



### Illustrative Gender Indicators in Forestry Project Outcome Pathways

AIM: Gender gap targeted	Input indicators	Activity/ Output Indicators	Short-term Outcome Indicators	Medium-term Outcome Indicators (e.g. after 3-5 yrs)	Long-term Outcome Indicators (Impact)
<b>PARTICIP- ATION</b>	Women identified as target beneficiaries (yes/no)	Awareness campaigns on women's forest rights (no.)	Women reached in awareness campaigns (no.)	Share of targeted women with knowledge on their rights (%)	Share of forest interventions that are gender-inclusive (%)
	Women on project implementing team (% , no.)	Gender-specific training completed (yes/no)	Forest policy that recognizes women's rights drafted (yes/no)	Share of forest area managed with gender-informed plans (%)	Share of forest project leaders that are female (%)
	Team includes social development or gender expert (yes/no)	Consultation process on forest management plan includes women's groups (yes/no)	Laws and by-laws that recognize women's rights drafted (yes/no)	Share of forestry operations that acknowledge rights of women (%)	Share of women with improved decision-making power over forest resources and income (%)
	Share of project management team that is female (%)	Share of forest project managers receiving training that are female (% , no.)	Forest management plans endorsed by women's groups (no. , %)	Share of forest area community management plans developed with inclusive processes (ha)	Share of community forest area managed without conflicts (ha)
<b>BENEFITS</b>	Share of project funding allocated to gender-focused actions (%)	Management info system with sex-disaggregated data designed (yes/no)	Annual budget guidelines include gender considerations (yes/no)	Share of those receiving direct benefits/income from project that are women (%)	Share of women with increased income from trees and forests (%)
	Gender monitoring system designed (yes/no)	Benefit-sharing mechanism with gender consideration (yes/no)	Women forest project beneficiaries being tracked (no.)	Share of project beneficiaries that are female (%)	Share of women reporting enhanced well-being as a result of forest interventions (%)

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<b>BENEFITS</b>	Women's groups supported with capacity building (no.)	Share of women organized in forest-related associations (%)	Women's forest groups representatives in leadership positions in regional and national forest associations (no.)	Share of forest product output produced with women's group's active involvement (%)	Share of women with increased income from trees and forests (%)
	Targeted credit program for female-led forest enterprises implemented (yes/no)	Women and women's groups given access to forest enterprise-related credit (number)	Share of total forest-related credit going to female-led enterprises (%)	Share of overall forest enterprise earnings going to female-led enterprises (%)	Share of forest enterprise earnings in national budget (%)
<b>EMPOWERMENT</b>	Women are signatories or co-signatories to forest-project related contracts (e.g. ecosystem payments, ecotourism, tree nurseries, etc) (yes/no)	Project activities include those that support women as role models to break through barriers, demonstrate by example, change mindsets and provide inspiration to others (yes/no)	Forest sector plans, strategies, policies with gender considerations incorporated (%)	Share of women project participants rating 'satisfied' or above on gender-related interventions (%)	Share of forest projects or programs with women in leadership roles (%)
	Quota system for women in management roles (yes/no)	Project budget specifies target percentage to women-focused activities (yes/no)	Women receiving training in leadership, negotiation, business skills (no.)	Share of workers involved in forest production and value added activities that are women (%)	Share of women reporting more control over how forest-related household income is spent, especially regarding education, health and nutrition and investing in their own business (%)