. Out of this number, three villages were selected based on their forest-related activities: Pllajnik, Kosavë and Kuklibeg. The total number of inhabitants in the three villages is 2 160.

The questionnaire was disseminated to 18 families. This number was divided based on the number of inhabitants per village (see table above). The questionnaire was completed by an adult household member on behalf of the family. In five cases, women were interviewed as the household representative. Furthermore, a focus group consisting of five women was organized in the village of Pllajnik. This village was selected because of the women's greater engagement in the collection of NWFPs.

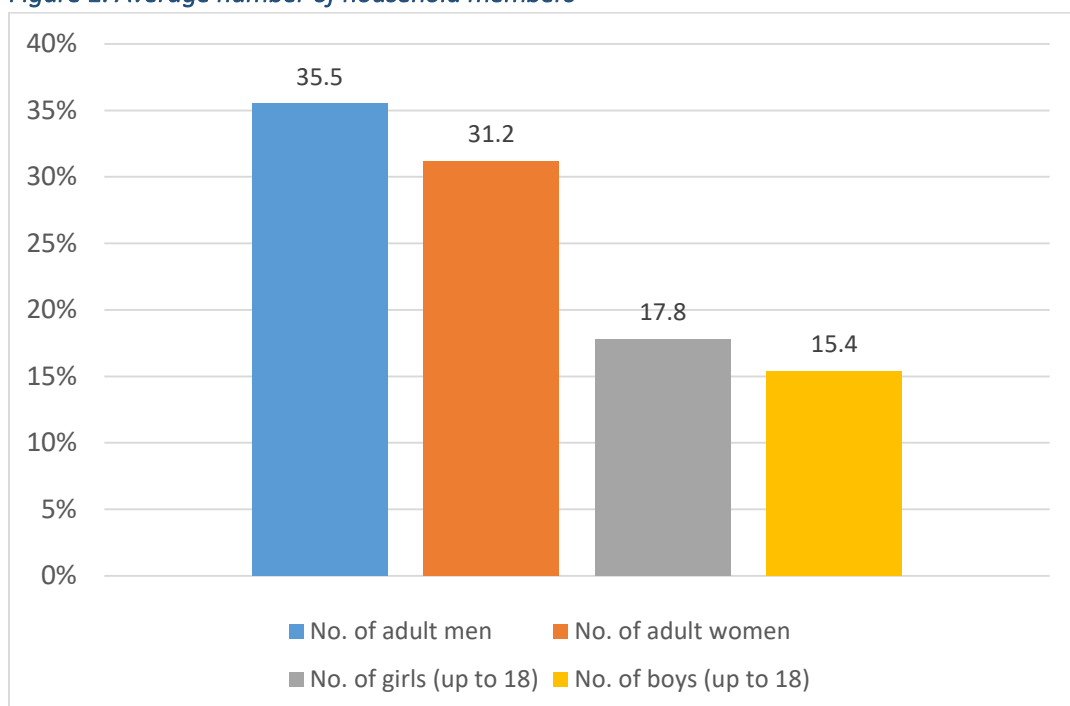
The **municipality of Podujevë/o** has a total of 76 villages. Four villages were selected for the household survey: Bellopojë, Turiqicë, Katunisht and Dyz. The total number of inhabitants in these villages is 2 594. Twenty-three families were selected for the household survey and ten women took part in interviews. Furthermore, a focus group consisting of five women was organized in the village of Dyz. This village was selected because of the women's greater engagement in the collection of NWFPs.

The **municipality of Gjilan/Gnjilane** has a total of 54 villages. Five villages were selected from across the region for the household survey: Zhegër, Haxhaj, Llashticë, Livoç i Epërm and Demiraj. The total number of inhabitants in these villages is 7 171. Eighteen families were selected for the household survey and ten women took part in the interviews. Furthermore, a focus group consisting of five women was organized in the village of Llashticë. This village was selected because of the women's greater engagement in the collection of NWFPs.

The individual interviews began with an introduction to the research. This emphasised the aims of the research in learning more about the forestry sector in their community and the roles that they share within the household. The interviews were conducted using uncomplicated and comprehensible language.

Out of a total of 84 survey respondents, 43 were male and 41 were female. The average age of the 84 survey respondents was 41 years, and respondents' ages ranged from 18 to 67 years. The average number of household members was as follows:

Figure 1. Average number of household members



Out of the total household sample, 78.6 percent of respondents were married, and 33.2 percent were under 18 years of age.

The educational levels of survey participants were higher among male respondents than female respondents. Sixty percent of males had finished high school but only 24 percent of females had done so. Out of 41 female respondents, five had a university degree and two were unable to read and write.

2.3 Informal interviews and focus group discussions

In addition to the formal interviews and survey, informal interviews were conducted with the heads of the selected villages in three municipalities, and representatives of NWFP collection points from each village.

After preliminary analysis of the survey and informal interview data, focus group discussions were used to elicit additional information about women's roles in forest activities. The focus group methodology was guided by the questions from the household survey questionnaire and the aim was to compare focus group data with the data provided by the quantitative research. Three focus groups were organized in the villages where there was a significant amount of participation in forest activities: Gjilan/Gnjilane (village of Llashticë), Podujevë/o (village of Dyz), and Dragash/Dragaš (village of Pllajnik). Each focus group had five female participants. The focus group discussions provided the researcher with valuable information about the role of women in forest-related activities, and the opportunities and challenges that women experience.

3. RESEARCH FINDINGS

The information provided in this section represents a general overview of the findings from the three municipalities. More detailed information on each municipality / village will be provided throughout the following sections of the report.

Knowledge generation on gender rights, roles and responsibilities in forestry is important in overcoming the perception of forestry as a 'male domain' and in facilitating women's participation in forest use and management. In Kosovo, gender disparities in forestry are still largely related to social norms that reinforce forestry as a 'male' profession and the notion that women cannot benefit from engagement in forest-related activities.

This research demonstrates that in general, women from the three municipalities, together with other family members, usually their children, collect NWFPs from the forest. After collecting NWFPs, it is typically men and children (both girls and boys) who sell the products immediately after collection in the forest to the nearest collection place.⁶ There are cases where women are not involved at all in the collection of non-wood forest products. For example, men in Kuklibeg, Dragash/Dragaš travel with horses for almost two hours to collect NWFPs.

Women who collect non-wood forest products are usually overloaded with both household and forest work. In addition to collecting NWFPs, they clean, cook and take care of children. Despite their heavy workloads, many women indicated their willingness to work even harder if doing so would improve the situation of their family, particularly that of their children. This demonstrates the potential of engagement in NWFP-related entrepreneurial activities to improve the livelihoods of rural women. However, all types of support need to be coupled with a reduction in women's domestic and informal work burden. Examples include the introduction of time-saving technologies, the provision of kindergartens and the sharing of domestic responsibilities between both spouses.

Despite women's interest in engaging in NWFP-related entrepreneurship, there is a general impression that working in forestry is not 'decent work' for community members, especially women, therefore it tends to be women from very poor families who are engaged in this type of work. This perception is more prevalent in Gjilan/Gnjilane and Podujevë/o. The situation is different in Dragash/Dragaš, especially in the villages of Pllajnik and Kuklibeg, where many families generate income solely from the forest and earn decent livelihoods.⁷

⁶ Each participating village has at least one collection point where people can sell their non-wood forest products.

⁷ Interviews with collectors of NWFPs in Pllajnik and Dragash/Dragaš, July 2016.

In an attempt to address and increase women's participation in forestry, the National Association of Private Forest Owners in Kosovo (NAPFO) has established a women's sector within the association. So far, the women's sector has been established in five municipalities: Istog/Istok, Novobërdë/Novo Brdo, Junik, Gjakovë/Djakovica and Suharekë/Suva Reka.⁸

Other major constraints in terms of women's participation in forest activities are their heavy labour burdens, including their unpaid labour within the household, and their limited knowledge about what to collect from forests, especially in the more remote villages. As one female interviewee from the village of Haxhaj expressed, "We were born and raised very near to forests, and we didn't know how many valuable products [the] forest can provide". The same concern was raised by most of the female interviewees. In addition to being trained in recognizing NWFPs, women need a market to sell their products. NWFP prices change frequently, and women are unsure about whether they can sell their products at the same prices as the day before. The low price of NWFPs is another factor that discourages women from being more active in forest-related activities.

Furthermore, not all of the NWFPs (see household survey sample) that they collect are sold. If the collection point does not take the products, there have been cases where villagers have disposed of their products in the waste system. Consequently, there is a pressing need for NWFP storage equipment, such as dryers and refrigerators, to preserve the products until they are sold to the collection point. Adding value to these products by enhancing the different types of processing should be considered as a means of increasing both the price of the product at market and product preservation until sale.

Women in general lack information about the different training and grant opportunities that are provided either by the municipality or international organizations. In one focus group discussion, the women stated that while a certain number of people are informed about these opportunities, the majority of women are left behind.⁹ Providing door-to-door information for women could represent a step forward in raising awareness.

The respondents from the survey tended not to consult with other people and institutions in matters relating to the management of the forest that they use. Approximately 64.28 percent of respondents stated that they only consult with family members about forest use and management, whereas only 4.76 percent consulted with experts and forestry institutions. The number of respondents

⁸ Meeting with a consultant from CNVP, June 2016.

⁹ Focus group in Pllajnik, Dragash/Dragaš.

engaged in consultation sessions for policies and local strategies of forestry use and management was very low. Only 10.71 percent of respondents were engaged in any of the consultation sessions, and none of the respondents had seen any activity or initiative offering training to develop better techniques in forest work in their village. Approximately 98.80 percent of respondents stated that such activities were needed both for the village and their families.

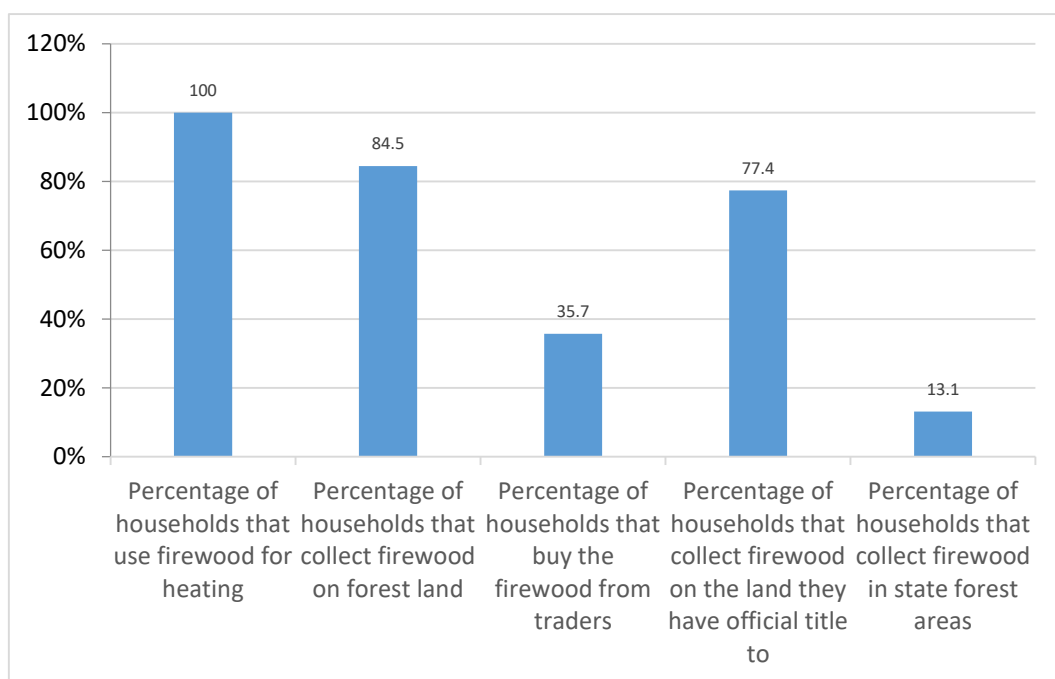
In 2005, private forest owners organized and established the National Association of Private Forest Owners in Kosovo (NAPFO). Under NAPFO, there are 19 local associations in six regions: Prizren, Pejë/Peć, Mitrovicë/Mitrovica, Prishtinë/Priština, Gjiilan/Gnjilane and Ferizaj/Uroševac and there are currently more than 4 000 members. None of the survey respondents were members of the association. Interviews with the heads of villages and additional women and men showed that a considerable number of them did not have any knowledge or information about the association and its activities.

3.1 Firewood use and collection

When asked about the collection and use of firewood, all of the respondents stated that they used firewood for heating. 84.5 percent of respondents collected firewood from forest land, and only 35.7 percent of respondents bought firewood from traders, although some households combined the two sources. In response to a question about whether they collected firewood on land that they have an official title to or from state forest areas, 77.4 percent of respondents stated that they collected firewood from their private forests, and 13.1 percent from the state's forest areas. There was no significant difference between women's and men's answer to this question.

Furthermore, men are predominantly the main collectors of firewood in the forests, and a small number of respondents are helped by their children. Women and children tend to be more engaged in storing firewood at the household premises. This is also supported by the findings from the focus group discussions, where the majority of female participants confirmed that men collect the firewood for heating, while women and children store the firewood in the house. However, some women from Llashticë (Gjiilan/Gnjilane) were directly engaged in cutting trees to provide family heating.

Figure 2. Firewood use and collection



3.2. Non-wood forest products as a source of income generation

Due to women's reliance on forests primarily for subsistence and their engagement in collecting NWFPs for consumption and income generation, women's rights and responsibilities in forest management and protection have often been perceived as supplementary to men's. This challenge is compounded by the limited evidence-based research on women's contributions towards the sustainable use and management of forests and their rights to forest resources. Thus, women's roles and rights as the primary users and managers of forest resources need to be recognized. Policies and programmes can only become more effectively targeted when the key issues are identified and addressed. This recognition is a first step towards supporting rural women's economic empowerment. Support can then be provided to enable women to enhance their livelihoods, businesses and market skills and to benefit from the relevant opportunities, such as entrepreneurial training and credit access facilities.

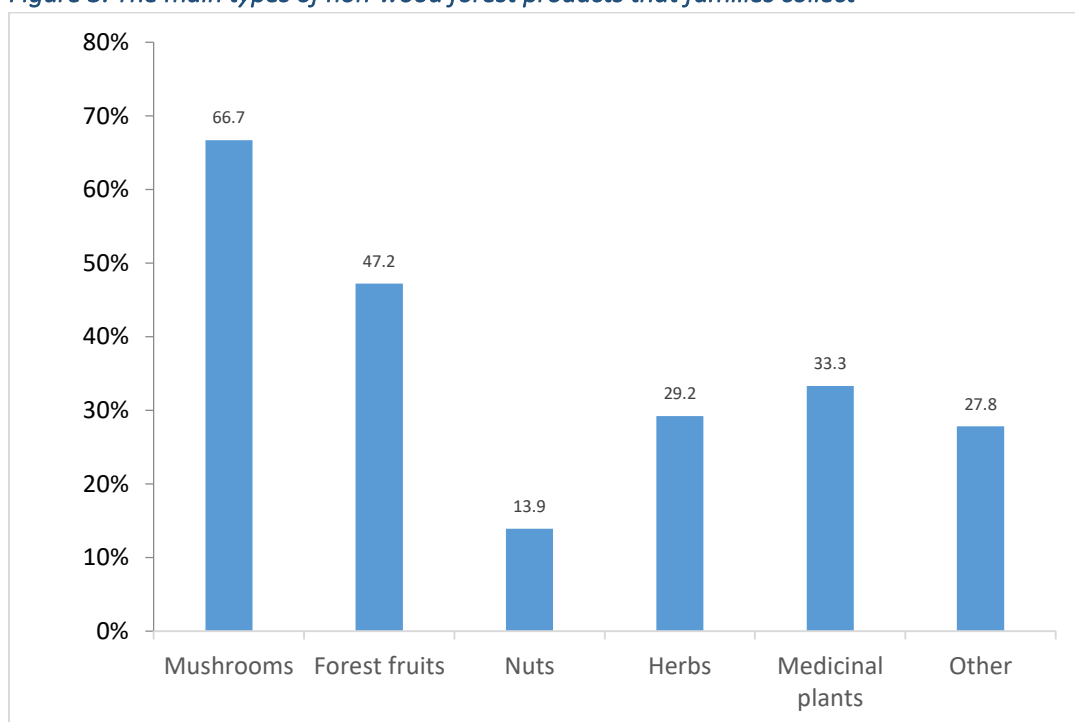
Of equal importance is the provision of capacity development opportunities, for example, gender sensitization seminars and workshops for forestry officials (including decision-makers), policy formulation to promote an understanding of the heterogeneity of forest-dependent communities, and the inclusion of women's concerns in forest policies and programmes.

It is clear from the survey responses and discussions that women are interested in expanding their activity in forest work, particularly with NWFPs. They want increased opportunities and the creation of a service-oriented environment by government institutions so that their work is decently paid. However, they also need a system in place to improve or increase the price of NWFPs and access to different collection points.

The survey results revealed that the majority of respondents from three municipalities were collecting mushrooms (66.7 percent) and forest fruits (47.2 percent) in the forest. The “other” option was selected in 27.8 percent of cases and this included the collection of mushrooms, medicinal plants, fruits, cornel bush, juniper, raspberries, mulberries, apples, pears, strawberries, blueberries, plums, cantarion tea, elder, *gentiana lutea*, nuts, spices (herbs), truffles (Haxhaj village) and hawthorn (Muçibabë). Even though most of the products in the category of “other” could fall under the classification “forest fruits”, the respondents were not seemingly knowledgeable about the difference.

These findings are also supported by the focus group discussions. Women from the selected villages were active in forest work, mainly with NWFPs. However, women with young children up to five years of age were not active in forest activities, because there is no one to take care of the children. It is worth emphasizing that women from Gijlan/Gnjilane and Podujevë/o believe that they could collect a larger amount of NWFPs, but do not have a market in which to sell them.

Figure 3. The main types of non-wood forest products that families collect



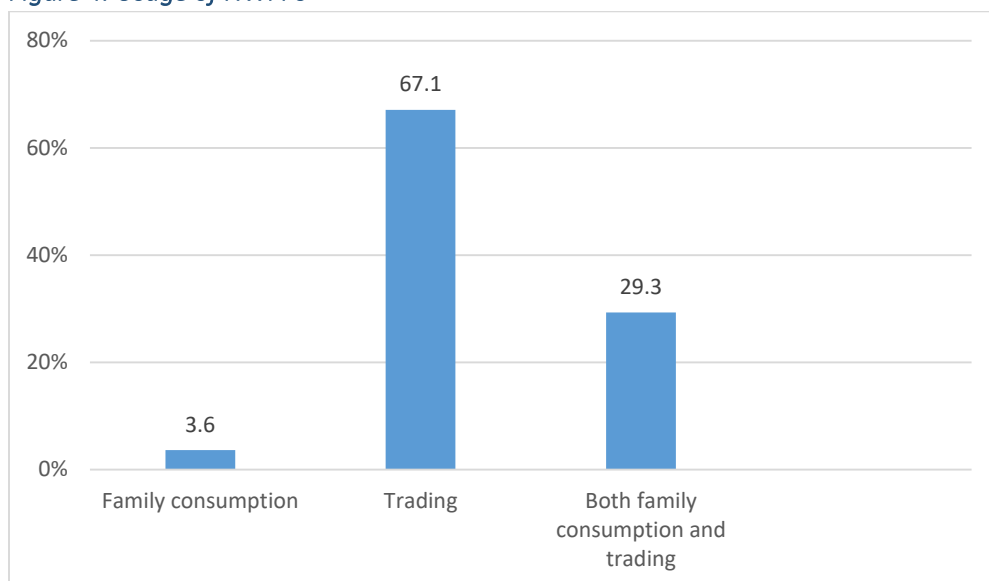
When asked about who collects non-wood forest products, the data shows that women and children are the main collectors of NWFPs: 44.04 percent of female respondents and 36.9 percent of male respondents. Around 33 percent of respondents said, “both me and my spouse”. Children are also directly involved in these activities, with 51 percent of respondents affirming that their children help them to collect NWFPs.

However, there are significant differences between municipalities, and these differences are revealed in the interviews and focus groups with women. For example, in Gjilan/Gnjilane and Podujevë/o women are the main collectors of NWFPs, whereas in Dragash/Dragaš, in the villages that were part of this research (Pllajnik, Kosavë and Kuklibeg), men are more involved in collecting NWFPs. This is due to the long distance that is travelled to collect the products, especially in Kuklibeg.

When asked, “For what purposes are these non-wood products used?”, 57.1 percent of respondents said that they used them for trading (selling), while 23.8 percent said both family consumption and trading. Men in the family usually sell the products (58.33 percent of the respondents), while there are no significant differences between the number of women and children involved in product sales (14.28 percent of both women and children). In total, 80.9 percent of respondents sell NWFPs. This means that supporting women and men in improving sustainable NWFP collection, diversification, processing and marketing can have a significant impact on the improvement of nutrition, food security, poverty reduction and the sustainable use of forests.

Furthermore, focus group discussions with women showed that women from the villages of Gjilan/Gnjilane and Podujevë/o generally believe that work in NWFPs is not well paid, due to the low prices paid by the middlepersons. However, there are differences between municipalities in this regard. Women in Dragash/Dragaš generally agreed that their work is well paid. Their collected products are mainly sold to the primary collector of NWFPs in Dragash/Dragaš.

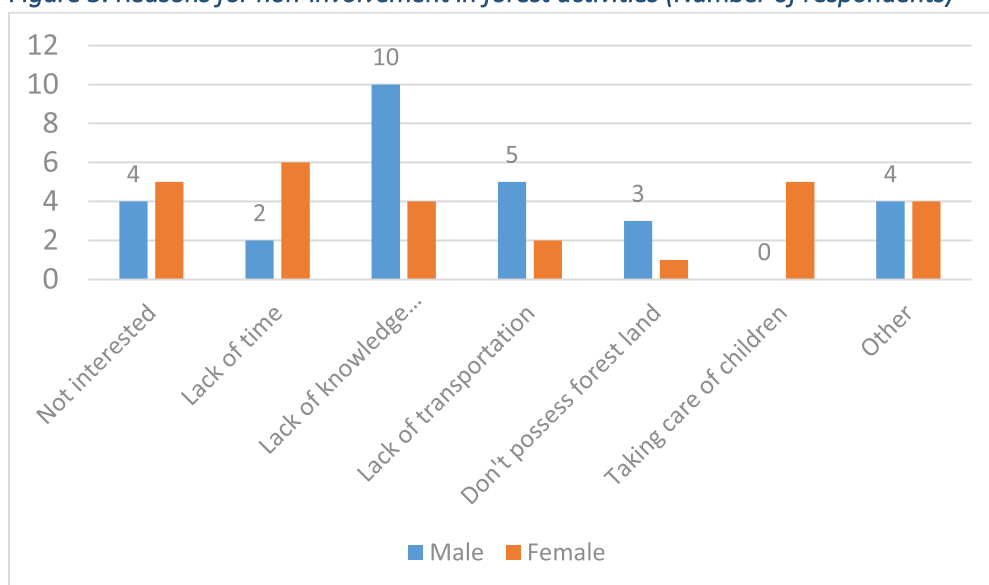
Figure 4. Usage of NWFPs



Non-wood forest products are usually sold through a middleperson who is located in the village. Seventy-five percent of respondents use a middleperson, while six percent of respondents sell their products at a local market.

In the question, “If you are not involved in forest activities, what are the reasons?”, 55 respondents (out of 84) selected the following reasons: “Lack of knowledge about how / what to collect”; “Lack of time” (mainly given by women); “Not interested”; “Taking care of small children”; and “Lack of transportation” (mainly selected by the respondents from Dragash/Dragaš).

Figure 5. Reasons for non-involvement in forest activities (Number of respondents)



When asked whether they had ever benefited from any type of forest-related subvention, 85.5 percent of respondents said that they had never benefited, and 10.8 percent stated that they had. Subventions have been provided by MAFRD and the Municipal Directorates of Forestry, mainly in the form of raspberry seedlings in the municipalities of Podujevë/o and Gjilan/Gnjilane, while Dragash/Dragaš respondents said that they had received forest-related tools for the collection of NWFPs from UNDP (project INTERDEV).¹⁰ These data were also supported by the findings from the interviews with women and men and the focus groups.

Respondents were also asked to describe the areas that they were interested in learning more about to enhance their income generation. Most respondents stated that they were interested in learning more about the collection of forest fruits (71.4 percent), beekeeping and honey production (58.3 percent), processing of forest fruits (29.8 percent), and access to markets (19 percent). There were no significant differences in these responses between women and men, or between municipalities. Figure 6 below provides the data from this question.

¹⁰ Interview with female beneficiaries in Dragash/Dragaš, July 2016.

Figure 6. What are respondents interested in learning more about to increase their income generation?

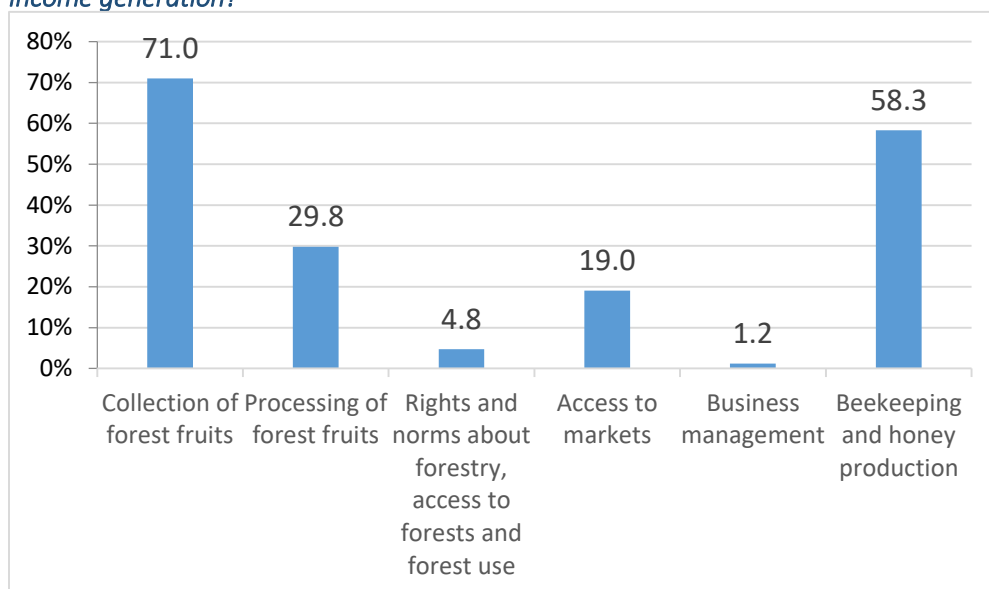
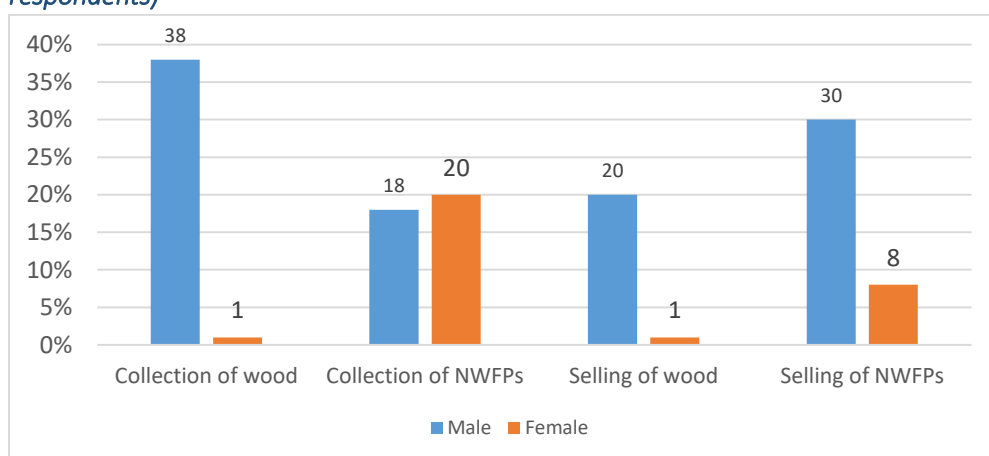


Figure 7 below illustrates the female and male division of labour in forest-related activities. Male respondents are more likely to collect wood from the forest (38 out of 43 male respondents) and sell the wood (30 out of 43 male respondents). Women are more likely to be engaged in the collection of NWFPs (20 out of 41 female respondents) and 8 out of 41 female respondents are engaged in selling NWFPs too.

Figure 7. The division of forest work in the family: Who does what? (Number of respondents)



When asked about the control of money earned from work with wood and decisions about income expenditure at home, 58.53 percent of female respondents selected, “my spouse”. Conversely, in relation to the control of money from NWFPs, 50 percent of female respondents selected, “both me and my spouse”. In answer to the question, “Who makes the decision about income spending at home?”, 10.52 percent of female respondents selected the option, “me”. These results show similarities with the data gained from the male participants: 86.04 percent of men selected “me” in relation to control of the money from wood products; 48.64 percent selected, “both me and my spouse”, for control of money from NWFPs; and in relation to expenditure within the home, 52.38 percent of male respondents selected the option, “me”. None of the male participants selected “my spouse” for any of the questions listed in Figure 9 (below). This may be explained by the fact that men, who usually hold the forest ownership title, are considered to be the head of the household and the main decision-maker in the family. In many households, however, the husband and wife make important decisions together.

Figure 8. Decisions on forest-related income generation activities (The percentage of female respondents)

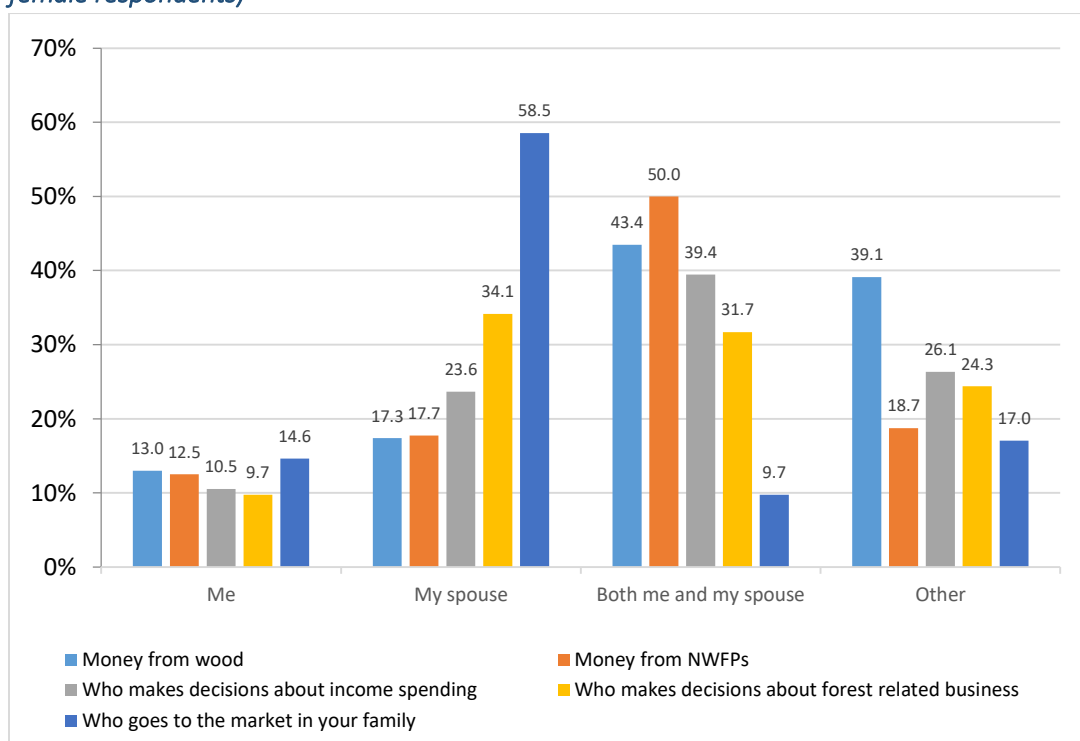
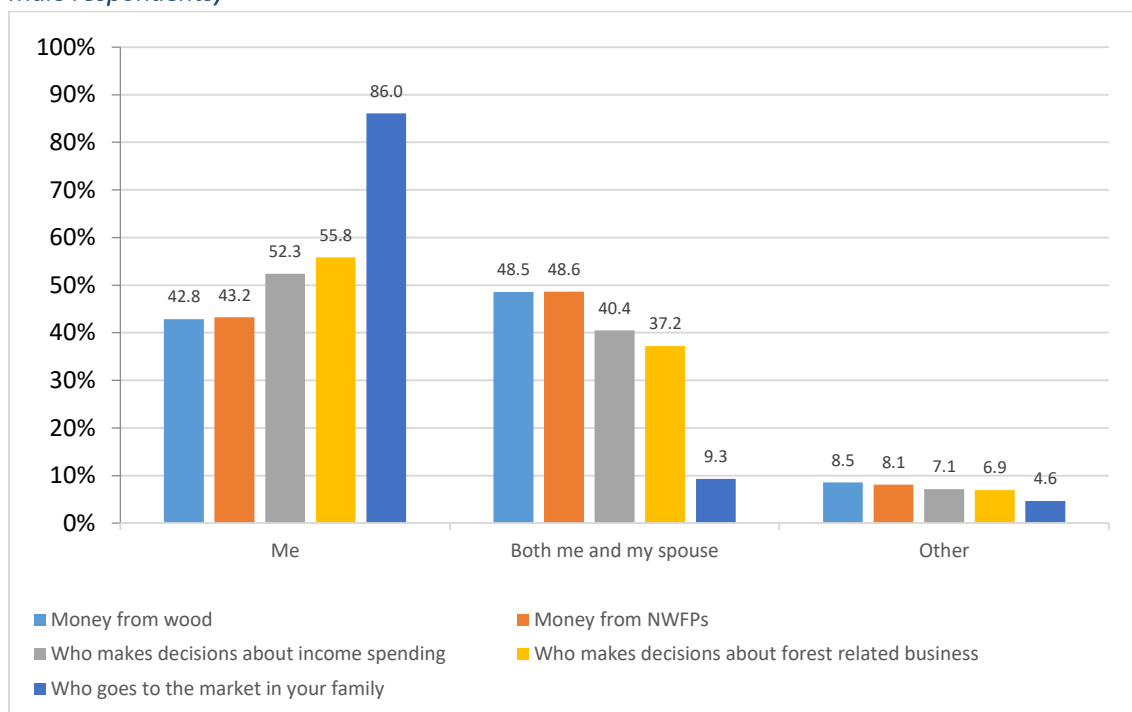
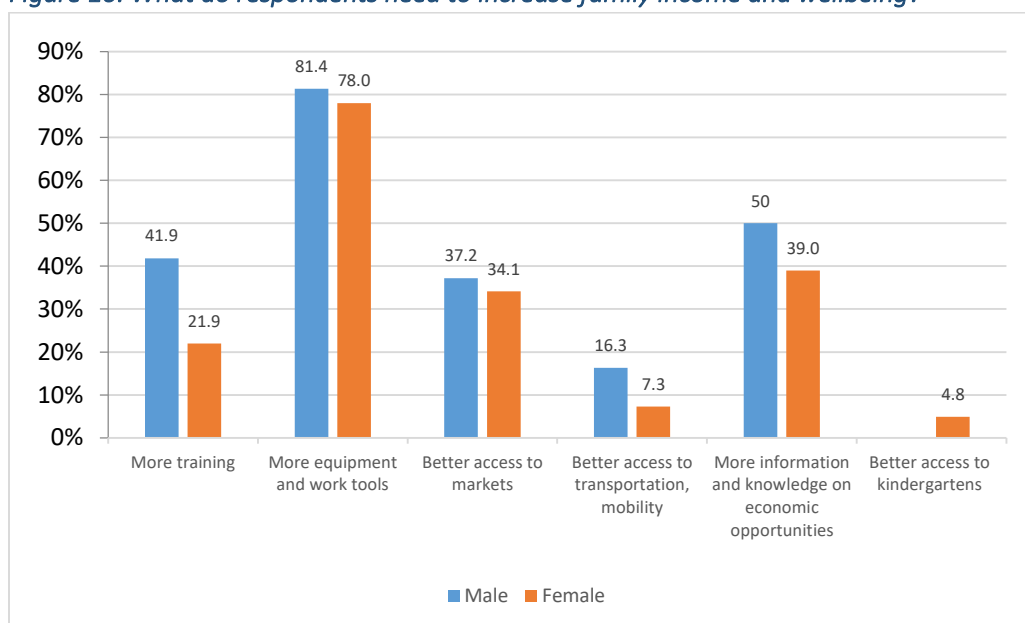


Figure 9. Decisions on forest-related income generation activities (The percentage of male respondents)



Survey participants were asked the following question: “What is the most important thing you need in order to increase your income and wellbeing?”. 79.76 percent of respondents said that more equipment for forest work would increase their income and 35.71 percent selected, “better access to markets”, as the second option. More data is presented in Figure 10 below.

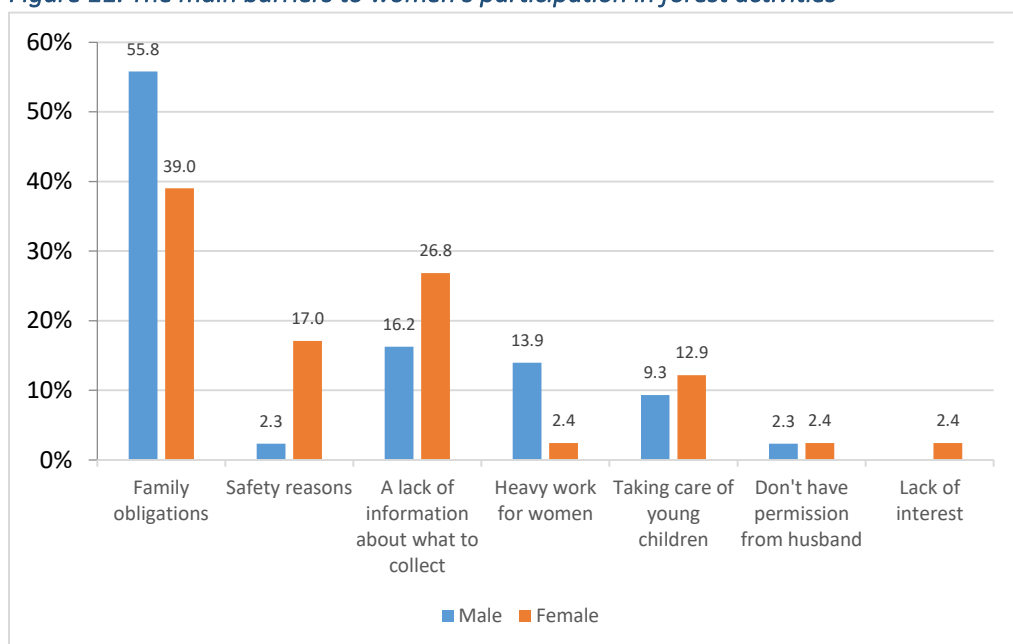
Figure 10. What do respondents need to increase family income and wellbeing?



These findings about needs were supported with data from the focus group discussions with women. In general, women as well as men lack the necessary equipment to work with NWFPs, such as refrigerators and drying machines. As a consequence, there are occasions when collected products are disposed of in the waste system because women and men are unable to sell or store their goods.

When asked about the main barriers to women's participation in forest activities, 55.81 percent of men and 39.02 percent of women ranked "Family obligations" as the main barrier. 26.82 percent of women and 16.27 percent of men cited, "A lack of information about what to collect in forest", as the second most significant barrier. There are no significant differences between respondents from different municipalities. More information is provided in Figure 11 below.

Figure 11. The main barriers to women's participation in forest activities

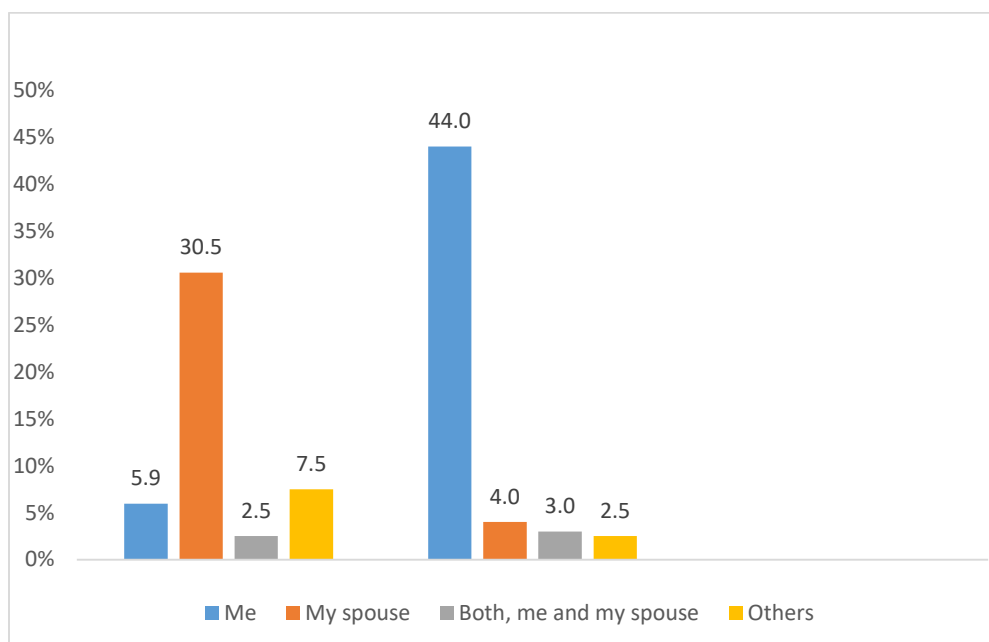


3.3 Women's participation in meetings and decision-making

In general, women do not attend training for forest-related activities, and have less access to information, including forestry law. There are still some social constraints concerning women's participation in forestry activities, including meetings and decision-making opportunities. Forestry work is not generally seen as 'decent work' for women. Because women might have young children, and are usually overloaded with the domestic activities that are socially attributed to them, they have difficulties attending meetings. Forest-dependent women also have fewer opportunities to receive government loans, and are often not aware of government services for poor women or opportunities for microcredit.

With regards to women's participation in meetings organized at community level for forestry-related issues, 5.95 percent of women stated that they themselves would participate and 30.95 percent said that their husbands would participate. The columns labelled "Others" in the chart below (Figure 12) show that female respondents frequently felt that other males in the family should attend meetings, usually brothers, brothers in law, fathers in law and adult sons. There were no differences between municipalities in this respect.

Figure 12. Who should participate in meetings organized at community level for forestry-related issues?



When women were asked about whether they would participate in meetings where men are present, 64.28 percent of respondents said, “yes”. There are differences between municipalities on this topic: women respondents in Dragash/Dragaš represented the lowest percentage on this question at 21.73 percent. Furthermore, 60.71 percent of all respondents stated that they would prefer for women and men to have separate training sessions and meetings. There are no significant differences between female and male respondents on this issue.

3.4 Ownership of forests and forest businesses

The Municipal Cadastral Offices (MCOs) in three municipalities have no figures on the number of women owners of forests. The current database provides no option to disaggregate forest ownership by sex. Thus, in order to extract sex-disaggregated data on private forest ownership, one has to browse the database on a name by name basis. According to estimates given by MCO officials, approximately two percent of women are forest owners, but these data are not valid and reliable because they are not based on statistical evidence. Field research shows that in most cases, forests are registered in the names of the elders of the house, many of whom are now deceased.¹¹

Women and men from poor families generally work in forest-related activities in the three municipalities. They either cut or sell wood, which in many cases does

¹¹ This is also true for land in other categories.

not come from their private forests, and they collect NWFPs. Most of the time, families who engage in forestry have no other means of income generation. However, there are differences between municipalities. For example, in Podujevë/o and Gjiilan/Gnjilane the families who collect NWFPs are generally poor and are beneficiaries of social assistance. Women from across the three municipalities are very interested in and eager to have more opportunities for themselves and their families.

Respondents were asked whether their household owns a forest, and if so, for the name of the family member to whom the forest is registered. Out of the total number of respondents, 89.2 percent stated that their household owns a forest. However, only 11.62 percent of male respondents stated that the forest was registered in their name, and none of the women stated that they were the owner of a forest. Out of a total of 84 respondents, 66.6 percent stated that the forest is registered in the name of a male elder in the family, and in many cases, that this elder is deceased. The results show that most respondents believe that they have property rights to a family forest, even without a formal court process. These results were supported by findings from the focus group discussions.

Respondents were also asked whether anyone in their household had a forest business, and who owned this business. Out of a total of 84 respondents, eight male respondents (out of 43) said that they owned a forest business, mainly selling firewood. Only one female respondent said that she had her own business and this was related to NWFPs. However, these data should be viewed with caution. For example, the data from female interviewees show that some women consider the collection point for NWFPs to be a business, even though it is not registered as one.

3.5 Summary of the research findings

Main findings from the interviews with participants from government institutions, NGOs and the business sector

- There is a wide range of policy and legal provisions for gender mainstreaming in Kosovo, but in most cases, these provisions are not backed up by the relevant administrative instructions for ensuring compliance among the different sector ministries and institutions.
- Although the Law on Property and Other Real Things provides equal rights to both women and men on property, there are still gender disparities in

terms of land ownership; most land is acquired through inheritance, due to predetermined social norms, which favours men over women. Only 15.2 percent of women in Kosovo own immovable property, including land (USAID, 2015), which limits their participation in private forest management.

- Knowledge about women's roles in forestry was identified as very limited by national officials. Gender equality officers at municipal level and local women's NGOs have no information whatsoever on the level of women's engagement in forest activities in their communities.
- In general, there is a lack of involvement of women's rights organizations at national and local levels in the policy-making process. Furthermore, the AGE and MAFRD Officer for gender equality was not involved at the outset in the process of drafting the strategic documents on forestry but was consulted in the midterm review of Forest Policy and Strategy.
- Some staff from Municipal Cadastral Offices (MCOs) estimated that around two percent of forests are owned by women. However, MCOs in three municipalities have no sex-disaggregated data on the number of women forest owners. Thus, in order to extract sex-disaggregated data on private forest ownership, databases need to be searched on a name by name basis.
- Women's participation in the planning process is very low, and few women are involved in decision-making processes, especially in local development strategy including forestry.

Main findings from the household survey

- A relatively large number of women and men from the villages who took part in the survey conducted for this study were engaged in forestry activities. Men were predominantly engaged in firewood collection, whereas women and children tended to be more engaged in the collection of NWFPs.
- The majority of private forest owners (approximately 66 percent) are older people, many of whom are now deceased.
- The majority of survey respondents reported that their household owns a private forest, which is not registered in their name in the cadastral office. Only 11.62 percent of male respondents stated that they have a forest

registered in their name. Survey data shows that no women had forests registered in their name.

- Firewood was identified as a primary source of heating by all male respondents. A large number collect firewood on the land that they consider to be theirs, even when they don't have an official title to that land. Approximately 13 percent of respondents stated that they collect firewood from the state's forest areas.
- Within three municipalities, only one woman was identified as having a registered business, in the collection of NWFPs.¹² This business is based in Gjilan/Gnjilane and is the main collection point for NWFPs in her village and the surrounding villages. The business supports 50 to 60 families by purchasing their non-wood forest products.
- In general, forest work was not considered to be 'decent work' by community members, especially for women. Poor families who have no other means of generating an income were more active in forest work. This was particularly prevalent in the participating villages of Podujevë/o and Gjilan/Gnjilane.
- In terms of forest management, a large proportion of respondents (64.8 percent) consulted with family members, and a non-significant number (4.76 percent) consulted with forestry institutions and experts.
- None of the survey respondents were members of the National Association of Private Forest Owners in Kosovo (NAPFO). Furthermore, there is a significant lack of information about the association and its activities.
- Only 5.95 percent of women stated that they would participate in meetings about forest-related issues. The majority of women thought that a man should participate on behalf of the family, for example, a husband, father in law, brother or adult son.
- A considerable number of respondents were interested in expanding their work with NWFPs, mainly in the collection of forest fruits (71 percent of respondents) and developing a business in beekeeping and honey production (58.33 percent of respondents).
- Analysis of control over the money earned from selling firewood and NWFPs and other income generation activities shows that men are the

¹² Private business "RIOL", based in Haxhaj, Gjilan/Gnjilane.

main decision-makers in families. When asked about who controls the money earned from firewood sales, 58.53 percent of female respondents selected “my spouse”; whereas, when asked about who controls the money earned from NWFPs, 50 percent of female respondents selected “both me and my spouse”. Only 10.52 percent of female respondents selected the option “me”, in the question, “who makes the decisions about income spending at home?”. Furthermore, these results were supported by the data obtained from male participants.

- One of the most frequent difficulties faced by rural women, men and even children is that their products are purchased by a middleperson at extremely low prices. For women, it is even more difficult considering the constraints they might encounter with regards to mobility.
- Women who are highly dependent on forest products for their livelihoods have fewer opportunities to obtain government loans, and were often not aware of the availability of government services for poor women or microcredit opportunities.
- A considerable number of respondents (81.39 percent of male respondents, and 78.04 percent of female respondents) thought that the provision of equipment and work tools for forest work, and more training opportunities, were highly important.
- “More information and knowledge on economic opportunities” was selected as “highly important” by 50 percent of male respondents, and 39.02 percent of female respondents.
- A considerable number of respondents (55 out of 84) ranked “Lack of knowledge on how / what to collect” and “Lack of time” as the main reasons for not participating in forest work. These responses were mainly given by women. Furthermore, the options “Not interested”, “Taking care of small children” and “Lack of transportation” were the main reasons selected by respondents from Dragash/Dragaš for their limited participation in forestry activities.
- Family obligations (47.6 percent), followed by a lack of information about which forest products to collect and sell (21.42 percent) were identified as two of the main barriers that hinder women’s active participation in forestry activities.
- Women who collect NWFPs are usually overloaded with both household and forest work. Despite their heavy workloads, many women indicated a

willingness to work even harder if doing so would improve the situation of their family, particularly that of their children. This demonstrates the potential for improvement in the livelihoods of rural women through their engagement in entrepreneurial activities associated with NWFPs. However, all types of support in this area need to be coupled with a reduction of women's domestic and informal work burden and the introduction of time-saving technologies.

- The survey data shows that women's participation in meetings where men are present does not seem to be a problem. 64.28 percent of respondents, both women and men, stated that women can attend mixed-gender meetings and training. However, the majority of respondents (60.71 percent) would prefer to have single-sex training and meetings. There were no differences between women's and men's preferences in this regard.
- In total, 80.9 percent of respondents sell NWFPs. This means that supporting women and men in improving sustainable NWFP collection, diversification, processing and marketing can have a significant impact on the improvement of nutrition, food security, poverty reduction and the responsible use of forests.

4. ANALYSIS OF THE LEGAL, INSTITUTIONAL AND POLICY FRAMEWORKS

Mainstreaming a gender perspective is 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 perpetuated. The ultimate goal is to achieve gender equality. (Division for the Advancement of Women, United Nations Department for Economic and Social Affairs, no date, p. 2)

This research initially looked into the national legal frameworks, policies, laws, institutions and mechanisms relating to gender equality in forestry. National forest policies and laws were then analysed to assess how and to what extent they take into account women's participation and access to and control over forest resources.

Interviews with staff from forestry institutions at central and local levels, show that gender mainstreaming is not specifically mentioned or developed in institutional strategic documents. However, in practice, there are initiatives that favour women entrepreneurs in obtaining grants for work in forests. In fact, in order to receive government subsidies or grants for the development of agriculture and forestry-related activities, positive discriminatory measures are applied through the installation of a five-point system, which provides women-owned businesses with an additional five points if they apply for a subsidy or grant. However, the practical implementation of this system has its own challenges and this opportunity is often misused. One example of misuse is the establishment of businesses in women's names in order to win grants, when in fact, women are not involved at all in these activities.¹³ In order to ensure women's greater participation in forest-related subvention opportunities, rural women should be regularly informed about the different economic opportunities, or supported to establish women's associations and cooperatives, which would enable women who work in forest activities to have easy access to various economic opportunities. In order to make the points system more successful, it should be accompanied by measures that address the root causes of gender inequalities and burdens that prevent women from engaging in entrepreneurship. This includes domestic overload, and access to information, transportation and decision-making.

¹³ Interview with the Head of the Directorate of Agriculture, Forestry and Rural Development, Podujevë/o, June 2016.

In February 2010, the Government of Kosovo endorsed the, “Policy and Strategy Paper on Forestry Sector Development, 2010–2020”, and an, “Action Plan for Implementing Forestry Policies and Strategies 2010–2020”. The government’s overall objective is to increase the forestry sector’s contribution to the national economy through the sustainable use of forest resources, taking into consideration the multi-functional role of forestry. The “Action Plan for Implementing Forestry Policies and Strategies 2010–2020” presents the measures that are required for the implementation of the policies and strategies adopted by the Kosovo Government. In terms of gender sensitivity, the strategy follows a “gender-neutral” pathway, in the sense that it is not aimed at either women or men and is assumed to affect both sexes equally. However, in practice this hinders the full potential achievement of these programmes because this approach does not fully consider the existing gender inequalities in society, and therefore overlooks the particular needs of half of the rural population. Moreover, the language used in the strategy is not gender-sensitive. Hence, it does not ensure that both women and men have equal access to management and benefit sharing.

The *Review of Gender in Agriculture Value Chains*, conducted by MAFRD in 2015, highlights the difficulties faced by rural women and women-headed households because of their limited access to opportunities in the agricultural sector. Some of the difficulties emphasized in the report include: the lower education of rural women; a lack of access to continuing skills development; a lack of capital, which is linked to women’s limited access to ownership of land; mobility difficulties in rural areas; and limited access to markets, which are mainly dominated by men.

The report shows that MAFRD has taken into consideration the specific situation of rural women who are most affected by fewer opportunities. As a result, positive discriminatory measures were given to female applicants in order to strengthen rural women’s position in economic and social development. Furthermore, successful projects managed by women were promoted as best practices in order to encourage other rural women. These measures also involved encouraging women to attend tailored training programmes, which were mostly related to the agricultural sector.

The Law on Gender Equality in Kosovo, No.2004/2, article 4.15, states that:

Local government bodies shall establish an Office of Gender Affairs and shall appoint a Gender Affairs Officer in [each] municipality. The competencies of the Officers in municipalities shall be set in a special regulation drafted by the Department of Local Administration in the Ministry of Public Services and the Kosovo Civil Service Regulation. (United Nations Interim Administration Mission in Kosovo, 2004a).

In line with this, Officers for Gender equality within ministries and Municipal gender equality officers are responsible for advancing gender equality within their respective ministries and municipalities.

Kosovo's legal framework on gender equality is fully aligned with international legislation and policies. Furthermore, the constitution states that international human rights conventions, including CEDAW and the European Convention on Human Rights (ECHR), precede the national legislation. However, the implementation of laws in practice remains a challenge. At MAFRD, during the process of drafting the strategy and action plan, representatives of the institutional gender equality mechanisms were not fully engaged in the process. Furthermore, women's rights organizations were not consulted in this process either.

Studies show that good forest policies incorporate society's needs and wider development goals. They balance the interests of different stakeholders and are concise and comprehensible to all (FAO, 2010).

When mainstreaming gender in the forestry sector, the role of environmental CSOs should be acknowledged too. CSOs working in forests could enhance their understanding of gender issues to ensure that their advocacy efforts are effective in achieving equitable forest use and management. Empowering grassroots CSOs who understand the dynamics of their communities could make a significant contribution to this goal and assist in the identification of crucial differences between women, relating to, for example, ethnicity, social status, age and geographical location.

At the institutional – as well as private – level, the forestry sector has usually been seen as a 'male domain'. However, in recent years the situation has changed. In the forestry sector, there have been advancements in the position of women in the public sector. In the Department of Forestry, three out of seven staff are women, two of whom are engineers.¹⁴ MAFRD has subsidized opportunities for women to study forestry. In the academic years 2006 to 2010, they supported 15 students to study forestry abroad, and half of the group were females. Furthermore, in recent years, new private forestry companies have emerged which are owned by women. MAFRD utilizes positive discrimination to assist women's businesses, awarding them five extra points in their grant applications if women applicants have businesses registered in their names. However, sometimes businesses are registered in women's names to secure grant funding, when the women themselves are not the real owners of the businesses, which reduces the benefits of this opportunity.

¹⁴ Interview with the Head of the Department of Forestry, MAFRD, June 2016.

4.1 The FAO Voluntary guidelines on the responsible governance of tenure (VGGT)

The purpose of these Voluntary Guidelines is to serve as a reference and to provide guidance to improve the governance of tenure of land, fisheries and forests with the overarching goal of achieving food security for all and to support the progressive realization of the right to adequate food in the context of national food security. These Guidelines are intended to contribute to the global and national efforts towards the eradication of hunger and poverty, based on the principles of sustainable development and with the recognition of the centrality of land to development by promoting secure tenure rights and equitable access to land, fisheries and forests. (FAO, 2012, p. iv)

The FAO *Voluntary guidelines on the responsible governance of tenure* (VGGT, FAO, 2012) were endorsed by member countries of the Committee on World Food Security (CFS) in 2012. The guidelines are based on an inclusive, transparent consultation process which was initiated by FAO and then finalized through intergovernmental negotiations led by the CFS. The process included the participation of civil society organizations, private sector representatives, academics and researchers, and international organizations. There are ten VGGT principles of implementation. However, for the purposes of this report, only the first four principles have been analysed because these are the ones that affect gender equality.

Gender equality is one of the core principles involved in the implementation of the guidelines, and for mainstreaming gender, the VGGT is accompanied by the technical guide, *Governing land for women and men* (FAO, 2013), which provides guidance to support the guideline's principle of gender equality in tenure governance. Furthermore, the technical guide focuses on equity, on how land tenure can be governed in ways that address the different needs and priorities of women and men, and on the mainstreaming of gender issues to achieve more gender-equitable participation in the processes and institutions that underline all decision-making about land.

In relation to the alignment of Kosovo's legislation and policy with the FAO *Voluntary guidelines on the responsible governance of tenure* (FAO, 2012), four key principles of implementation are described and then presented alongside a discussion of the accomplishments or unfulfillments of Kosovo's laws and policies in relation to the VGGT:

1. **Human dignity:** Recognizing the inherent dignity and the equal and inalienable human rights of all individuals.

2. **Non-discrimination:** No one should be subject to discrimination under law and policies as well as in practice.
3. **Equity and justice:** Recognizing that equality between individuals may require acknowledging differences between individuals, and taking positive action, including empowerment, in order to promote equitable tenure rights and access to land, fisheries and forests, for all, women and men, youth and vulnerable, and traditionally marginalized people, within the national context.
4. **Gender equality:** Ensuring the equal right of women and men to the enjoyment of all human rights, while acknowledging differences between women and men and taking specific measures aimed at accelerating de facto equality when necessary. States should ensure that women and girls have equal tenure rights and access to land, fisheries and forests independent of their civil and marital status.

The following legislation and policy were analysed:

1. Law on Forests (No.2003/3)

The Law on Forests in Kosovo defines forest as land managed for the production of wood and non-wood products (Official Gazette, 2004). The law acknowledges the importance of forests as a national resource and creates a basis for the improvement of forest management and the efficient use of forest land. According to the law, forests may be privately owned or owned by the state (Article 2). State forests may not be sold, leased or permanently changed, unless it is in the public interest.

2. Policy and strategy paper on forestry sector development 2010–2020

The Ministry of Agriculture, Forestry and Rural Development (MAFRD) adopted its *Policy and strategy paper on forestry sector development 2010–2020*. The strategy recognizes a range of challenges, including, a lack of human capacity, a lack of information regarding forests, the illegal harvesting of forest products, and an under-developed private sector. The strategy identifies eight areas for improvement across the ten-year period: 1) forest management and silviculture; 2) forest planning; 3) harvesting and transport; 4) capacity-building; 5) forest environment protection; 6) wood use; 7) private-sector development; and 8) development of non-wood products (MARFD, 2009).

Even though the strategy provides solid ground for further planning and action, it lacks a gender mainstreaming perspective and follows a “gender-neutral” pathway, which is not aimed at either women or men. The incorporation of gender mainstreaming and a human rights-based approach (HRBA) are essential to ensure compliance with the VGGT.

3. Law on Property and other Real Rights

This law guides the creation, transfer, protection and termination of land rights. Real property rights fall into three categories: 1) state land: this includes properties belonging to the government and used for public facilities, such as roads, schools, hospitals and administrative buildings; 2) socially-owned land: this includes various categories of land (for example, public land, forest land) controlled and managed by socially-owned enterprises (SOEs), public sector agencies, publicly-owned enterprises (for example, public utilities), religious organizations and other entities; 3) private land: this is owned by individuals and entities (USAID, 2010). An estimated 20 to 30 percent of land in Kosovo is either state or socially-owned land.

Furthermore, section 12.1 of the Law on Gender Equality states that:

The economic, financial, employment and social welfare legislation and the macroeconomic, micro-economic, financial and privatization programs including the right of heritage and property, loans and natural resources shall enable the equal and full participation of both females and males. (United Nations Interim Administration Mission in Kosovo, 2004a, section 12.1)

The joint ownership of property acquired during marriage is one of the specific measures that ensures women's rights on property.

4. Law on Inheritance in Kosovo

Kosovo's Law on Inheritance states that women and men have equal rights to own and inherit property. In relation to women's property ownership, the law names spouses and children as constituent members of the first 'rank' of inheritors when a person dies. Despite the legal framework in place which gives equal share of property, the division of property within families is mainly based on customary right. With regards to knowledge, women do not always know that they are legally entitled to inherit from their parents, and even from their spouses. In many cases, notaries accept what the family proposes when it comes to daughters and sons. Frequently, daughters either do not claim or refuse their inheritance rights in favour of their brother(s), in order to prevent conflict within the family or because they have to accept the will of their parents.¹⁵

Despite the requirement for equal treatment under Kosovo's formal law, in practice, women's rights to land are limited. According to the *Cadaster report on property ownership in Kosovo*, March 2014, only 15.2 percent of women in Kosovo own immovable property, including land (KCA, 2014), thereby limiting their access

¹⁵ Workshop on gender and land in the Balkans, organized by FAO, GIZ, World Bank and UN Women in Durres, Albania, 16–18 September 2015. Information provided from notaries, staff from cadastral offices, IT professionals working on land data systems and representatives of the ministries of agriculture and justice.

to loans and other forms of capital to start a business. According to the officials from the Municipal cadastral offices who took part in this research, the number of women who own a forest is very low. Although accurate statistics are missing, it is estimated that approximately two percent of women own a forest. This was confirmed by the field research presented in section 3.4, where it was documented that forests are usually registered in the name of elderly males in the families.¹⁶ In order to promote the registration of property in the names of both spouses, the MCO has launched the offer of free registration for property to all young couples who decide to do so, until March 2017.¹⁷

The table below presents the alignment of Kosovo's legislation and policy with the FAO VGGT on human equity and gender equality. The scores are based on a three-point scale, ranging from: 1) – Poorly meets the VGGT principles; 2) Partially meets the VGGT principles; to 3) Fully meets the VGGT principles.

¹⁶ This is, however, also true for land in other categories.

¹⁷ Interview with the Head of the Municipal Cadastral Office, Gjilan/Gnjilane, June 2016.

Table 1. Voluntary guidelines on the responsible governance of tenure: 3B principles of implementation

	Meets / does not meet VGGT 3B principles of implementation (score from 1–3)			
	Law No. 2003/3 On Forests ¹⁸	Policy and strategy paper on forestry sector development 2010–2020 ¹⁹	Law No.03/L-154 on Property and other Real Rights ²⁰	Law No. 2004/26 Law on Inheritance in Kosovo ²¹
Human dignity	3	3	3	3
Non-discrimination	3	3	3	3
Equity and justice	3	1	3	3
Gender equality	3	1	3	3
Identified gap / opportunity	In compliance / rights of private owners are protected.	The <i>Policy and strategy paper on forestry sector development</i> is ‘gender neutral’ in terms of its non-acknowledgement of the differences between women and men. Government gender mainstreaming policy and	There is a lack of knowledge and understanding by rural women (and by rural communities in general) about women’s rights over land.	Despite the legal framework in place, which gives equal share of property, the division of property within families is mainly based on customary right.

¹⁸ Official Gazette (2004).

¹⁹ MAFRD (2009).

²⁰ Official Gazette (2009).

²¹ United Nations Interim Administration Mission in Kosovo (2004b).

		<p>strategies are not integrated in the strategy.</p>	<p>There is a tendency by both farmers and civil servants to identify only one member of the household (usually male) as the land owner.</p> <p>A system of incentives is in place. Property registration is free of charge for couples who decide to co-register the property.</p>	<p>The report on <i>Women's property inheritance rights in Kosovo</i>, shows that there are ongoing challenges in relation to the poor implementation of the Law on Inheritance and the continuation of unwritten laws.²²</p> <p>With regards to knowledge, as noted in the survey, it is clear that women do not always know that they are legally entitled to inherit from their parents, and even from their spouses.</p>
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²² Kosovar for Gender Studies Center (2011).

<p>Recommendations</p>		<p>A gender-sensitive approach should be taken into consideration within the next policy formulation.</p> <p>Integrate gender analysis, sex-disaggregated targets and data into MAFRD plans as well as all projects and programmes in the forestry sector.</p> <p>Allocate resources and budgets for planning, monitoring and evaluation of gender mainstreaming in the forestry sector.</p>	<p>Collect sex-disaggregated data, including the percentage of women and men with land, and forest registered or co-registered in their names.</p> <p>Facilitated procedures are needed to ensure that forest land is registered in the name of all legal owners, especially within the family (for example, co-registration of spouses).</p>	<p>Promote women's inheritance rights, including forest land.</p>
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5. CONCLUSION

This assessment has provided meaningful and substantive information on women's and men's use of forests. It has demonstrated the significant role of forests in the livelihoods of poor families in the selected regions of study. It has also provided concrete and strategic suggestions for areas of intervention in order to support rural women's economic empowerment through income diversification and entrepreneurship in forestry.

Although further research covering additional municipalities in Kosovo could highlight the complexities of women's and men's contributions to this sector in more depth, this report has demonstrated that gender mainstreaming in the forestry sector is not fully incorporated at the central and local levels. This is partly due to the general misconception that forestry is a 'male domain', and partly due to the assumption that women and men have the same needs and expectations in relation to forest-related activities. As a consequence of these assumptions, women may be indirectly discouraged from choosing forestry as a profession, and using and benefiting from forest resources.

MAFRD's current strategy and action plan is 'gender neutral' in terms of gender mainstreaming. Future policy legislation needs to be more gender-sensitive, in order to take into account the different social roles and needs of women and men in forestry and to make progress towards the full implementation of the FAO *Voluntary guidelines on the responsible governance of tenure* (VGGT) in the forestry sector.

In terms of women's *de facto* access to their rights on property, although the Law on Property Rights provides equal rights to property for both women and men, gender disparities in land ownership persist. Most land is acquired through inheritance practices in which men are favoured over women. This situation tends to be worse in relation to forest property, where most owners of private forests are elders of the family, the majority of whom are men. Even though there are no sex-disaggregated data available on women owners of forests, representatives from the Municipal cadastral offices (MCOs) estimate that only two percent of women are forest owners.

Gender equality officers at municipal level and grassroots women's NGOs have no information whatsoever on women's engagement in forest activities in their communities. They tend to be more informed about other activities which fall under the agricultural sector.

The survey data demonstrate that while the majority of respondents claimed to own a forest, the number of respondents who own property in their name is much lower. Furthermore, only 11.62 percent of male respondents stated that the forest is registered in their name, and none of the female respondents owned forest land. Approximately 66.6 percent of respondents reported that the forest was registered in the name of a male elder in the family, and that in many cases, this person was now deceased. These results show that very few people had actually registered the forest in their name.

The majority of respondents reported that they collect firewood from forest land that they own, while 13.1 percent collect firewood from state-owned forest land. Men are the predominant firewood collectors, while women are slightly more engaged in the collection of NWFPs. However, the interviews with women and the focus group discussions revealed that women are in fact the main collectors of NWFPs, because their husbands usually work outside the villages, mainly in construction.

In relation to NWFP activity, mushrooms are the most widely collected product in the three municipalities, followed by forest fruits. NWFPs are mainly used for trading and family consumption of NWFPs is very low (3.6 percent of families). The products are primarily sold to a middleperson and local markets are rarely used.

Many respondents are interested in learning more about the collection of forest fruits, and developing a business around beekeeping and honey production.

Decisions about forest-related income generation activities are mainly made by men. However, almost half of respondents stated that these decisions are taken jointly with spouses. Collectors of NWFPs need more equipment and forest work tools in order to increase their income, and more information about the availability of different economic opportunities in forest-related activities and subventions. Women cited family obligations as one of the main barriers to their active engagement in forest activities, followed by a lack of information about what to collect in the forest.

The presence of men in forestry-related meetings does not appear to hinder women's participation. However, more than half of respondents reported that they would prefer to attend single-sex training and meetings.

Key recommendations

- MAFRD should extend its own policy guidance, strategy and action plan for gender mainstreaming generally, and specifically within the forestry sector.
- MAFRD should integrate gender analysis and sex-disaggregated targets and data in its reports and plans, as well as in projects and programmes in relation to the forestry sector.
- MAFRD should recommend to the Municipal Directorates of Forestry that they extend positive discrimination where possible in order to increase the number of women with sufficient qualifications in management positions to advance their careers in forestry.
- MAFRD should ensure that AGE, and its Gender equality officer, are engaged from the earliest stage of policy formulation and ensure that they support the institution to develop guidelines and monitor gender mainstreaming to support all operational units, including the MDoF in each municipality.
- MAFRD and the Municipal Directorates of Forestry should strengthen the position of Gender equality officers and relevant women's organizations in order to systematically engage them in forestry-related consultations at a substantive level and in policy review and development processes. MAFRD and the respective Municipal Directorates of Forestry should build the capacity of their forestry staff (at all levels) in terms of gender awareness and mainstreaming in the forestry sector, in order to overcome the perception of forestry as a 'male domain' and to promote women's participation in forest use and management.
- MAFRD, through each MDoF, can develop capacities for rural women to access and manage resources. The capacity development should include entrepreneurship training, the development of business plans, and skills development in relation to recognizing the forest products that can be sold and forest fruit preservation.
- Municipal Gender equality officers could advocate to the Municipal Directorates of Forestry the need to increase women's participation in meetings about forest-related issues. This could be achieved through the

introduction of a system of invitation (door-to-door information) for both women and men.

- MAFRD could create a specific budget for gender-related activities in the forestry sector, including gender mainstreaming. These funds could be set aside at the outset of the design of gender plans and programmes with a separate budget allocation.
- MAFRD, in cooperation with the Kosovo Forest Agency through the rural development programme, could address gender concerns in forest management through its established working relationships with civil society and the private sector, via facilitated procedures within NWFP businesses which employ local women.
- MAFRD and the Municipal Directorates of Forestry should continue the practice of positive discrimination in participation rules, with special consideration given to criteria that can motivate women. Positive discrimination should be coordinated with other measures that target the key burdens that limit women's engagement in forest entrepreneurship, such as providing forest-related training for women.
- The Kosovo Forest Agency could support the creation of women's cooperatives and associations working in forest-related activities, and create a database at municipal level. Information, subsidies, capacity development and other types of support can then be more effectively channelled towards these women.
- MAFRD and Municipal Directorates of Forestry need to work together to support rural women in establishing cooperatives, especially in the villages where residents are more active in collecting NWFPs. This type of initiative could be piloted in the villages of Gjilan/Gnjilane and Podujevë/o, where women face the challenge of selling NWFPs to their nearest collection points at very low prices.
- The Municipal Directorates of Forestry in cooperation with the Kosovo Forest Agency could support the legalization of informal collection points for NWFPs, so that this type of work is registered and the work of women is better paid and acknowledged.
- The Municipal Directorates of Forestry need to promote the role of forestry and the collection of NWFPs as a way of generating income for rural residents who have forests, through local media and other awareness

raising activities and initiatives, so that forest work is not labelled exclusively as work for poor families. This could be done through the promotion of role models from families and businesses who benefit from these activities. Where possible, the government could create a system of labelling the designation of origin.

- The Municipal Directorates of Forestry and Agriculture should collaborate to support women to gain the necessary skills and equipment for developing beekeeping businesses, taking into account the conditions that the forest provides for this type of activity, and where needed, providing information sessions for rural women on the different economic opportunities and market options they potentially have.
- The Cadastral Agency should disaggregate data on forest ownership by sex.

Future actions for addressing gender issues in Kosovo's forestry sector

In relation to addressing gender issues in Kosovo's forestry sector, FAO and other donor communities could support the implementation of gender mainstreaming in the forestry sector through the following recommendations:

- FAO and other UN agencies, engaging with government institutional mechanisms on gender equality, could further assist MAFRD in expanding a gender mainstreaming strategy in forestry.
- FAO could support MAFRD through the provision of tailored training on forest product utilization for rural women.
- FAO could support MAFRD to reach rural women working in forestry, via assistance in establishing women's cooperatives and associations for forest products and the creation of networks.
- FAO and other UN agencies could strengthen the mutual exchange of information and expertise in support of rural women working in forests.
- FAO could support the National Association of Private Forest Owners in Kosovo (NAPFO) by providing guidance on how to expand the women's sector within NAPFO and how to empower women through it.

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Annex 2: Survey questionnaire

Food and Agriculture Organization of the United States

Household Survey

This questionnaire is anonymous and no record of the respondent will be kept

The main purpose of this research is to identify and analyse the role of women and men in the forestry sector in Kosovo, and their use and ownership of forests. It also aims to analyse the current Kosovo Forestry Strategy and its implementation with regards to gender mainstreaming.

Date and time: _____

Respondent

Male ☐ Female ☐ Age: _____

I General information for the household

1. Number of adult men in the household: _____
2. Number of adult women in the household: _____
3. Number of girls in the household (up to 18 years of age): _____
4. Number of boys in the household (up to 18 years of age): _____
5. Marital status: Single ☐ Married ☐ Widowed ☐ Divorced ☐
6. Respondent's level of education:
 - ☐ No education
 - ☐ Elementary school
 - ☐ High school
 - ☐ University

II Forest ownership and community / business development activities

7. Does your household own forest land?

Yes ☐ No ☐

7.1 If yes, the forest is registered in the name of:

- ☐ Me
- ☐ My spouse
- ☐ Both me and my spouse
- ☐ I don't know
- ☐ Other: _____

8. Does anyone in your household have a forest business? Yes ☐ No ☐

8.1 If yes, who owns the business?

- ☐ Me
- ☐ My spouse (husband / wife)
- ☐ Both me and my spouse
- ☐ Others (please specify): _____

8.2 If yes, what kind of activity is carried out by the business?

- ☐ Firewood business (selling)
- ☐ Non-wood forest products
- ☐ Wood processing

9. Do you consult with other people in the management of your forest? Yes ☐ No ☐

9.1 If yes, with whom do you consult?

- ☐ Family
- ☐ Experts
- ☐ Community members
- ☐ Forestry institutions

10. Are you engaged in / invited to consultation sessions for policies and local strategies of forestry use and management? Yes ☐ No ☐

11. Are there any community activities or initiatives in the village to train rural people to develop better techniques for forestry work? Yes ☐ No ☐

11.1 If no, do you think this type of activity is needed for the village and your family? Yes ☐ No ☐

11.2 If yes, who would participate in these activities from your family?

- ☐ Me
- ☐ My spouse (husband / wife)

- ☐ Both me and my spouse
- ☐ Others (please specify): _____

12. If there are meetings organized at community level for forestry-related issues, who participates from the household?

- ☐ Me
- ☐ My spouse (husband / wife)
- ☐ Both me and my spouse
- ☐ Others (please specify): _____

13. Are you or any family member a member of the Association of Private Forest Owners?
Yes ☐ No ☐

13.1 If yes, who is a member?

- ☐ Me
- ☐ My spouse
- ☐ Both me and my spouse
- ☐ Other

13.2 If yes, who participates in the Association's meetings?

- ☐ Me
- ☐ My spouse
- ☐ Both me and my spouse
- ☐ Other (please specify): _____

14. Are there any areas that you are particularly interested in learning about to increase your income generation?

- ☐ Collection of forest fruits
- ☐ Processing of forest fruits
- ☐ Rights and norms about forestry, access to forests and forest use
- ☐ Access to markets
- ☐ Business management
- ☐ Beekeeping and honey production
- ☐ Other (please specify): _____

Household forestry activities

III Firewood use and collection

15. Does your household use firewood for heating?

Yes ☐ No ☐

16. Does your household collect firewood on forest land?

Yes ☐ No ☐

17. Does your household buy firewood from traders?

Yes ☐ No ☐

18. Does your household collect firewood on the land you have official title to?

Yes ☐ No ☐

19. Does your household collect firewood in state forest areas?

Yes ☐ No ☐

20. Who collects the firewood in forests (which family member)?

☐ Me

☐ My spouse (husband / wife)

☐ Both me and my spouse

☐ Children

☐ Others (please specify): _____

21. Who stores the firewood at the household premises?

☐ Me

☐ My spouse (husband / wife)

☐ Both me and my spouse

☐ Children

☐ Others (please specify): _____

IV Non-wood forest products

22. Does your family collect these non-wood forest products?

☐ Mushrooms

☐ Forests fruits

☐ Nuts

☐ Herbs

☐ Medicinal plants

☐ Other (please specify): _____

23. Who collects these non-wood forest products?

- ☐ Me
- ☐ My spouse (husband / wife)
- ☐ Both me and my spouse
- ☐ Children
- ☐ Others (please specify): _____

24. These non-wood forest products are used for:

- ☐ Family consumption
- ☐ Trading
- ☐ Both

25. Who sells the non-wood forest products?

- ☐ Me
- ☐ My spouse (husband / wife)
- ☐ Both me and my spouse
- ☐ Children
- ☐ Others (please specify): _____

26. If your family sells forest products, to whom do you sell them?

- ☐ Middleperson
- ☐ Local market
- ☐ Other (please specify): _____

27. How is the work divided in your household? Who does what?

- | | | | |
|--|-----------------------------|------------------------------------|--|
| <input type="checkbox"/> Sowing
specify): _____ | <input type="checkbox"/> Me | <input type="checkbox"/> My spouse | <input type="checkbox"/> Other (please |
| <input type="checkbox"/> Collection of wood
specify): _____ | <input type="checkbox"/> Me | <input type="checkbox"/> My spouse | <input type="checkbox"/> Other (please |
| <input type="checkbox"/> Processing of wood
specify): _____ | <input type="checkbox"/> Me | <input type="checkbox"/> My spouse | <input type="checkbox"/> Other (please |
| <input type="checkbox"/> Collection of non-wood forest products
specify): _____ | <input type="checkbox"/> Me | <input type="checkbox"/> My spouse | <input type="checkbox"/> Other (please |
| <input type="checkbox"/> Processing of non-wood forest products
specify): _____ | <input type="checkbox"/> Me | <input type="checkbox"/> My spouse | <input type="checkbox"/> Other (please |
| <input type="checkbox"/> Distribution of wood products
specify): _____ | <input type="checkbox"/> Me | <input type="checkbox"/> My spouse | <input type="checkbox"/> Other (please |
| <input type="checkbox"/> Distribution of non-wood products
specify): _____ | <input type="checkbox"/> Me | <input type="checkbox"/> My spouse | <input type="checkbox"/> Other (please |

- ☐ Selling wood products ☐ Me ☐ My spouse ☐ Other (please specify): _____
- ☐ Selling non-wood products ☐ Me ☐ My spouse ☐ Other (please specify): _____

28. If you are not involved in forest activities, what are the reasons?

- ☐ Not interested
- ☐ Lack of time
- ☐ Lack of knowledge about how / what to process
- ☐ Lack of transportation
- ☐ Don't possess forest land
- ☐ Taking care of children
- ☐ Spouse permission
- ☐ Other (please specify): _____

V Forest activities which generate income

29. Did you benefit from any forest-related subvention? Yes ☐ No ☐

29.1 If yes, from whom?

- ☐ Ministry of Agriculture, Forestry and Rural Development
- ☐ Municipal Directorate of Forestry
- ☐ Others (please specify): _____

30. Who controls the money earned from work with non-wood forest products?

- ☐ Me
- ☐ My spouse (husband / wife)
- ☐ Both me and my spouse
- ☐ Others (please specify): _____

31. Who controls the money earned from work with wood?

- ☐ Me
- ☐ My spouse (husband / wife)
- ☐ Both me and my spouse
- ☐ Others (please specify): _____

32. Who makes decisions about income spending at your home?

- ☐ Me
- ☐ My spouse (husband / wife)
- ☐ Both me and my spouse
- ☐ Others (please specify): _____

33. Who makes decisions about forest-related business?

- ☐ Me ☐ My spouse (husband / wife) ☐ Both me and my spouse ☐ Other:
- _____

34. Who goes to the market in your family?

- ☐ Me ☐ My spouse (husband / wife) ☐ Both me and my spouse ☐ Other:
- _____

35. What do you think are the most important things you need in order to increase your income and wellbeing? (Select a maximum of 3 options)

- ☐ More training
- ☐ More equipment
- ☐ Better access to information
- ☐ Equipment and techniques that reduce my workload
- ☐ Better access to markets
- ☐ Better access to transportation, mobility
- ☐ More information and knowledge about other economic opportunities
- ☐ Better access to kindergartens

36. Name three barriers that prevent women's active participation in forestry sector?

- 1) _____
- 2) _____
- 3) _____

37. Would women participate in meetings where there are men present? Yes ☐ No ☐

38. Would you prefer to have single-sex training and meetings?

- ☐ Yes
- ☐ No
- ☐ I don't care
- ☐ I do not know
- ☐ Other (please specify): _____

Annex 3: Questionnaire for institutions at central and local levels

Questionnaire for institutions at central and local level (including NGOs)

Place: _____

Institution / Officer: _____

Date: _____

Institutions at central and local level:

1. What national legal frameworks are in place to support the gender mainstreaming process in the forestry sector?
2. How consultative is the forest planning and policy development process? Are men and women equally engaged from the outset in policy development at local level?
3. How gender sensitive are forest policies and laws and to what extent have they been implemented?
4. What factors have caused these challenges and what has been the response of key stakeholders towards eliminating the challenges?
5. Is there a policy that favours the registration of single women and widowed women in forestry?
6. Does the institution consult with government gender equality mechanisms at central and local level in policy formulation and implementation?
7. Does the current structure have a mechanism which requires feedback and comments from gender and social experts or civil society organizations on strengthening the gender mainstreaming process in the forestry sector?
8. What capacity development is needed to improve the knowledge and skills of officials and decision-makers in relation to gender-responsive financial and human resource management in the forest department and the line ministry?
9. Is there a specific budget allocated for gender-related activities?

10. What information and gender-disaggregated data are available for forest planning and policy formulation?
11. Do forestry research institutions / organizations adequately incorporate gender issues in their research agendas?
12. Have there been efforts to obtain information from forest users' organizations and groups and women's alliances and experts to assess the differential impact of forest policies on women and men?
13. What is the work of Gender equality officers in mainstreaming gender in forestry?
14. In the annual work plan of Gender equality officers, is gender mainstreaming in the forestry sector addressed?
15. Have the Gender equality officers cooperated with any NGO (be that central or local) in addressing gender issues in forestry?
16. What should be done to incorporate better gender equity policies and implementation in forestry?
17. Have the Gender equality officers conducted any information sessions on raising the awareness of rural women about their inheritance rights?

Work of non-governmental organizations (central and local):

1. Does your organization currently have any activity / project with rural women engaged in the forestry sector?
2. Have you had any project / activity in the past with rural women on advocacy and awareness raising in the forestry sector?
3. Do you think that a gender perspective is incorporated into local policy-making processes?
4. Do you consult with people at grassroots level on their needs and demands before conducting any advocacy or awareness raising activity with rural women?
5. Has your organization conducted any training on the property rights of women in rural areas?
6. Are there any forms of coordination with the local media in providing information to rural women on different funding / training opportunities in forestry?

7. Has your organization conducted any activity or public debate about forestry with women and men?

8. Has your organization / agency participated in the process of drafting forest laws, strategies and action plans at central and local level?



ISBN 978-92-5-109797-7



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I7421EN/1/06.17