



**OGAT (Organizational Gender Assessment Tool)
Components & Indicators**

1) Access				
Indicators	1	2	3	4
1.1 Women and man have equal access to forestry products	Forestry products are not accessible by women in terms of collection & consumption/trade	Women have limited access to forestry products,	Women have access to forestry products. They are involved only in collection of medicinal plants & fodder	Women have access to forestry products. They are involved in collection & consumption / trading of NTFP products, nuts, fire wood & fodder
1.2 Women and man have equal access to land use & property	Land (agriculture & forest) are entitled to head of the family (man)	Land (agriculture & forest) are entitled to head of the family (man), women are not aware of their legal rights and tradition is a barrier for women to have entitlement rights	Land (agriculture & forest) are entitled to head of the family (man) and information and awareness is provided that women are entitled as well	Land (agriculture & forest) are entitled to both man and women as per the law
1.3 Women and man have equal access on market & marketing services	Women have no access to the market, and services do not exist	Exists limited access of women to market & marketing services	Women have access on local market only but limited access to marketing services	Women and man have equal access to local and national market for their products. They have access to marketing



				services and the standards are met
1.4 Women have access on vocational, education, training	No training is being provided to women or man	Education, training are provided but women have no access & limited interest	Education & trainings are provided but few women have had access	Education & trainings are provided to many women by different service providers
1.5 Women have access on micro finance opportunities	Micro finance opportunities exist, but women lack information	Micro finance opportunities exist, women are informed but do not have access	Micro finance opportunities exist, women are informed but very few fulfil the criteria of access	Micro finance opportunities exist, and some women have applied and are supported
1.6 Women have access on public services (health and sanitation, water, education etc)	Women have limited access to public services	Women have access but public services do not address properly their needs	Women have access to public services and some needs are being addressed	Women have access to public services which are very relevant to their needs
2) Awareness				
2.1 women are aware and understand the differences between sex & gender roles (use a different terminology)	Women are not aware on the difference on sex & gender	Women have limited knowledge and understanding on the roles related to sex & gender	Women have information on gender differences & roles	Women have information & understand gender differences & roles
2.2 woman are aware on the principles related to labour force	Women are not aware on the principles of labour force	Only a few women are aware on the labour force principles	Some women are aware on these principles but still tradition is an obstacle specifically for	Women are aware on the principles related to labour force



			women	
2.3 women are aware on the legal rights	Women have no information on their legal rights (women legal rights policies limited)	Women have information on their legal rights but tradition barriers are stronger	Women are aware on the existing legal policies on equality / gender and some women play a stronger role in community in spite of tradition	Women are aware of legal rights, policies and equity & equality. Tradition is not a barrier for women in the community
2.4 women are aware on benefits from forestry products	Women are not aware on benefits from forestry products	Women are aware of the benefits from forestry products but they are mainly involved in fodder collection	Women are aware on forestry products but they are involved only in collection and not in processing of the products	Women are aware on benefits from forestry products and they are involved in collection and processing of products (NTFP, Nuts)
2.5 women are aware of their rights obligations as forest user or owner and member of FUA	Women are not aware on their membership right (FUA)	Women are aware on their rights as forest users, but they have limited information on developments within FUA	Women are aware of their rights as users, but tradition is a strong barrier in relation to their active involvement	Women are aware of their rights as per tradition and the current laws, they are active members of the FUA-s and some of them are board members
2.6 women are aware on the right to participate (community, Associations) make use of FUA organogram	Women are not aware in their right to participate as a forest users	Women are not aware that they are member of FUA (as forest users)	Some women are aware on their status as member of FUA but very	Women are aware on their right to participate as FUA members and some of



			few participate	them are active.
3) Participation & Representation				
3.1 Women participate in board of FUA	There are no women in the boards of FUA-s	There are no women in the board of the FUA, but they have received information on FUA activities	There are no women in the board of FUA, but some women are active in women core groups at commune level	There are some women board members of FUA, women core groups are active in the commune and closely collaborate with the FUA board
3.2 Women participate in village commission	There no women in the village commissions	There are no women in village commission, but some women participate in village meetings	There are no women in village commission, but some key women are consulted during decision making from the village commission	There are some women members of village commission, and participate in the general meeting of the FUA at commune level
3.3 Women participate in planning activities with the FUA & Commune	Women are not involved in planning activities	Women are not involved in planning at village level, but information is being shared to them through their husbands	Women are in attendance at meetings	Women are part of the decision making process
3.4 Women participate in the implementation of forestry activities (in general or supported by possible donors)	Women are not involved in implementing forestry activities	Women are involved only in some implemented activities, but they	Both man and women are involved in implementation,	Women determine & implement the activities equally with man



		are not involved in decision making on activities	but women are not involved in decision making	
3.5 Women participate in village meetings and commune level (women are involved in conflict management)	There are no women participating in village meetings & at commune level	Some Women are participating in meetings at village level, but there are no women participating at commune level meeting	Women are participating in meetings at village level and they are part of the village commissions, but very few are involved at commune level	Women actively participate in meetings at village level and they are part of the village commissions, and women are also participating. Women are involved in conflict management.
3.6 Women and man equally participate in focus groups (producer associations, nut clubs, networks)	Women are not organized in associations, focus groups, networks	Women are involved in activities organized but they are not consolidated in groups	Women are involved in activities organized and are not formally registered	Women and man are organized in producer associations, nut clubs and are formally registered
4) Sustainable forest and pasture management				
4.1 Management Plan is used by men and women	MP exists but not used. women are not aware about it	MP exists, women are aware about it and partly used	MP exists and annual plans are made, but women are limited involved in decision making based on MP	MP exists, used including annual plans and is revised involving village level (women users)
4.2 Investments and tariffs. Men and women are involved on the	Investments are made mainly	Investments mainly with donor funds,	Investments through different	Different financial resources exist



determination and implementation of tariffs and taxes.	based on donor funds and women have no information about it	including community contribution and women are part of the labour contribution	sources but no tariffs are yet collected. Reinvestment is made based on plan and women are involved in the process	including tariffs, local taxes and reinvestment is made. Women have knowledge and information and are involved in application of the above
4.3 Men and women have knowledge on sustainable CFM	Little knowledge is known from women on CFM. Only some women use CFM on traditional knowledge	Communal forester has some knowledge on CFM, but spread within the organization. Only some farmers use CFM on traditional knowledge and some women apply too	Communal forester provides knowledge on CFM to users, but still only a few people apply (women)	CFM knowledge widely spread within the FUA and applied (both man and women)
4.4 Men and women are involved in monitoring of activities	Activities are not monitored. Women have not knowledge on monitoring and are not involved	Monitored by communal forester or chairperson only, women are not involved	Monitoring also by the village commission, but no real action is taken, a few women are informed and involved	Monitoring done with involving man and women, lessons learned and action taken
4.5 Men and women are involved in implementation of activities based on management plan and utilization plans.	Activity plan was made, but hardly implemented. Women not	Most activities were mostly implemented, but only partly (activities not fully	Most planned activities are completely implemented,	Most of activities are implemented according to planning



	involved	completed or with only limited participation of women	some women are involved during implementation, but not in decision making	
4.6 Use of CFM (men and women)	No criteria on forest and pasture use applied	Only proper traditional forest and pasture use on private plots but common pastures and forest used without sustainable criteria. No priority is given to vulnerable groups (women)	Combined traditional and sustainable criteria applied for use of all forests and pastures. A few women are considered knowledgeable and taken into consideration	Sustainable use for forests and pastures integrated with other resources (water and agriculture)



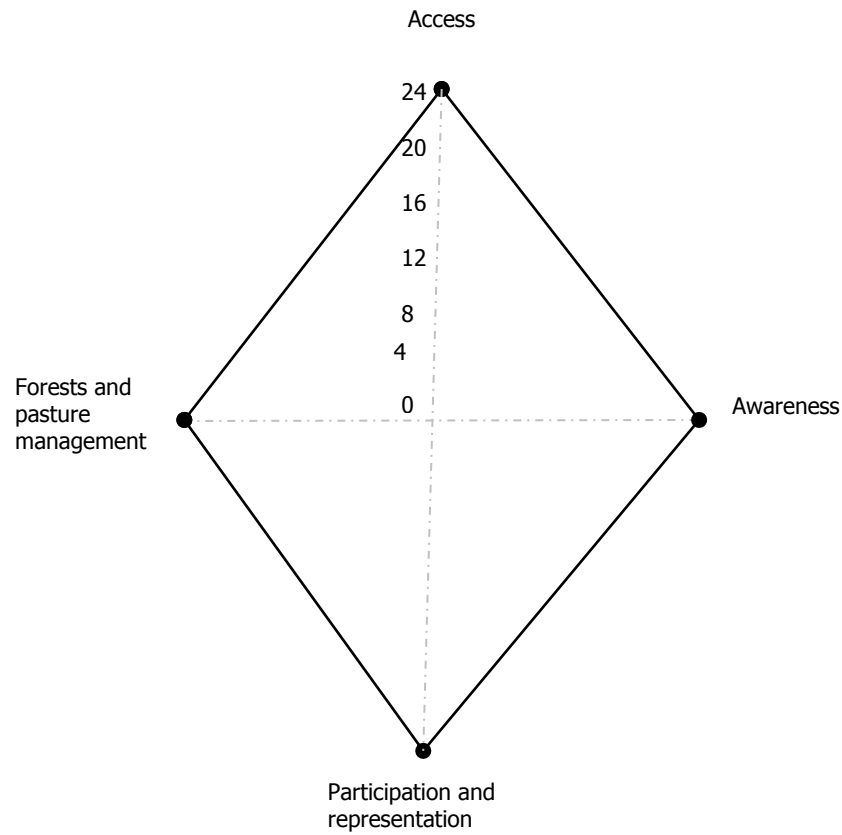
Analysis + making of spider diagram



After all the indicators are scored the analysis starts. As a first step the spider diagram is made.

- The participants can calculate the total scores for each component. One of the participant can than fill the scores on the diagram and draw the lines.
- For analysis focus on the weakest component, as well look to all indicators and check on those that scored lowest.
- Facilitate discussion on how to improve this weak component and the specific low indicators.

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Action plan

Based on the analysis and the identified weak points fill in the action (refer format below)

- Facilitate in making an action plan. Use a prepared action plan table on a flipchart. Pay attention in the action plan on what they can do themselves and for which they need external support.

FUA action plan

Analysis	
Strong components/indicators	Weak components/indicators

Actions		
Weak components/indicators	Action to undertake	Who is responsible
External support needed for action plan implementation		

